

EMPOWER GLOBAL

**REPORTS AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2019**

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MARCH 2019

REGISTERED COMPANY NUMBER: 3053642

REGISTERED CHARITY NUMBER: 1058285

DIRECTORS AND TRUSTEES

Mr W Keeping

Mr S Smith

Mr D Smith

Mr M Ward

COMPANY SECRETARY

Mrs SJ Salethorne

SENIOR PASTOR

Mr A Elmes

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Family Church
83-87 Kingston Road
Portsmouth
Hampshire
PO2 7DX

INDEPENDENT AUDITORS

Knight Goodhead Limited
7 Bournemouth Road
Chandler's Ford
Eastleigh
Hampshire
SO53 3DA

BANKERS

Lloyds Bank plc
North End
Portsmouth
Hampshire
PO2 0LR

Family Church

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

ANNUAL REPORT OF THE COUNCIL OF MANAGEMENT FOR THE YEAR ENDED 31 MARCH 2019

The council of management have pleasure in presenting their report and the audited accounts of the charity for the year ended 31 March 2019.

The legal and administrative information set out on the previous page forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

INTRODUCTION

The charity was incorporated on the 5 May 1995 as a company limited by guarantee and not having a share capital. The company was registered as a charity on 16 September 1996.

OBJECTIVES

The objects for which the charity is established are:

- The advancement of the Christian faith by the proclamation and furtherance of the gospel of God.
- The promotion of the worship of God by any means whatsoever, including the preaching and proclamation of the Christian gospel; the teaching of Christian doctrine and principles; and the printing, production and distribution of Christian literature, media products and other resources.
- The relief of persons in conditions of financial need, or of those persons who are infirm for reasons of old age or sickness.
- The advancement of education on the basis of Christian principles including the provision of educational establishments, materials and bursaries for the general education of children or adults on the basis of such Christian principle.

Empower Centre Portsmouth


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Portsmouth
Hampshire PO2 7DX


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
Website: family.church



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Family Church

ACHIEVEMENTS AND PERFORMANCE

The charity has continued to pursue its objectives in the following ways:

Family Church

We are fulfilling all of our objectives and providing public benefit through the work of Family Church. Through the generous giving of church members we have been able to continue to provide sound Christian teaching and opportunities to worship together, as well as expand our work in local communities.

We understand the importance of communicating our objectives to church members and encourage people to support the charity's work through their giving as well as through their service.

We operate church congregations in the following locations: Portsmouth, Gosport, Bridgemary, Havant, Waterlooville, Waterside (New Forest East) and Guildford. Our Waterlooville congregation was started in January 2018 as a monthly Sunday evening service, which we then moved to a weekly Sunday morning service from January 2019. This congregation was planted by a team from our Havant congregation, some of whom live in the Waterlooville area. Our Waterlooville congregation meets on Sundays at Waterlooville Community Centre but is still very closely linked with our Havant congregation and all midweek activities are based at Empower Centre Havant.

We also financially support and provide oversight to three congregations in the Philippines. We have sent teams to the Philippines for the last seven years. In each congregation we provide people with the opportunity to worship together and grow in their faith in a culturally diverse Christian community. There are a large number of church members involved in our charitable work, especially within the communities where our congregations are based. Our desire is to build a strong relationship between 'church' and 'community' and we are building excellent relationships with local organisations who work in the same sectors of the community as we do.

Family Church is involved in a variety of outreach work, such as running children's and youth clubs; supporting the marginalised and those who are living in conditions of poverty; helping those who are in crisis situations (such as sickness, bereavement, pregnancy crisis, debt crisis, and substance misuse); and providing pastoral care to church members and people in our community who seek our assistance.

We continue to operate a structure of leadership within Family Church that works well, enabling our congregations to function as 'one church' yet also be effective in their local communities. Our Senior Leaders manage the day to day work of the church and, with the Directors, ensure the charity's objectives are outworked through the activities of Family Church. Each congregation of Family Church has a Congregational Pastor who is responsible for the leadership and pastoral care of the congregation. Within each congregation there is also a team of Core Leaders who are responsible for specific departments. Our workforce involves hundreds of volunteers who willingly give time and finance into the various areas of their involvement.

Family Church

Family Church Global Outreach

We seek to support charitable work overseas. In the last year we have made financial contributions to charities in many poverty-stricken nations and we have sent individuals and teams abroad to work alongside organisations that we support. This currently includes Overland Missions (Zambia), Stella's Voice (Moldova), Hands at Work (Southern Africa), Angel Home (India), Rainbow House (Brazil) and three congregations of Family Church in the Philippines.

Synergy

We run a church network, known as Synergy. Church leaders join this network because of their relationship with Family Church's own leaders. We aim to provide support and training to church leaders and their teams and provide forums where mutually beneficial relationships can be developed with other Synergy members. We run an annual conference, Empower, which is provided for Synergy network churches as well as members of Family Church.

Member churches pay a monthly fee to be part of Synergy. The fee varies depending on the level of membership that is held. Synergy Alliance is for churches that relate at a basic level. Synergy Christian Churches is for churches that relate at a higher level.

Overland Missions

Overland Missions is a charity based in the USA providing relief to people living in poverty throughout the world. Their mission is to equip indigenous people to live a better standard of life and involves education and training as well as sharing the gospel. We receive donations made to Overland Missions in the UK and periodically send those donations to the head office of Overland Missions in the USA. We also send church members on missionary trips organised by Overland Missions.

PREMISES

Portsmouth

The Empower Centre Portsmouth (83-87 Kingston Road, Portsmouth, PO2 7DX) is the headquarters of Empower Global and of Family Church. The property was purchased in November 2012 and has been completely refurbished. The building includes a main hall that can seat up to 200 people, along with minor halls, offices and stores. The Empower Centre Portsmouth serves as a hub for our Portsmouth congregation, providing enough space for everything we do outside of our Sunday events (for which we continue to hire space each week at The Portsmouth Academy).

It has also enabled us to expand what we do in the community, particularly with children and young people, and with the vulnerable and elderly. We run a number of projects that benefit the local community, such as our Parent

Family Church

& Toddler Group, Messy Church, Kids Club, Youth Group, Drop-In, Homeless Outreach, Food Bank and Baby Basics. The building also provides church members and members of the public with a facility that is regularly used for birthday parties, wedding receptions, and for the activities of other community groups.

