



Annual Report
of the Baptist Union of Great Britain
2022

Welcome to the 2022 Annual Report of the Baptist Union of Great Britain

We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

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The Trustees wish to put on record their thanks to the churches, regional associations and colleges that make up Baptists Together and to the staff of the specialist teams based at Baptist House for all their generosity in supporting us to achieve our mission.



THE DECLARATION OF PRINCIPLE

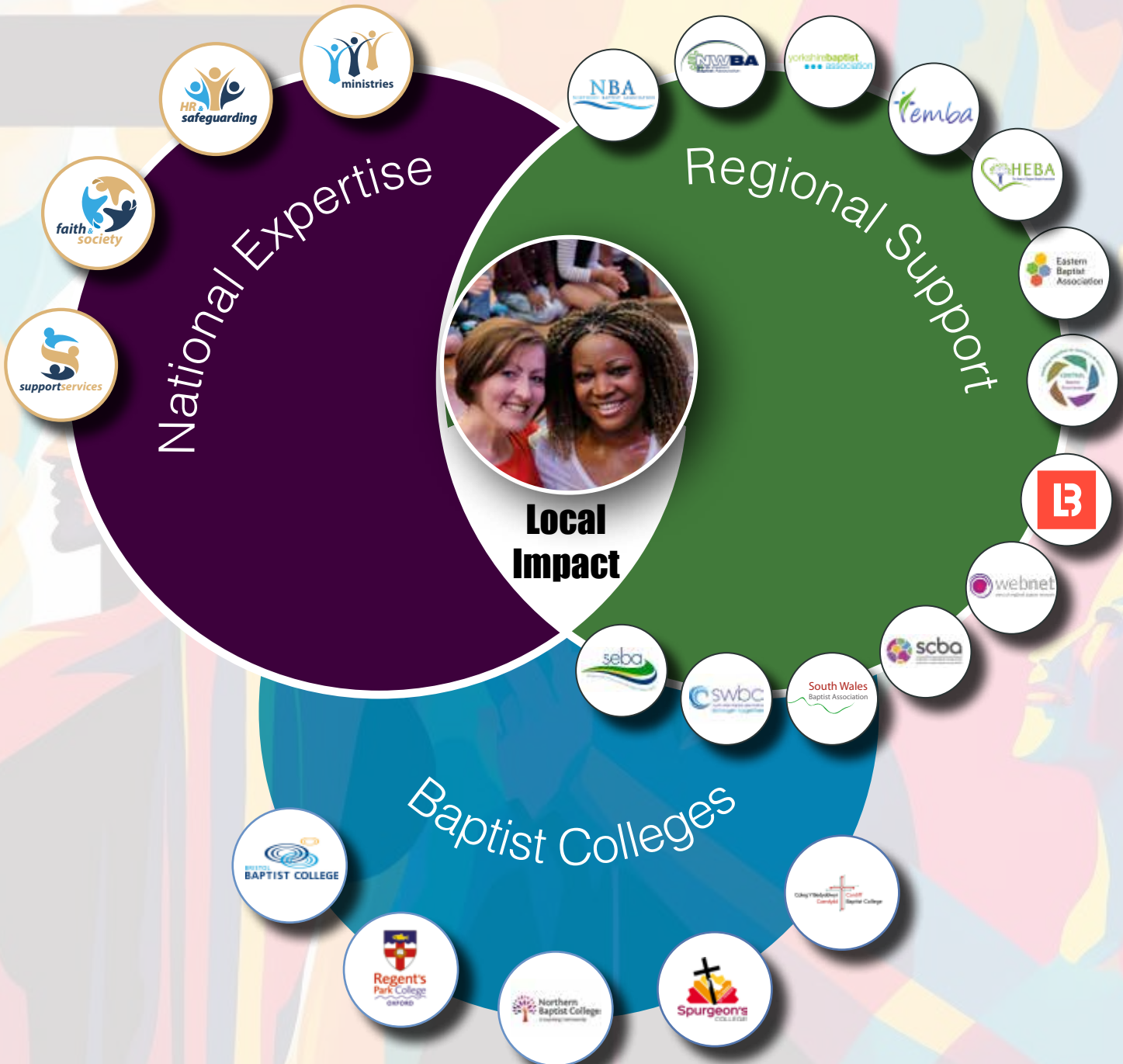
The basis of our Baptist Union is:

That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer his laws.

That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

BAPTISTS TOGETHER



Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's mission

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2022 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2022 and how they relate to the overall strategy of our Union.