Gosport & Bridgemary

We own two buildings in Gosport - Empower Centre Gosport (102 Grove Road, Gosport, PO12 4JN) and Empower Centre Bridgemary (Layton Road, Bridgemary, PO13 0JQ). The Empower Centre Gosport is currently used by our Gosport congregation for midweek youth activities, but we are now looking to sell this building as our Gosport and Bridgemary congregations work closely together and it makes more sense to hold all of the midweek activities of both congregations at the Empower Centre Bridgemary. This is where our Bridgemary congregation holds its Sunday services, whereas our Gosport congregation meets on Sundays at Brune Park Community School.

The Empower Centre Bridgemary site consists of two buildings (church hall and community hall) and several sheds/garages/containers. The land is leased from Gosport Borough Council. The current lease is due to end in 2028 but we have recently agreed an extension to the lease until 2049. In addition to the midweek church activities, we run a number of community projects from this facility.

Havant & Waterloo

The Empower Centre Havant was purchased from the Methodist Church in 2014 and has become the home of our Havant and Waterloo congregations, providing space for all Sunday and midweek activities. We also have some local groups using the facility, including a children's nursery/pre-school, which provides us with a good income. In addition, we run a number of very successful community projects from the Empower Centre Havant.

Waterside

In January 2017, we took out a lease on a new office space for our Waterside congregation at 19A The Marsh, Hythe, Southampton. This new facility is used by our Waterside congregation as a local office as well as for leaders meetings, prayer meetings and band practices.

Guildford

The Empower Centre Guildford (Weyford House, 21-22 Woodbridge Meadows, Guildford, GU1 1BA) is the home of our Guildford congregation and will be the regional office of Family Church in Surrey as we plant further congregations. We have a lease on this premises until 31 May 2022. It provides office space for our Business Manager (who is based in Guildford) as well as providing a base for the operations of our Guildford congregation.

Family Church

General Building Fund

As of 31 March 2019, the balance of the church building fund was £130,034; historically balances have been as follows:

| | | | |
|------|----------|------|----------|
| 2018 | £137,442 | 2013 | £357,437 |
| 2017 | £138,262 | 2012 | £582,786 |
| 2016 | £138,271 | 2011 | £545,691 |
| 2015 | £168,087 | 2010 | £346,020 |
| 2014 | £220,132 | 2009 | £50,813 |

FAMILY CHURCH ATTENDANCE FIGURES

As a multi-congregational church we work hard to maintain the values and culture of Family Church in all of our congregations. Our Congregational Pastors meet together every week to discuss vision, provide support to one another and discuss any issues that need addressing. We consider our attendance figures to be a sign of the general health of the church so we keep a record of numbers attending each congregation. We also use these figures to apportion national and regional income and expenditure.

Between April 2018 and March 2019 we followed up 60 people who responded to the message of the gospel at our church meetings (compared to 159 in 2017/18, 172 in 2016/2017, 341 in 2015/2016, and 228 in 2014/15).

Furthermore, 57 individuals attended our Discovery course where we teach fundamental Christian principles to new Christians (compared to 31 in 2017/18, 60 in 2016/17, 35 in 2015/16, and 49 in 2014/15). We also baptised 45 people, which is a significant demonstration of an individual's faith in Christ (compared to 48 in 2017/18, 53 in 2016/17, 38 in 2015/16, and 104 in 2014/15).

When we run our Sunday church meetings in each location we also provide an excellent programme of activities for children. We invest into our children's programme in an effort to provide a well-balanced, varied and age-appropriate teaching curriculum.

We run our Momentum youth project in Portsmouth, Gosport, Waterside and Guildford and have around 70 teenagers in attendance every Friday night. Many of these young people attend our church congregations on Sundays. We aim to make our youth programme attractive and meaningful to teenagers from Christian families, as well as those who are not, in an effort to connect effectively with families in the local community.

Family Church

The table below shows the average regular attendance of Family Church congregations over the last 12 years:

| Congregation | | 2018 / 2019 | 2017 / 2018 | 2016 / 2017 | 2015 / 2016 | 2014 / 2015 | 2013 / 2014 | 2012 / 2013 | 2011 / 2012 | 2010 / 2011 | 2009 / 2010 | 2008 / 2009 | 2007 / 2008 |
|------------------|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Portsmouth | Adults | 284 | 298 | 271 | 289 | 286 | 332 | 327 | 323 | 440 | 480 | 500 | 450 |
| | Children | 124 | 112 | 100 | 99 | 88 | 93 | 87 | 81 | 90 | 100 | 90 | 90 |
| Portsmouth North | Adults | - | - | - | 49 | 50 | 62 | 71 | 85 | - | - | - | - |
| | Children | - | - | - | 27 | 24 | 24 | 22 | 18 | - | - | - | - |
| Gosport | Adults | 106 | 105 | 108 | 109 | 126 | 147 | 116 | 110 | 85 | 90 | 100 | 90 |
| | Children | 45 | 43 | 47 | 49 | 50 | 51 | 50 | 47 | 25 | 30 | 25 | 25 |
| Bridgemary | Adults | 33 | 33 | 31 | 35 | 40 | 63 | - | - | - | - | - | - |
| | Children | 13 | 12 | 12 | 8 | 7 | 11 | - | - | - | - | - | - |
| Havant | Adults | 94 | 87 | 82 | 68 | 58 | 52 | 51 | 46 | 44 | 40 | 85 | - |
| | Children | 39 | 39 | 42 | 30 | 25 | 18 | 14 | 11 | 10 | 6 | 10 | - |
| Waterlooville | Adults | 26 | - | - | - | - | - | - | - | - | - | - | - |
| | Children | 9 | - | - | - | - | - | - | - | - | - | - | - |
| Waterside | Adults | 47 | 42 | 40 | 40 | 47 | 50 | 51 | 61 | - | - | - | - |
| | Children | 33 | 28 | 29 | 28 | 30 | 26 | 21 | 17 | - | - | - | - |
| Guildford | Adults | 92 | 94 | 118 | 135 | 162 | 169 | - | - | - | - | - | - |
| | Children | 22 | 20 | 23 | 30 | 36 | 37 | - | - | - | - | - | - |
| Total | | 967 | 906 | 903 | 996 | 1029 | 1135 | 810 | 799 | 694 | 746 | 810 | 655 |

Family Church

PRINCIPAL FUNDING SOURCES

Funding for Empower Global comes principally from the donations of those who attend Family Church. Additional donations come from individuals who do not attend Family Church, but who wish to support our charitable work (particularly our community projects and overseas work). Further funding comes through fees paid by churches that are part of our Synergy church network.