Our strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

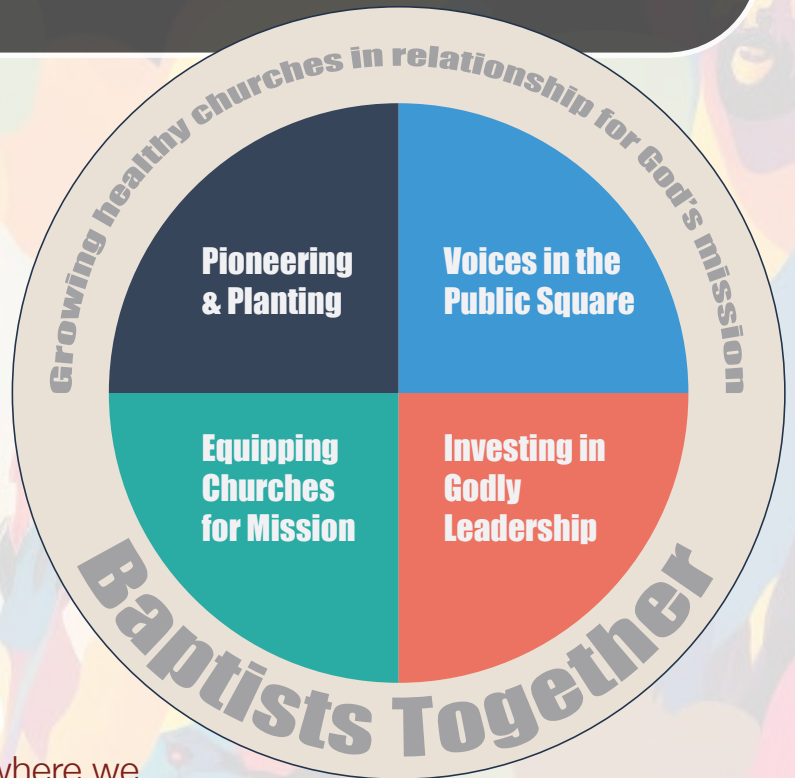
The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase 'Growing healthy churches in relationship for God's mission.' To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,850 member churches, 13 member regional associations and five member colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

Our shared vision

'Growing healthy churches in relationship for God's mission'

We seek to deliver our vision through...



Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life.
(Galatians 5:22-25)

Feel like one team

Celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships – making sure everyone feels included and listened to.
(1 Corinthians 12:24b-27)

Embrace adventure

Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things.
(Matthew 28:18-20)

Inspire others

With a generosity of spirit, energise and motivate people to be all that God created them to be.
(Ephesians 5:1-2)

Share a hunger for God's coming Kingdom

Nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation – confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union.
(Matthew 6:9-10).

To read the story behind our culture please go to www.baptist.org.uk/culturehistory

Building a Bigger Table



It has been an amazing privilege to be the President of Baptists Together for this season. The theme of Building a Bigger Table has provided us all with the opportunity to think about putting hospitality at the centre of our mission and life together as a movement.

When I began to serve as President I said at the Assembly: 'I accept that you may not want to hear from me because of my age, gender, or perceived theology; but I would like you to know sisters, brothers: even if you don't want to hear from me, I would love to listen to you.' And I invited us to connect over the year and to join in conversation.

Over the course of the year, I have connected with 49 different expressions of churches and missional communities. I have had the honour of spending time with some of our NHS Chaplains; I have spent time with pioneers in different associations as they seek to put Jesus at the centre of the communities they live in and serve. I have attended prayer meetings of churches online and onsite; I have attended Forest church followed by a communion service in the back room of a pub.

I have been invited to share on the theme with seven of our thirteen associations; I have engaged with three of our Baptist colleges and have spent time online with the Small Churches Network. I have sought to raise money for Home Mission by gathering some people together to walk the Yorkshire Three Peaks and, although I was unable to complete the challenge, I am so proud of the team that came together from across our movement to walk for Home Mission.

I have sought to pray for our movement regularly; it has been an honour to hold some of your direct requests and you as family in prayer.

As I have listened across the movement I have heard:

- The need to be seen in your context
- The strain and toil ministry and mission is taking on people
- The desire to put ministers', chaplains' and pioneers' wellbeing at the heart of association life
- The hope in a future for the Church that is authentic and caring for its communities.



I have seen how many are serving their local communities through new and traditional forms of church which is creating a depth of relationship and bringing people to know Jesus.

'The theme of Building a Bigger Table has provided us all with the opportunity to think about putting hospitality at the centre of our mission and life together as a movement.'

In all the joys of the year there have been times when I have felt defeated and disrespected by a few. It can be painful to be on the receiving end of the comments some people make in the name of 'correct theology'. However, I have attempted to continue to serve the movement in the places where I have not always been welcomed and I remain determined that it will not distract me or others from building a bigger table and to keep making space for those who we do not regularly hear from.

Although this year has brought challenges, the joys of meeting the different people and visiting the amazing places means it has been an awesome privilege to serve the Baptist Movement and to have had the honour of walking with you in this role as we grow healthy churches in relationship for God's mission.

Hayley Young, President Baptists Together 2022-23

Creativity, flexibility and innovation

Looking back on 2022 I would say that it can best be described as a year of lament and hope.

During 2022 we experienced the continued impact of the pandemic across Baptists Together. Whilst it was encouraging to see churches adapt and respond to the opportunities of the new landscape we found ourselves in, others remain exhausted and facing issues such as the loss of children, young people and young adults, a dearth of volunteers which is affecting trustee roles and CYF / community roles and financial challenges that are affecting staff roles. In the light of this, it is appropriate that we lament the huge losses that we have experienced over recent years as individuals, churches and a movement.

We also lament the impact of the pandemic on our relationships across Baptists Together. Despite a swift pivot to embrace online ways of meeting and connecting, two years of missed opportunities for face-to-face meeting and collaborating have been keenly felt. As a complex, relational movement being able to meet together for prayer, worship and to deepen relationships is essential in these challenging transitional times. Furthermore, it strengthens our capacity to love one another whilst respecting our differences.

One of the key challenges for Baptists Together in this year has been considering a question that was raised from some of our members relating to marriage and accredited ministry. In different ways through the year we have been taking time to listen carefully to each other as we have been sharing our convictions and reflecting on Scripture together. I am very aware that this has not been easy, yet we continue to reflect together biblically, pastorally and missionally around these and other issues.

We have experienced lament, but we also see tremendously hopeful signs of God at work in and through us.

From this perspective of hope we are beginning to tell a new story; not a story of decline, but a story of where we see God at work now and our trust that he is doing new things among us. You can read more stories of hope in this Annual Report and in our magazine and articles online. Again and again we see our churches engaging with their communities in beautiful ways, holding out the love of Jesus in these uncertain times. *Alpha* courses, open-air witness, foodbanks and community fridges, Renew Wellbeing cafés, schools' work, youth clubs and mentoring projects. I have visited new church buildings with excellent accessibility, with a heart to be a place of welcome for all. It has been so encouraging to see the many Baptists who have offered hospitality as part of the Homes for Ukraine scheme and local churches have hosted all sorts of welcome initiatives for those from Ukraine, Hong Kong and other parts of the world.

So, yes, in this period of ongoing uncertainty and challenge we have continued to experience lament. Yet we also have hope, because the risen Lord Jesus Christ is in us and the purposes of God continue working themselves out in the midst of everything.

May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.

Lynn Green, General Secretary Baptists Together

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Areas of work



Pioneering and Planting

As a grassroots movement of local churches, we are also passionate about planting more churches and pioneering new things in new ways. This is part of the continuing, urgent mandate we have been given by Jesus in the Great Commission. With more than 95 per cent of the population of the UK not yet following Jesus, this is no time to be barricading ourselves within our churches! This is a time for courage, innovation, risk-taking and the embracing of adventure.

Pioneering adventure on a new housing development

Barnwell Baptist Church has been exploring and praying about its response to the Marleigh development for a decade, with members united in a desire to grow a Jesus-worshipping community there.

Marleigh is a short drive from church's location in the east of Cambridge which will eventually grow to 1300 homes. Currently around 160 homes are occupied.

In 2021 the church appointed Catrin Horrex as pioneer minister-in-training to lead this missional opportunity, thanks to the support of an Eastern Baptist Association Home Mission grant and the Baptist Insurance Company. In 2022 the church was also raising funds to buy a house there.

It has been encouraging for the church to connect with other pioneers and practitioners up and down the country who have shared their experiences and helped shape its local response. Catrin says, "It's still very early days, but it's so interesting watching the community grow.



"Currently there's no community space, apart from the primary school, but there is a hunger for community. When we surveyed them, residents said they simply wanted a place to meet and get to know each other. We've been building relationships, doing a walking club each week, gathering a small community of young families via whatsapp and growing links with the new primary school.

"But we can't wait to live onsite. The vision for the house is that it will be a place of hospitality and stories. We want to welcome and host people, but we also want to listen to their stories and to see what God grows.

"So the house is key - this will be a home and a place of welcome."

Minister Stuart Wood says, "We want to encourage other churches – new builds are a great way for churches to grow.

"But more than that, this a story of audaciously asking for God's provision. Barnwell is one of the poorest parts of the city and we are not a big church – around 50 members. Historically Baptist churches don't plant when they're this small, but this is what's happening here.

"God has called us to this and we trust him to provide. People here really have a heart for planting and growing.

"It's about God and vision and stepping out in faith. It's very much a kingdom story, and we want to share that."

The vision for the house is that it will be a place of hospitality and stories. We want to welcome and host people, but we also want to listen to their stories and to see what God grows

Embodying the Good News in marginalised coastal communities



Barney Barron introduces Coastal Expression, a response to the often-unrecognised deprivation and spiritual needs of many coastal neighbourhoods



When I was commissioned by Urban Expression to carry out some research into coastal towns, I discovered they are among some of our most deprived communities in the UK, and places where local churches are often in terminal decline.

In fact, the most deprived ward in England is a seaside village called Jaywick, in Essex. The next eight slots in the top ten list of deprivation statistics are all wards in Blackpool.

Following the research, I relocated to Cornwall, famous for its long sandy beaches and picturesque fishing villages, but actually one of the poorest regions in Britain and northern Europe.