Individuals who attend Family Church make regular financial donations to support the work of the charity and donors are encouraged to sign a Gift Aid declaration in order to maximise their giving.

Expenditure for this year shows that the key objectives of the charity were supported as described below.

LOCAL & GLOBAL PUBLIC BENEFIT

Our objectives (defined on page 1) are based upon three Charitable Purposes which are described in the Charities Act 2006 and are for public benefit:

- The advancement of religion.
- The prevention or relief of poverty.
- The advancement of education.

The total spent on charitable activities throughout the course of 2018/19 was £1,149,519 and this covered the following areas of public benefit, which we have broken down into several areas of expenditure.

The Advancement of Religion

Here follows a summary of the main activities undertaken this year that have provided public benefit under the charitable purpose, 'the advancement of religion'.

- The provision of suitable facilities for church administration, church meetings, and storage of equipment as well as facilities for children's/youth work, Christian training programmes, community outreach programmes and social events. We hire facilities each Sunday in order to provide most of our congregations with a meeting place. Additionally, the buildings that we own and lease require ongoing refurbishment and maintenance.
- Providing pastoral care. A large proportion of our 'pastoral care' costs are the salaries of our Congregational Pastors who provide pastoral support, mentoring and ministerial services (such as hospital visitation) to people who attend our congregations. People who attend Family Church are at different stages of their Christian journey and effort is made to educate new Christians with foundational Bible principles whilst challenging more experienced Christians to continue their journey of spiritual growth. People need different levels of pastoral support so we have established a structure of pastoral

Family Church

care. It is not only paid pastoral staff providing pastoral care but a large number of volunteers who work as part of our *Pastoral Support Team* or as *Connect Group Leaders*.

- Providing effective administrative support, business management, and financial systems to ensure the aims of the charity are achieved. Such expenditure covers staff salaries, IT equipment, office equipment, financial systems, training, printing, consumables, safeguarding admin, etc. This is necessary to provide a stable operational base for the charity and enables us to carry out our charitable activities in an efficient, safe and lawful manner.
- Family Church has an effective leadership structure. Leaders are appointed to ensure that the aims of the charity are achieved through our activities. Our costs include the salaries of our Senior and Executive Pastors who provide vision and direction to the church as a whole. Expenditure also includes the provision of training and support for leaders and other staff.
- Our church congregations provide individuals with the opportunity to worship together and grow in their faith. There is significant expenditure involved in running our church meetings and activities. In order to communicate the Christian message with the modern world, we use a variety of technologies which contribute to the cost of running church meetings. We are continually investing in our sound, media and lighting equipment as well as providing logistical solutions for moving equipment to and from venues.
- Family Church brings people together from a wide variety of social and cultural backgrounds. Our church congregations are culturally diverse and we work hard to provide activities that appeal to people from all walks of life. Many of the activities we organise have an income through additional donations, contributing to the cost of the event.
- Our work with children and young people continues to grow and we provide a variety of activities. Apart from Kids Church that runs on Sunday mornings, we operate a variety of other activities for children and young people both in church and in the community. We have youth groups running in Portsmouth, Gosport, Waterside and Guildford, providing a wide variety of fun, social and spiritual activities for young people. All these groups strengthen the connection between the church and the community, provide positive alternatives to socially undesirable pastimes and introduce Christian values to the children and young people. Each year the young people are given opportunities to attend youth conferences and other activities away from home.
- Through our church network, Synergy, we provide training and support to leaders and members of churches and other Christian organisations. This year we provided training and support through a number of events, including our annual Empower Conference, which was well attended by a significant number of church leaders from around the UK and abroad (as well as by members of Family Church). We also hold periodic events for church leaders and arrange for members of our team at Family Church to visit other churches for the purpose of sharing resources and providing training.

Family Church

- Our part-time Bible College, Empower Bible Academy, teaches Christians how to apply their knowledge of the Bible to their daily lives. This is a two year diploma accredited by Global Ministries & Relief Incorporated (USA). Family Church has enabled a number of students to attend this course by providing bursaries. Over the last year this course was run in Portsmouth, Gosport, Waterside and Guildford.
- We distribute books, Bibles, a range of audio and video media and other resources, to people attending our meetings, courses and conferences. Some of the books and Bibles are sold through our Resource Centres, operating in some of our church congregations on Sundays, as well as at special events and conferences. Other books and Bibles are given to new Christians or provided for courses that we run. All audio and video recordings produced by Family Church are made publicly available, free of charge, via our website and app.
- We provided activities and events as an outreach to our local communities. In the summer months we ran Community Fun Days in our local neighbourhoods where we provided great days out for families with activities such as bouncy castles, face painting and family games, all free of charge. We are involved in many other initiatives in our communities where our first aim is to show kindness to local people; and as we do this we often have the opportunity to share how the Christian faith can have a positive impact in people's lives.
- We feel it is important to provide good quality advertising, information and training to our church members and the wider community. Our activities have more chance of success with the right marketing; church members need up-to-date information in order to support our wide variety of activities; and training materials need to be provided if we are to expect people to make a positive contribution to our charitable work. Our social media presence is growing and there is a large amount of interaction both from church members and local people who connect with us.
- We invited speakers from the UK and other countries to preach in our congregations and the costs related to this covered travel expenses, accommodation, hospitality, and payment of honorariums.
- We provided childcare and activities for children in all of our congregations so that parents could attend our church services. Our children's programme provides a fun and safe environment for children where they are taught Christian values appropriate to their age and level of understanding.
- We provided a variety of classes, courses and seminars to educate people in the Christian faith, including our Discovery course, which provides foundational teaching for new Christians.
- We utilised support from other organisations to enable us to work more effectively for the public benefit.
- We held marriage preparation and enrichment classes, and conducted wedding ceremonies as well as funerals and baby dedications.

Family Church

- We provided transportation for people to attend church activities.
- We ran a successful 'Internship' programme.
- Our work in the community expressed, in practical ways, the religious teaching and contributed to social needs.

The Prevention or Relief of Poverty

Here follows a summary of the main activities undertaken this year that have provided public benefit under the charitable purpose, 'the prevention or relief of poverty'.