Having benefitted from the connections and support of Urban Expression for 16 years, I discovered there was no such agency supporting coastal pioneers. As I connected with other pioneers in coastal communities, I discovered that there was a general isolation and lack of connection with others who could resonate with the unique challenges and opportunities of incarnational ministry in coastal areas.

Thanks to generous funding from Mission Forum and a private sponsor, Jon Timms and I have now been released as Coordinators for a day a week each. Our aim is to develop Coastal Expression as a mission agency that will connect and support those seeking to embody the good news incarnationally, in under-churched and marginalised coastal communities.



We have begun to share experiences, resources and support through a regular newsletter, an online gathering and a Facebook page and group. We had our first physical gathering late in 2022, supported by a grant from Baptist Insurance.



We will seek to gather and share the stories of how God is at work in these coastal communities and what we are learning as we journey together, in the hope we will encourage others to consider relocating to a coastal neighbourhood and discover the opportunities for joining in with God's mission there.

'Our aim is to develop Coastal Expression as a mission agency that will connect and support those seeking to embody the good news incarnationally, in under-churched and marginalised coastal communities'

All photos belong to each respective church, individual or organisation

#Digital Pentecost

A series of conversations about shaping an online Baptist missional community are being held in early 2023. Simon Goddard and Nathan McGuire explain more.

Many Baptist churches discovered the online space out of necessity during the pandemic. Some decided to stream their services, and others discovered that community to be just as real in the digital space. After the lockdowns, several churches explored what being a hybrid church would look like, whilst many returned to onsite only gatherings as soon as they could.

In February 2021, however, a different conversation began – one that asked the question ‘what might a Baptist expression of church planted in the digital space look like?’ Since then, a small group has been working in partnership with the Baptists Together specialist teams to create the constitutional framework of transform.church, which was recently registered with the Charity Commission and welcomed into membership of Baptists Together.

A series of conversations have been taking place in early 2023 with individuals within our Baptist movement who have the skills and passion to help shape a national Baptist digital expression of the church. The conversation is not an exercise in simply working out how to ‘do church’ online – but rather an exploration of what it means to ‘be church’ in the 21st century. Asking questions, for example, about:

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How a digital expression of church could equip, empower and release a generation of missional disciples committed to kingdom transformation? How we might help individuals to connect widely in the digital space but dwell deeply in the communities and networks in which they live, work and play?

How we might provide a community for the growing number of ‘churchless faithful’, who are called to live as authentic followers of Jesus, but who struggle to do this within inherited expressions of church?

In 2023 we are seeking to broaden the trustee body, and grow a wider team of supporters, advisors and start-up funders. We hope that this will enable a formal launch of transform.church later in the year.

We’re praying that as we invite God’s Spirit to use us in the online space, we’ll be part of a new #digitalpentecost. If you’re interested in being part of this, or want to know more, please get in touch.

Simon Goddard is a former regional minister in the Eastern Baptist Association, and Director of RiverTree, which he set up in 2018 to catalyse, cultivate and collaborate in pursuit of fruitfulness in the mission of God. Contact him at: simon@rivertree.org.uk

Nathan McGuire currently serves as Associate Minister at Streatham Baptist Church and is a Trustee of Restored, where he provides consultation on domestic violence prevention in Christian Communities. Contact him at: nathan@thegodlyirritant.com



'Improving the wellbeing of those living around them'

Renew Wellbeing is the name of the overarching organisation that is helping churches around the country to replicate the Renew Wellbeing café concept.

RenewWellbeing

Founded by Baptist pastor Ruth Rice, its vision is to encourage as many churches as possible to open up a space in which to be present, be prayerful and be in partnership with their local council for as little as two hours a week to improve the wellbeing of those living around them.

The charity is now in partnership with around 240 Renew spaces, and Baptists Together Mission Forum funding has supported its growth. A recent grant enabled it to deploy four new regional co-ordinators to cope with its expansion over the pandemic.

In 2022 Margaret Blakey, Renew co-ordinator in the West of England, gave an update. There are now 13 Renew spaces in Webnet, with several others in the region affiliated to other denominations.

She explained how it was really exciting to witness the opening of Renew 193 in Weston Super Mare, a partnership between Baptist churches in the town.

“Renew 193 is particularly inspiring in its simplicity of design, the friendships between the volunteers from the different churches, and the warm welcome that is extended to the guests who pop in from the High Street who already consider themselves part of the Renew 193 community.”

Over the summer Margaret popped in to one of the older Renew spaces, Renew 15 in Devizes.

‘It was so lovely to join in with a choice of activity and to chat with those sat around me,’ she wrote. ‘One of my favourite aspects of my job is the new and varied friendships that I make on a weekly basis.’

‘I was particularly inspired to hear the story of one regular who has a history of significant trauma share the story of the impact that Renew 15 has had on her life, and how the regular rhythm of prayer has enabled her to sense that there is someone bigger than our understanding who cares for her.’