- We have an ongoing relationship with a number of churches and other organisations that work to prevent and relieve poverty. Every year we send teams to assist with projects that help relieve poverty in other nations and to take finance and provision to churches involved in helping their communities to overcome poverty and disease. In the last year we have sent teams to the Philippines, India, and Moldova. We support charities working in Zambia, Moldova, Southern Africa, India and Brazil, as well as sponsoring our own Family Church congregations and missionaries in the Philippines.
- We run our Homeless Outreach in the city of Portsmouth. This is well supported by individuals from Family Church who give practical help as well as contributions of clothes, blankets, sleeping bags, etc. Each night up to 35 individuals who are sleeping rough or living in squats are fed and clothed.
- We supported several individuals who were in financial need and provided assistance to those in crisis situations. This has involved assisting with rent payments, putting money on electricity meters, providing emergency loans, etc.
- We provide emergency food hampers to those who do not have basic provisions because of financial lack. We currently operate Food Banks in Portsmouth and Gosport, receiving referrals from local agencies such as YouTrust and local Housing Offices.
- We run a franchise of *Baby Basics* in Portsmouth, providing hampers to expectant/new mothers with provisions for mother and baby, usually taking the form of a Moses Basket full of nappies, wipes, feeding items, bedding, clothes, toys, etc. Referrals comes from local healthcare professionals.
- We have also contributed to good mental and physical health through our pastoral care. This has included many home and hospital visits by our dedicated volunteers who serve in our Pastoral Support Teams.

Family Church

The Advancement of Education

Here follows a summary of the main activities undertaken this year that have provided public benefit under the charitable purpose, 'the advancement of education'.

- We contributed to the spiritual and moral education of children and young people through many of our activities.
- We provided Kids Clubs for children (aged 4 to 11) to attend during the October and Easter school holidays. They were provided with structured activities, including arts and crafts as well as group games. They were also provided with a free lunch each day.
- We have been able to support the work of *Portsmouth School Pastors* by raising awareness to church members and linking them with this charity as volunteers.

FINANCIAL REVIEW

The Board of Directors/Trustees are pleased with the financial performance of the charity throughout 2018/19.

During the 2018/19 financial year the Directors prepared a financial risk management strategy, which now provides them with indicators on which to respond quickly in the event of an elevated risk of financial crisis. This was considered very important in view of the state of the global economy, and how this could affect individuals and their giving.

On a monthly basis, the finance team produce financial management reports showing the performance of each of our church congregations as well as the charity as a whole. Our accounting structure is based on an accrual system to allow us better opportunities to manage the finances more effectively whilst maintaining strict controls over spending, so that the charity's resources are used sensibly and efficiently.

The total annual income for 2018/19 was £1,128,198, which was a 0.4% decrease on 2017/18 (£1,133,509). The monthly regular unrestricted giving through tithes and offerings remained in line with the prior year, decreasingly very slightly from £850,895 in 2017/18 to £850,274.

Empower Global made an operating deficit of £21,321, which is split between a restricted deficit of £47,442 and an unrestricted surplus of £26,121. This resulted in an increase in unrestricted funds from £436,347 in 2017/18 to £462,468. Current assets, including cash in hand and in the bank, decreased slightly by 1.9% over the course of the year to £353,585.

Total expenditure increased by 5.8% from £1,086,982 in 2017/18 to £1,149,519 in 2018/19 with £1,005,397 of that being ministry related expenditure, and £144,122 relating to the administrative operation of the charity.

Family Church

Within the ministry related expenditure, Empower Global gave £52,563 towards global missions projects to support those in need across the world, with £41,509 coming from directed funds.

In addition to our regular public services and events, Empower Global also gave £26,593 towards local projects to support those in need in our community, with £20,545 coming from directed funds.

In 2018/19, a total of £507,023 was paid out in salaries/wages including those that are permanently placed within the community to lead and provide pastoral support to our local congregations, along with the administrative management of the charity.

None of the Directors/Trustees were paid during this period.

No individual member of staff is in receipt of a stipend/salary in excess of £60,000 including all payments relating to the provision of a suitable manse, where appropriate.

INVESTMENT POWERS AND RESTRICTIONS

The charity is authorised to invest the monies of the charity not immediately required for its purposes, in or upon such investments or property as may be thought fit, subject to such conditions as may be imposed or required by law and subject as provided by the Articles of Association.

RESERVES POLICY

In 2017, the Trustees reassessed the needs of the charity and revised the reserves policy to better reflect our current objectives. It was felt that our current policy was not suitable for a charity such as ours, and in sitting on large sums of money would actually work against our very objectives. We are now moving towards building reserves equivalent to 6 weeks' of essential operating expenditure, in order to safeguard existing activities and enable the charity to respond to new opportunities. General funds currently stand at £99,854 (2018: £74,612) which is in line with the reserves policy and is kept under close review by the trustees.

PLANS FOR THE FUTURE

In order to continue to achieve our charity objectives we have made plans for the future.

Growth of Family Church

We will continue to help Christians grow in their faith through a wide variety of initiatives. This includes providing meaningful worship services and effective Bible teaching; running appropriate courses to equip Christians in their daily lives; helping Christians to develop mutually supportive friendships through small group activities; providing opportunities to get involved in the charity's community and global outreach; training and supporting church leaders both within the setting of Family Church and through our Synergy network.

Family Church

We want to have a positive impact on our communities and will continue to provide services to our local communities, working with other organisations as much as possible. Through the work we do in our local communities we hope people will realise the positive impact that the Christian faith can have on their lives and, as a result, put their faith in Christ. We also encourage people who attend Family Church to share their faith with others. For this reason we expect the number of people attending the congregations of Family Church to grow.

Multi-Congregational Church

We plan to open more congregations in the UK in order to provide local communities with a place of worship reflecting the style and values of Family Church. As we equip and send people from Family Church to open new congregations we provide numerous opportunities for church members to be involved in Christian ministry.

Alongside the numerical growth of our congregations we will continue to increase the number of small groups that run during the week. Our *Connect Groups* help to maintain meaningful friendships amongst individuals who are part of our large church community.

Expansion of Community Projects

We will continue to work in our communities, aiming to develop and expand our community and outreach programmes. We will continue to use our buildings in Portsmouth, Gosport, Havant, and Guildford to run activities and projects that enrich our communities, as well as hiring local facilities when needed.

Through Family Church Global Outreach and Overland Missions we will continue supporting overseas mission projects and individuals involved in relief work throughout the world.

We also want to develop training courses to assist with the education of people in our community, from basic academic skills to full-time education of children in a Christian academy.

Suitable Premises for all Congregations

For the long-term stability of the charity we are committed to acquiring premises for all of our congregations, starting with a local 'hub' for each congregation and moving toward premises that provide enough auditorium space for Sunday services.

Synergy Network

We plan to increase the number of churches that relate through our Synergy network and we will continue to provide training and support to church leaders and their teams. We believe that the key to healthy churches is healthy leaders and we hope to train up such leaders within the setting of Family Church as well as providing assistance in this area to other churches in the UK and abroad.

Family Church

THE COUNCIL OF MANAGEMENT

The Charity is managed by the Council of Management. There are 28 paid employees (7 full-time, 21 part-time at 31 March 2019) engaged in carrying out the Charity's objectives. They are assisted and supported by a large number of volunteer workers.

The Council of Management have implemented a risk management strategy which reviews, on an annual basis, the risks that the charity may face. Systems and procedures are designed to manage the risks identified and to minimise the potential impact on the charity should any of these risks materialise.

RECRUITMENT AND APPOINTMENT OF THE COUNCIL OF MANAGEMENT

The Council of Management of Empower Global takes seriously the recruitment and appointment of members of the Council. Potential trustees are recruited on the basis of their existing interest and involvement in the charity and the skills and experience they add to the Council. Trustees are appointed by the Council of Management through election in accordance with the Articles of Association.

DIRECTORS' RESPONSIBILITIES

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP). Company law requires the Directors to prepare for each financial year, financial statements, which give a true and fair view of the state of affairs of the company and of the surplus or deficit for that period.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing those accounts, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

Family Church

As far as the Directors are aware, there is no relevant audit information of which the auditors are unaware. Each Director has taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 2006, and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

Signed and approved on behalf of the council of management on **12th November 2019**.



Trustee

WMKEEPING

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

We have audited the financial statements of Empower Global for the year ended 31 March 2019, which comprise the Statement of Financial Activities, Balance Sheet, Cash flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable to the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019, and of its income and expenditure for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, set out on pages 14 and 15, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

CJ GOODHEAD FCA

Senior Statutory Auditor

For and on behalf of:

Date

KNIGHT GOODHEAD LIMITED, Statutory Auditor and Chartered Accountants

7 Bournemouth Road, Chandler's Ford, Eastleigh, Hampshire, SO53 3DA

Knight Goodhead Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2019

(Including Income and Expenditure Account)

| | Notes | Restricted funds £ | Unrestricted funds £ | TOTAL 2019 £ | TOTAL 2018 £ |
|--|-------|--------------------------|----------------------------|--------------------|--------------------|
| INCOME | | | | | |
| Donations and legacies | | 234,871 | 877,338 | 1,112,209 | 1,114,578 |
| Trading income | | - | 15,763 | 15,763 | 18,614 |
| Investment income | | - | 226 | 226 | 317 |
| TOTAL INCOME | | 234,871 | 893,327 | 1,128,198 | 1,133,509 |
| EXPENDITURE | | | | | |
| <i>Charitable activities</i> | | 282,313 | 867,206 | 1,149,519 | 1,086,982 |
| TOTAL EXPENDITURE | 4 | 282,313 | 867,206 | 1,149,519 | 1,086,982 |
| NET (EXPENDITURE)/INCOME FOR YEAR | | (47,442) | 26,121 | (21,321) | 46,527 |
| Fund balances at 1 April 2018 | | 292,959 | 436,347 | 729,306 | 682,779 |
| FUND BALANCES AT 31 MARCH 2019 | | 245,517 | 462,468 | 707,985 | 729,306 |

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES**YEAR ENDED 31 MARCH 2018**

(Including Income and Expenditure Account)

| | Notes | Restricted funds £ | Unrestricted funds £ | TOTAL 2018 £ |
|--|-------|--------------------------|----------------------------|--------------------|
| INCOME | | | | |
| Donations and legacies | | 263,683 | 850,895 | 1,114,578 |
| Trading income | | - | 18,614 | 18,614 |
| Investment income | | - | 317 | 317 |
| TOTAL INCOME | | 263,683 | 869,826 | 1,133,509 |
| EXPENDITURE | | | | |
| <i>Charitable activities</i> | | 195,312 | 891,670 | 1,086,982 |
| TOTAL EXPENDITURE | | 195,312 | 891,670 | 1,086,982 |
| NET INCOME/(EXPENDITURE) FOR YEAR | | 68,371 | (21,844) | 46,527 |
| Fund balances at 1 April 2017 | | 224,588 | 458,191 | 682,779 |
| FUND BALANCES AT 31 MARCH 2018 | | 292,959 | 436,347 | 729,306 |

The Statement of Financial Activities includes all gains and losses recognised in the year.

EMPOWER GLOBAL

Company registration number 3053642

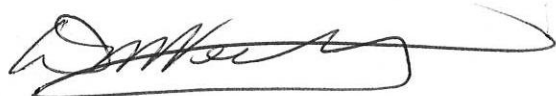
(Company limited by guarantee and not having a share capital)

BALANCE SHEET AS AT 31 MARCH 2019

| | Notes | £ | 2019 £ | £ | 2018 £ |
|---|-------|-----------------|----------------|-----------------|----------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 6 | | 808,658 | | 819,775 |
| CURRENT ASSETS | | | | | |
| Debtors | 7 | 36,065 | | 34,756 | |
| Cash at bank and in hand | | <u>317,520</u> | | <u>325,942</u> | |
| | | 353,585 | | 360,698 | |
| CREDITORS: amounts falling due within one year | 8 | <u>(42,791)</u> | | <u>(24,230)</u> | |
| NET CURRENT ASSETS | | | <u>310,794</u> | | <u>336,468</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 1,119,452 | | 1,156,243 |
| CREDITORS: amounts falling due after one year | 9 | (411,467) | | (426,937) | |
| NET ASSETS | | | <u>707,985</u> | | <u>729,306</u> |
| FUNDS | | | | | |
| Restricted funds | 10 | | 245,517 | | 292,959 |
| Unrestricted funds - General | 11 | | 99,854 | | 74,612 |
| Unrestricted funds - Designated | 11 | | 362,614 | | 361,735 |
| TOTAL FUNDS | 12 | | <u>707,985</u> | | <u>729,306</u> |

The accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the council of management on 12 November 2019
and signed on its behalf by