‘She shared, with a real sense of pride, the various creative activities that the group have participated in, with plenty of variety and choice.’

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Areas of Work



Investing in Godly Leadership

Scripture tells us that God blesses the church with those who serve through offering leadership and so it is critical for us to continue to invest in Godly leadership. We pray that every leader, in whatever sphere, will be captivated by Jesus and first and foremost be a disciple who is growing in Christlikeness. We pray that as our leaders nurture the spiritual gifts that God has given them, attentive to God's call and the leading of the Holy Spirit, then healthy churches and disciples and communities will be nurtured as a result.

I Am Because You Are

In late autumn 2022, we introduced *I Am Because You Are*, a new Baptist video-based training course in equality and diversity.

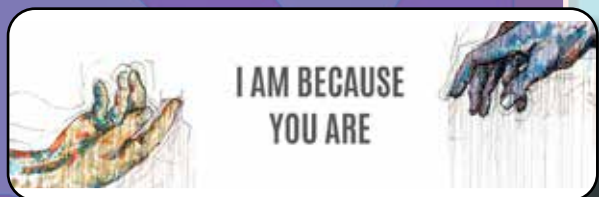
The course is aimed at Baptist ministers but suitable also for church leadership teams. It has come about in response to a grass roots challenge made to the Baptist Union.

In the wake of the murder of George Floyd in 2020, a conversation among Baptist ministers took place about racial justice, but not only racial justice. The scope was broader, drawing in a variety of ways in which ministers had experienced, observed, and even perhaps colluded with discrimination in Baptist churches and structures.

An open letter was subsequently written to the leadership of Baptists Together, calling for equality, diversity and unconscious bias training to be made a compulsory part of both initial ministerial formation and Continuing Ministerial Development. After some deliberation, the Baptist Union Council agreed this at its March 2021 meeting,

I Am Because You Are is the first result of Council's decision. It consists of six videos that ministers are expected to watch together in their networks and ministers' meetings. Each video contains some explanatory material, a filmed interview or conversation, and some discussion questions. They explore what discrimination is, the meaning of equality and diversity in secular society world, and how this relates to the Bible and our own experience.

The title *I Am Because You Are* is a rough translation of the Zulu word, ubuntu. Ubuntu was often used by Desmond Tutu to explain how we are inter-connected. He said we are diminished when some among us are made to feel less than they truly are – that is, made in the image of God. Despite a total viewing time of almost two hours, the six videos can only hope to open up what is an increasingly vast topic. Engaging with *I Am Because You Are* through watching and discussing the videos is mandatory for almost all accredited ministers and nationally recognised pastors.



In Episode 4 of *I Am Because You Are*, two Baptist College Principals, Clara Rushbrook and Steve Finamore, discuss a reading from John chapter 4. When Jesus encounters a Samaritan woman at a well, Clara notes:



“Jesus is going into Samaria. He’s going to somewhere ‘other’ precisely to encounter this woman, and he knows about her. And I don’t think he knows about her in a way of kind of shaming her, but he knows about her in a way that sees her.

“And it reminds me of the story of Hagar where she names God as the one who sees me and that is really powerful. This is an unnamed woman. But we’re beginning to see who she is, through this encounter.”

Steve adds a further reflection:

“[This story] is one of the ways that John is demonstrating that the words of his prologue – that ‘He came to his own people, and they received him not, but to those who did receive him, he gave the power to become the children of God,’ – is being fulfilled. And this is one of those biblical type scenes. A man meeting a woman at the well is something that happens in Genesis, it happens in Exodus. It is one of those standard story patterns. And they are usually about betrothal, about human love. But here this is about the love of God for a whole people.”

New funding ministerial formation options

New ways of supporting training for women and men into Baptist ministry came into being in 2022.

A Baptist branded crowdfunding scheme in partnership with Stewardship launched last spring. Ministers-in-training can now apply for a 'Partner Account for Individuals', to which those wishing to support them can make one-off or regular gifts, choosing to remain anonymous if they wish.

In addition, those who cannot access student finance through the UK or Welsh Government, can now instead apply for a loan for student fees through Kingdom Bank, with whom the Baptist Union has entered an agreement. If an application is approved, payments for student fees will be made direct to the college. Students can also borrow up to £1,500 for resources that enable their study, such as a laptop or books.

After training, the students are expected to pay back the loan over ten years. The interest rate is favourable compared to a typical personal loan because the Baptist Union acts as the guarantor. This is currently a pilot scheme (available for students starting in September 2022), and it is hoped the arrangement will be made permanent if funding allows.

Both these initiatives were proposed by the Funding for Ministerial Training Working Group, and approved by Baptist Union Council in October 2021.

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DEVELOPING
LEADERSHIP



Young adults in our Baptist movement

Our Young Leaders' Development Coordinator Isabella Senior began her role in March 2022. She gave the following update for the Baptists Together website. It has been a fruitful year in this position, and I wanted to share some of the encouraging stories. God is at work among young adults in our Baptist movement and it is exciting to be part of this!