W M Keeping
Director

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

CASHFLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2019

| | | 2019 | 2018 |
|--|-------|----------------|----------------|
| | Notes | £ | £ |
| NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES | 1 | 29,479 | 92,985 |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Interest received | | 226 | 317 |
| Fixed asset additions | | (26,354) | (37,584) |
| Proceeds from sale of fixed assets | | 2,777 | - |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Repayments of borrowing | | (14,550) | (8,277) |
| NET CASH FLOW | | <u>(8,422)</u> | <u>47,441</u> |
| Change in cash and cash equivalents in the period | | (8,422) | 47,441 |
| Cash and cash equivalent at start of the period | | 325,942 | 278,501 |
| Cash and cash equivalents at the end of the period | 2 | <u>317,520</u> | <u>325,942</u> |

NOTES TO THE CASHFLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2019**1 RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

| | £ | £ |
|---|---------------|---------------|
| Net (expenditure)/income for the period | (21,321) | 46,527 |
| Interest received | (226) | (317) |
| Depreciation | 36,696 | 46,661 |
| Profit on disposal of fixed assets | (2,003) | - |
| (Increase)/decrease in debtors | (1,309) | 5,728 |
| Increase/(decrease) in creditors | 17,641 | (5,614) |
| Net cash flow from operating activities | <u>29,479</u> | <u>92,985</u> |

2 ANALYSIS OF CASH AND CASH EQUIVALENTS

| | 2019 | 2018 |
|--------------------------|----------------|----------------|
| | £ | £ |
| Cash at bank and in hand | <u>317,520</u> | <u>325,942</u> |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

1 ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the FRS 102 (effective January 2015) and the Companies Act 2006.

The charity meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charity's ability to continue.

b) Income

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of donations and are included in full in the Statement of Financial Activities when receivable.
- Investment income is included when receivable.
- Trading income is accounted for when earned.

c) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. It includes any VAT and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises of those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

d) Tangible fixed assets

Tangible fixed assets are included in the accounts at cost, with items over £500 being capitalised.

Depreciation is provided on fixed assets to spread the cost over the estimated useful lives of the relevant assets at the following rates:

| | |
|------------------------|-----------------------|
| Motor vehicles | 25% reducing balance |
| Fixtures and equipment | 20% straight line |
| Computer equipment | 3 years straight line |
| Buildings | 2% reducing balance |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

1 ACCOUNTING POLICIES (continued)

e) Leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

f) Pension contributions

The charitable company participates in a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. The assets of the scheme are held and managed separately from those of the charitable company.

g) Fund accounting

Funds held by the charitable company are either:

| | |
|----------------------------|---|
| Unrestricted general funds | Funds which can be used in accordance with the charitable objects at the discretion of the trustees. |
| Designated funds | Funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects, or reflecting investment in property. |
| Restricted funds | Funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. |

2 LEGAL STATUS OF THE CHARITY

The charitable company was incorporated on 5 May 1995 in England and Wales and was registered on 26 September 1996 with the Charity Commission in England and Wales. The charity is a public benefit entity.

The registered office of the charity is The Empower Centre, 83-87 Kingston Road, Portsmouth, Hampshire, PO2 7DX.

The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

| 3 | STAFF COSTS | 2019 £ | 2018 £ |
|---|-----------------------|----------------|----------------|
| | Salaries and wages | 477,336 | 448,638 |
| | Social security costs | 21,009 | 19,841 |
| | Pension contributions | 8,678 | 4,391 |
| | | <u>507,023</u> | <u>472,870</u> |

No employees received emoluments exceeding £60,000 during this or the prior year.

Key management personnel received total remuneration of £192,945 (5 employees) (2018: £181,733 to 5 employees) which includes manse payments of £69,090 (2018: £64,140)

The average number of employees during the year was as follows:

| | 2019 Number | 2018 Number |
|----------------|----------------|----------------|
| Pastors | 11 | 11 |
| Administration | 10 | 10 |
| Community | 3 | 3 |
| Youth | 2 | 2 |
| Facilities | 1 | 1 |
| | <u>27</u> | <u>27</u> |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

| 4 EXPENDITURE | Restricted funds £ | Unrestricted funds £ | Total 2019 £ | Total 2018 £ |
|--|--------------------------|----------------------------|--------------------|--------------------|
| Costs directly allocated to activities | | | | |
| Wages and salaries (see note 3) | 47,391 | 459,632 | 507,023 | 472,870 |
| Grants and donations | 95,268 | 30,427 | 125,695 | 96,282 |
| Motor expenses | 8,556 | 8,487 | 17,043 | 13,347 |
| Hire of halls and storage | 2,142 | 132,825 | 134,967 | 127,171 |
| Meeting expenses | 84,054 | 29,930 | 113,984 | 110,291 |
| Publicity | 870 | 658 | 1,528 | 1,455 |
| Hospitality | 9,425 | 19,810 | 29,235 | 42,551 |
| Travel and subsistence | 216 | 500 | 716 | 1,537 |
| Telephone | 45 | 7,809 | 7,854 | 6,318 |
| Printing, postage and stationery | 7,977 | 29,495 | 37,472 | 34,427 |
| Stock and consumables | 3,956 | 3,130 | 7,086 | 6,629 |
| Property depreciation | - | 17,741 | 17,741 | 17,659 |
| Motor depreciation | - | 5,053 | 5,053 | 4,283 |
| | 259,900 | 745,497 | 1,005,397 | 934,820 |
| Support costs allocated to activities | | | | |
| Office expenses | 6,441 | 42,187 | 48,628 | 56,684 |
| Fees and subscriptions | 421 | 3,404 | 3,825 | 3,131 |
| Insurance | - | 15,378 | 15,378 | 16,634 |
| Legal and professional fees | 2,111 | 5,590 | 7,701 | 4,428 |
| Repairs and maintenance | 12,008 | 10,446 | 22,454 | 20,009 |
| Bank charges | 1,432 | 3,693 | 5,125 | 3,637 |
| Loan interest | - | 23,951 | 23,951 | 18,360 |
| Equipment depreciation | - | 11,770 | 11,770 | 23,543 |
| Computer equipment depreciation | - | 2,133 | 2,133 | 1,176 |
| Loss on disposal of fixed assets | - | (2,003) | (2,003) | - |
| Audit and accountancy | - | 5,160 | 5,160 | 4,560 |
| | 22,413 | 121,709 | 144,122 | 152,162 |
| TOTAL EXPENDITURE | 282,313 | 867,206 | 1,149,519 | 1,086,982 |

Included within audit and accountancy above are amounts due to the auditors in relation to the audit of £3,000 (2018: £3,000) and £2,160 for other work (2018: £1,560).