Internships

There are about 50 interns starting in Baptist churches across the country from September onwards, and the number is still growing as I connect with more churches. London Baptists, Yorkshire Baptist Association, South West Baptist Association, South Wales Baptist Association and North Western Baptist Association are running their own internship programmes in a variety of ways and contexts. Southern Counties Baptist Association and Central Baptist Association together with Regent's Park College (EQUIP) and London Baptists (Formation) are offering free online workshops for young leaders throughout the academic year.

It's been a privilege to support local churches in finding and hosting interns. Since I've been in post, more than 30 churches from across our Associations have contacted me expressing an interest in hosting an intern, and I am delighted to share that the *Internship Best Practice Handbook - Tips for a successful internship programme* is now available.

Our aim in producing this handbook is to encourage, promote and facilitate internships right across Baptists Together. It provides guidance on how best to host interns in churches, from the discernment process through to the practicalities. It also contains templates for an internship role profile, volunteer agreement and code of conduct, among other resources.

We had our first Interns' Gathering in January, and it was great to connect with interns across our Union, share experiences and be encouraged. I interviewed three former interns and we heard about how their internship year helped them grow as disciples of Jesus and leaders. Intern Shelby commented on the gathering 'I really enjoyed the opportunity to get to know other interns all over the UK. Being able to hear different experiences of interns in different churches was such a good insight of what's to come.' I'm looking forward to the next Interns' Gathering in April.

I've been so inspired by our Baptist interns and can't wait to see what God has in store for them. I met 19-year-old Anna at Baptist Assembly 2022 and after a conversation she decided to do an internship year, and this is what she shares now 'I officially had my Moses and the burning bush moment. I'm falling in love with the fact that everyone here is encouraging my passions and giving me opportunities to pursue them. Just when I was questioning why God brought me here, he came through and showed it to my face. I feel like I know what direction I'm meant to be going in and who's coming with me. I have not been this happy in a long time. Honestly, letting go of the control I had over my life was the best thing I've ever done for myself. It was scary but was so worth it!'

'I've been so inspired by our Baptist interns and can't wait to see what God has in store for them'

Summer 2022 festivals

I also had the privilege of attending two summer festivals for a day each: Satellites for young people aged 12-18 years old, and Sixty-One for young adults aged 18-30 years old. At Satellites, over 50 per cent of the young people there were from Baptist churches. A Baptist youth leader shared this on the stage on the day I was there, and it was so encouraging to hear so many young people shouting across the room in excitement that they are part of a Baptist church.

All photos belong to each respective church, individual or organisation





It was great to hear stories of young people finding Jesus in lockdown. Some of them connected through detached youthwork and others through the youth groups running online. I met youth groups that grew during lockdown, welcomed young Ukrainian refugees, and really benefited from interns and young leaders in their churches. I connected with two young women who had been interns in two different Baptist churches and they shared with me how much they enjoyed their internships and grew in faith and in leadership in the past year.

At Sixty-One a Baptist church was leading a prophetic workshop which focussed on how to connect with God in prayer and live a naturally supernatural lifestyle. It was very moving to be in a place with so many other young adults passionate about Jesus and his kingdom – it felt in many ways like we are a faithful remnant!

Other developments over the last 12 months include the launch of the @baptistyoungleaders Instagram account, which has more than 400 followers and connects with the young adults in our Baptist movement.

Isabella Senior and Andrew Ginn, a core member of the Young Adults Round Table, gave a presentation at the October Baptist Union Council, which they subsequently recorded and is now hosted on the Young Adults area of the Baptists Together website. The presentation outlined challenges and opportunities to help the denomination grapple with the urgent need to serve this missing generation through our ministry and mission. Since then, Baptist associations and colleges have continued the conversation by hosting sessions on this missional need, starting new initiatives and being more intentional.

'Other developments over the last 12 months include the launch of the @baptistyoungleaders Instagram account'

'Visions of Colour'



Visions of Colour, an anti-racism course for Baptist ministerial formation, was released during Black History Month in October.

Visions of Colour (VOC) is a racial justice training programme designed to aid the process of Baptist ministerial formation and its engagement with justice and society. The ultimate goal is to help Baptist ministers develop action plans suited to their local church and community.

The Sam Sharpe Project initiated VOC, in partnership with the Baptist Union of Great Britain; Justice Enabler Wale Hudson-Roberts sought the advice of Professor Robert Beckford, who helped bring the vague concept to structured reality. Dr Eleasah P Louis has acted as consultant and producer, working with the Sam Sharpe/BUGB teams to bring the project to fruition.

The course came about following the murder of George Floyd, and the open letter to the leadership of Baptists Together that equality, diversity and unconscious bias training become a compulsory part of both initial Ministerial Formation and Continuing Ministerial Development. *Visions of Colour* seeks to give Baptist ministers the tools to respond to this socio-political climate meaningfully and theologically.