The Unrestricted funds column represents the activities of Family Church.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**5 ANALYSIS OF GRANTS**

Gift and donations made in the year totalled £125,695 (2018: £96,282). Gifts over £1,000 per institution are as follows:

| | 2019 £ | 2018 £ |
|------------|-----------|-----------|
| Angel Home | 3,431 | 3,680 |
| Synergy | 6,000 | 7,250 |

6 TANGIBLE FIXED ASSETS

| | Freehold property £ | Motor vehicles £ | Fixtures & equipment £ | Computer equipment £ | Total £ |
|-----------------------|---------------------------|------------------------|------------------------------|----------------------------|------------|
| COST | | | | | |
| At beginning of year | 882,984 | 20,314 | 266,087 | 40,613 | 1,209,998 |
| Additions | 4,070 | 8,136 | 10,560 | 3,588 | 26,354 |
| Disposals | - | (3,614) | (37,581) | (26,234) | (67,429) |
| At end of year | 887,054 | 24,836 | 239,066 | 17,967 | 1,168,923 |
| DEPRECIATION | | | | | |
| At beginning of year | 102,836 | 7,464 | 241,212 | 38,711 | 390,223 |
| Charge for the year | 17,741 | 5,052 | 11,770 | 2,133 | 36,696 |
| On disposals | - | (2,839) | (37,581) | (26,234) | (66,654) |
| At end of year | 120,577 | 9,677 | 215,401 | 14,610 | 360,265 |
| NET BOOK VALUE | | | | | |
| At end of year | 766,477 | 15,159 | 23,665 | 3,357 | 808,658 |
| At beginning of year | 780,148 | 12,850 | 24,875 | 1,902 | 819,775 |

7 DEBTORS

| | 2019 £ | 2018 £ |
|--------------------------------|-----------|-----------|
| Income tax recoverable | 33,500 | 31,346 |
| Prepayments and accrued income | 731 | 1,140 |
| Other debtors | 1,834 | 2,270 |
| | 36,065 | 34,756 |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

| | | | |
|---|--|---------------|---------------|
| 8 | CREDITORS: amounts falling due within one year | 2019 | 2018 |
| | | £ | £ |
| | Bank loans | 9,333 | 8,413 |
| | Other creditors | 15,108 | 6,944 |
| | Accruals and deferred income | 18,350 | 8,873 |
| | | <u>42,791</u> | <u>24,230</u> |

| | | | |
|---|---|----------------|----------------|
| 9 | CREDITORS: amounts falling due after more than one year | 2019 | 2018 |
| | | £ | £ |
| | Bank loans | <u>411,467</u> | <u>426,937</u> |

The bank loans are secured over the Empower Centre, 83-87 Kingston Road, Portsmouth and 102 Grove Road, Gosport and 47 Botley Drive, Havant.

10 RESTRICTED FUNDS

| | Balance at 1 April 2018 | Income | Expenditure | Transfers | Balance at 31 March 2019 |
|--|------------------------------------|----------------|--------------------|------------------|-------------------------------------|
| | £ | £ | £ | £ | £ |
| Buildings and Facilities | | | | | |
| Building Fund | 137,442 | - | (7,408) | - | 130,034 |
| Church Growth and Vision Fund | 95,940 | 76,708 | (124,456) | 18,004 | 66,196 |
| Trade Connections | 199 | - | - | - | 199 |
| Vision Fund | 18,004 | - | - | (18,004) | - |
| Missions | | | | | |
| Family Church Missions Fund | 4,106 | 38,109 | (33,284) | - | 8,931 |
| Mission Trips | 4,319 | 4,424 | (8,225) | - | 518 |
| Community Projects | | | | | |
| Food Bank and Homeless Outreach | - | 6,058 | (3,433) | - | 2,625 |
| Adopt a Block and Fun Days | - | 22,085 | (17,112) | - | 4,973 |
| Projects for Young People | | | | | |
| Momentum | 3,954 | 20,698 | (23,461) | - | 1,191 |
| Supporting Family Church People | | | | | |
| Widows Fund | 3,792 | - | (555) | - | 3,237 |
| Ladies ministry | 2,635 | 13,980 | (5,006) | - | 11,609 |
| Mens ministry | 2,879 | 11,689 | (14,568) | - | - |
| Synergy | 3,327 | - | (3,327) | - | - |
| Shine | 3,217 | 15 | (477) | - | 2,755 |
| Leadership Events | | | | | |
| Empower Conference | 2,443 | 17,975 | (17,552) | - | 2,866 |
| Discipleship (Faith works) | - | 20,353 | (19,867) | - | 486 |
| Eternity Church | | | | | |
| Vision Fund | 8,929 | 2,777 | (2,578) | - | 9,128 |
| Jacob's Well | | | | | |
| Vision Fund | 1,773 | - | (1,004) | - | 769 |
| | <u>292,959</u> | <u>234,871</u> | <u>(282,313)</u> | <u>-</u> | <u>245,517</u> |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

10 RESTRICTED FUNDS (continued)

Building Fund

Members of Family Church can request that their donations are allocated to the church 'building fund'. Historically the money raised was for the specific aim of acquiring and equipping a church building in Portsmouth and this money is currently held in several savings accounts. Since January 2013 all donations for the building fund, unless specifically given for the future building in Portsmouth, are allocated to a separate fund which is for acquiring and equipping church buildings in any location where Family Church operates. Balances in the Church Growth Fund from previous years have been incorporated into the Building Fund.

Church Growth and Vision Fund

Each Family Church except Havant gave donations specifically for the continuing growth of the church. These donations are being used for equipment and activities that facilitate growth. The Havant congregations gave donations specifically for the Building Fund in view of the acquisition of a church building in Havant and its refurbishment.

Trade Connections

This project was set up to generate income for the Church Building Fund through an online directory of trades and businesses.

Vision Fund

This is made up of congregational specific growth offerings, general vision offerings and our annual church vision offering to further the work of Family Church.

Family Church Missions Fund

Members of Family Church can request that their donations are used for 'missions'. Such donations are allocated to this fund which is used to support the work of organisations throughout the world in the relief of persons in conditions of financial need and to assist in their care. This includes regular contributions toward the cost of running the Makati Congregation of Family Church in Manila, Philippines. A proportion of Gift Aid income is designated for missions work.

Mission Trips

This relates to donations specifically to help fund mission trips received from members of family church.