It's an online six-part video course. Each session includes a contribution from Baptist ministers and their thoughts about anti-racism, a learning point to help unpack key terms and ideas and a lecture that aims to challenge and equip ministers with ideas for practically engaging with anti-racism in a church setting. **Access it here: www.visionsofcolour.uk**



Bristol Baptist College in 2022

Pioneering and Planting

Here at Bristol, pioneering in new mission opportunities is a major priority for all our students whether they are preparing to be church pastors, chaplains or leaders of new initiatives. During 2022 one of our students moved onto a new estate where she will lead a missional presence; another launched projects with drug users, the homeless and those on probation; and another started a prayer room as part of her school chaplaincy. Our module on mission and evangelism takes our students to visit mission initiatives operating in the most marginalized communities in the city, while a different course focuses on the church and community development. All in all, the college is at the cutting edge of new approaches to mission, while continuing to respect the role of pastors of congregations.



Link to Creativity in Ministry: www.youtube.com/watch?v=vAnhGWpVzY&t=60s

Voices in the Public Square

We offer a focus on prophecy as a part of the vocation of the people of God. The college is always seeking to learn from those who speak truth to power and are faithful to God's word even where this provokes opposition. Examples of this can be seen in the work, directed by our Biblical Studies tutor, Revd Dr Helen Paynter, of the Centre for the Study of the Bible and Violence and in our teaching of apologetics. Helen's work on domestic violence and on challenging the use of the Bible by violent nationalists is a significant contribution to vital public issues.

Link to 'The Bible Doesn't Tell Us So' information:

www.csbvbristol.org.uk/study-videos/ or the preview video:

<https://youtu.be/iRWOUdQBFXc>

'pioneering in new mission opportunities is a major priority for all our students'



Equipping Churches for Mission

In active partnership with the regional associations, the college offers courses specifically designed to help Baptist Christians engage in mission within their churches and in their day to day lives. In Bristol we offer Equipping Missional Disciples (EMD) with Webnet and in Exeter with the SWBA we offer Prepare, Feed, Sustain (PFS). And, of course, our student ministers are all trained to understand that part of their calling is to equip their local churches to take part in the mission of God.

Link to EMD on our website: www.bristol-baptist.ac.uk/community-learning/emd/

Link to EMD video: www.youtube.com/watch?v=1TkJ6z8bYgY

Investing in Godly Leadership

For more than three centuries the college has been investing in the next generation of Baptist leaders. Back in the eighteenth century this was expressed as forming 'lively, zealous, able and evangelical ministers of the gospel' and to some extent the goal remains the same. The college, through its staff and its other resources, invests time, money and expertise in helping, in partnership with placement churches and mission contexts, form the next generation of leaders for our movement. But these days, we're not only about those called to accredited ministry. We offer theology courses from undergraduate level all the way to PhD. In addition to the courses mentioned above, we also offer a one day a week course called Disciple-Makers which is designed to offer a year of formation and training to people who are thinking about the call of God on their lives.

Link to the Disciple-Makers video: youtu.be/2YDPvIllumN0

Link to core values: youtu.be/j_vS1qBadqg

'For more than three centuries the college has been investing in the next generation of Baptist leaders'

All photos belong to each respective church, individual or organisation

Northern Baptist College (NBC) in 2022



Our strapline as a college is equipping leaders for a changing church and a changing world. When we settled on those words, I'm not sure any of us realised how prophetic they were. In our country and in our churches, we seem to be living in a particularly significant time of change. Our calling as a college is to respond with faith and adventure, holding onto God and stepping out into the future. How has this worked out in the life of NBC over the past year? What are some of the things we've been doing?

'Our calling as a college is to respond with faith and adventure'

Reaffirming our commitment to pursue justice for all. In a country that is slowly waking up to the extent of structural injustice, we have been trying to up our game. To that end we have appointed two new staff members to help us. Ruth Wilde is our tutor for the inclusion of disabled people and Dawn Savidge our tutor for the inclusion of LGBT people. We give thanks to God for all that they have already brought to the life of NBC.

One of our established tutors, Jonathan Tallon, has also played his part seeking to be a voice in the public square through the publication of his book, *Affirmative: Why You Can Say Yes to the Bible and Yes to People Who Are LGBTQI+*. This contribution to ongoing conversations about sexuality has been well received.

Supporting students moving into innovative forms of ministry. Sue Whalley, our second profoundly deaf student, graduated last summer. We were delighted to see her become the first person ever to preach a sermon in British Sign Language in St Paul's cathedral. We continue to support Sue as she tries to find an appropriate long-term pattern for what we believe could become a significant ministry. Another of last year's leavers responding to a call to a new form of ministry is Tracy Green who serves as community chaplain in Beverley, Yorkshire working with Beverley Baptist Church alongside her ongoing career as nurse.