Food Bank and Homeless Outreach

Members of Family Church can request that their donations are used for 'Community Projects'. Such donations are allocated to this fund and used primarily for outreach to the homeless and for the provision of food hampers. A limited budget is designated from unrestricted income for this work.

Adopt a Block and Fun Days

Since March 2012 members of Family Church have been given the opportunity to give towards the work of the church in specific neighbourhoods. Each congregation has 'adopted' a neighbourhood and aims to connect well with the community through a variety of initiatives. These initiatives include free community 'Fun Days'.

Momentum

Momentum is the Family Church Youth group. It has undertaken fund raising and received donations to help fund the cost of equipment and youth activities generally.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

10 RESTRICTED FUNDS (continued)

Widows' Fund

Members of Family Church have given donations to provide financial assistance to widows within the church.

Ladies Ministry

The ladies ministry in Family Church is called 'Her' and throughout the course of the year we hold several events to include breakfasts, getaways and conferences. The money generated from these events is sown back into this ministry to further minister and support the women in all congregations.

Mens Ministry

The mens ministry in Family Church is called 'His' and throughout the course of the year we hold several events to include breakfasts, retreats and conferences. The money generated from these events is sown back into the ministry to further minister and support the men in all congregations.

Synergy

Synergy Alliance, is a church network through which we provide training and support to leaders and members of churches and other Christian organisations. We provide training and support through a number of events, including our annual Empower Conference. This conference was well attended by a significant number of church leaders from around the UK and abroad, as well as by members of Family Church. The income received through the Synergy Alliance is kept separately from the general Family Church funds.

Shine

Shine is a solutions focused personal development programme that empowers women and girls regardless of their cultural, educational or socio-economic background. The goal is to help individuals on their journey of discovering their personal value, resilience and potential.

Empower Conference

Empower Conference is a major annual conference which attracts delegates from the Family Church congregations and elsewhere. The 2017 conference was financed mainly from delegate fees but some churches and individuals also made donations to help meet the cost of running the conference.

Discipleship (Faith Works)

Faith Works is a part-time bible college run by Family Church. Each year at the graduation ceremony donations are received to provide a fund to subsidise course fees for individuals who would not otherwise be able to attend the course.

Eternity Church Vision Fund

This reserve fund was transferred from Eternity Church in Guildford and restricted for the use of the newly formed Family Church Guildford congregation to further the work in Surrey as its region of influence.

Jacob's Well Vision Fund

This reserve fund was transferred from Jacob's Well Church in Bridgemarky and restricted for the use of the newly formed Family Church Bridgemarky Congregation to further the work in Bridgemarky as its area of influence.

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2018

| 11 UNRESTRICTED FUNDS | At 1 April 2018 £ | Income £ | Expenditure £ | Transfer of funds £ | At 31 March 2019 £ |
|--|----------------------------|-------------|------------------|---------------------------|-----------------------------|
| Guildford rebranding | 1,014 | - | - | - | 1,014 |
| Guildford office & youth refurbishment | 1,193 | - | - | - | 1,193 |
| EST 1825 (Guildford) | 14,730 | - | - | - | 14,730 |
| Property capital fund | 344,798 | - | (41,692) | 42,571 | 345,677 |
| Total designated funds | 361,735 | - | (41,692) | 42,571 | 362,614 |
| General funds | 74,612 | 893,327 | (825,514) | (42,571) | 99,854 |
| Total unrestricted funds | 436,347 | 893,327 | (867,206) | - | 462,468 |

Included in unrestricted funds are monies set aside by the Trustees towards future projects that the Trustees and management decide to undertake within the objects of the charity.

The property capital fund represents the net book value of the freehold property less the outstanding bank loan at the Balance Sheet date.

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Restricted funds £ | Unrestricted funds £ | TOTAL 2019 £ |
|---------------------------------|--------------------------|----------------------------|--------------------|
| <i>Year ended 31 March 2019</i> | | | |
| Tangible fixed assets | - | 808,658 | 808,658 |
| Current assets | 245,517 | 108,068 | 353,585 |
| Current liabilities | - | (42,791) | (42,791) |
| Long term liabilities | - | (411,467) | (411,467) |
| | 245,517 | 462,468 | 707,985 |

| | Restricted funds £ | Unrestricted funds £ | TOTAL 2018 £ |
|---------------------------------|--------------------------|----------------------------|--------------------|
| <i>Year ended 31 March 2018</i> | | | |
| Tangible fixed assets | - | 819,775 | 819,775 |
| Current assets | 292,959 | 67,739 | 360,698 |
| Current liabilities | - | (24,230) | (24,230) |
| Long term liabilities | - | (426,937) | (426,937) |
| | 292,959 | 436,347 | 729,306 |

EMPOWER GLOBAL

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019

13 OPERATING LEASE COMMITMENTS

The company has commitments under operating leases which fall due as follows:

| | 2019 £ | 2018 £ |
|--------------------------|----------------|----------------|
| Within one year | 32,565 | 29,390 |
| After more than one year | 162,329 | 167,319 |
| | <u>194,894</u> | <u>196,709</u> |

The leases relate to office rental, with an annual charge of £14,400 which expires in July 2027, office equipment with an annual charge of £14,990 which expires in April 2022 and land at Bridgemary with an annual charge of £3,175 which expires April 2028.

14 PENSION COMMITMENTS

The company operates a defined contribution pension scheme on behalf of certain employees. The assets of the scheme are held separately from those of the company in an independently administered fund. The total pension cost during the year was £8,678 (2018: £4,391).

15 RELATED PARTY TRANSACTIONS

During previous years, A Elmes, Senior Pastor, was advanced a total of £20,821 by way of a loan. Interest of 4% charged on the average amount outstanding on the loan annually. During the year, the loan was fully repaid. The amount outstanding at 31 March 2018, and included in other debtors, was £666.

During the year, the charity made donations totalling £1,925 to support the mission work and study of two of Andy Elmes' children. During the year, payments totalling £750 were also made to Great Big Life, a company of which Andy Elmes is a director.

During the year, the charity made donations totalling £98 (2018: £319) to Stella's Voice Portsmouth, a local charity of which W Keeping, director, is an employee. During the year, payments were also made to W Keeping's daughters totalling £3,260 (2018: £3,228) for contributions towards the same mission trip. Expenses incurred on behalf of the charity during these missions were also reimbursed to his daughters totalling £5,668. The brother of W Keeping was also reimbursed expenses totalling £689 incurred on behalf of the charity.

No other expenses are paid to trustees, excluding the reimbursement of costs paid out personally on behalf of the charity.