Offering learning online. It has been good to work in partnership with Regent's Park College, Cardiff Baptist College and the International Baptist Seminary to pilot a new programme for local leaders on behalf of Baptists Together. Look out for more to come. We have also continued to develop our own online learning resource, edifi, ably led by another new member of staff, Margaret Gibbs. edifi offers one off, free events and longer courses for all involved in leadership.



Preparing students for more established forms of ministry. Familiar forms of church are still a major part of our Baptist life. Rachel Street, one of our Newly Accredited Ministers pastors Millom Baptist Church in the Cumbrian town where she used to serve as the community pharmacist; there is a lot to be said for continuity as well as innovation. One of our current ministers in training, Joey Redhead, drew inspiration from his ministry as Pastor of Alvechurch in Worcestershire for this rap-cum-meditation, part of an advent series from members of the NBC community produced by The Fuelcast.

For some the word 'college' still conjures up images of quiet quads and dusty libraries. And, yes, this is part of the picture as learners seek to stretch their minds and nourish their souls. But ministering today also means being fleet of foot as we follow a saviour who is for ever dancing towards new horizons. We don't try to teach our students everything they will ever need to know - instead we seek to help them become lifelong learners ready for the faithful adventure of ministry in God's ever-changing world.

'we seek to help them become lifelong learners ready for the faithful adventure of ministry in God's ever-changing world.'

Regent's Park College in 2022

Here are some highlights of 2022. One of the key events was the appointment of Professor Sir Malcolm Evans as the new Principal of Regent's Park, to begin the role in January 2023. A former Regent's student himself, Sir Malcolm was previously Professor of International Law at Bristol University, as well serving more broadly in a number of significant bodies, such as chairing the United Nations subcommittee for the prevention of torture, and being a panel member of the Independent Inquiry into Child Sexual Abuse that reported in 2022. As well as looking forward to all he will bring to the running of the college we eagerly anticipate the way his presence will enable the college to play a leading role in ongoing discussions on law and religion in the public square.

Other important appointments made in 2022 were Andy Goodliff as a new Lecturer in Baptist History, with a particular responsibility to develop new courses in Baptist history and theology that will be offered online to a global audience, and Tim Judson as Lecturer in Ministerial Formation, strengthening the team to help shape the next generation.

Project Violet, led by Jane Day and Helen Cameron, is hosted by the Centre for Baptist Studies and funded by the Mission Forum, Baptists Together Trustees and the Whitley Trust. The project is currently working with 17 women co-researchers. Termly online seminars open to all are covering issues relevant to the project. Jane and Helen were able to give an insightful and stimulating presentation at Baptist Union Council on the work so far.

'Our 2022 leaving ministerial students settled in diverse settings, with one - Tony McGinley - being able to settle in a new church plant'

Our 2022 leaving ministerial students settled in diverse settings, with one - Tony McGinley - being able to settle in a new church plant. Whitehouse Church, Milton Keynes, was launched at the end of Tony's first term in college as a plant from Loughton Baptist Church with Tony leading the new team as his college placement. Now at the end of his course, having grown during and after the Covid period, the church is in a position to formalise themselves as a new Baptist church. Tony said, "Church plants always come with challenge and a need to live somewhat by faith, but in what was a particularly unique time, during pandemic, ministerial formation through Regent's Park College provided a foundation, which both aided stability and served the organic nature of Whitehouse church allowing for growth."

We continue to partner, through the Centre for Baptist Studies, the annual Sam Sharpe lecture. The tenth anniversary lecture in October 2022 was given by Professor Kehinde Andrews and sponsored by the University of Oxford. There was a full lecture theatre as well as others online to hear Professor Andrews talk about the ongoing challenges of racism as well as the legacy of Sam Sharpe. The evening also included a new video on Sam Sharpe produced by the Angus Library. This is available on the Sam Sharpe area of the BUGB website (www.baptist.org.uk/samsharpe). The Centre for Baptist Studies has also continued to extend its pioneering work with a day conference on 'Charting the History of Black British Baptists' and lunchtime seminars on themes such as disability and the church.



Cardiff Baptist College in 2022



This has been a very noteworthy year for the college! We have taken the historic step of changing our English name to Cardiff Baptist College, in line with our Welsh name Coleg y Bedyddwyr Caerdydd – this allows the acronym CBC to work bilingually.

'We are delighted that our staff team has expanded considerably'

But the changes this year have not just been linguistic ones! We are delighted that our staff team has expanded considerably. Helen Dare brings her excellent biblical and pastoral skills to the college as a part-time tutor, and Richard Weaver brings a wealth of experience in community organising, and a passion for training church leaders, to his role of developing our Recognised Local Minister provision and pioneer pathway, as well as designing a new module on science and faith. Our wonderful College Manager Helen Ede is joined in the office by two other H's – Heather Lewis as our finance and facilities manager, and Holly Terrington who has taken on the role of academic administrator while continuing to serve us as a librarian. Together, the H Team is a formidable team who meet every challenge with flair!

There have also been some innovative developments in our partnerships with other organisations. We are delighted to be working with Regent's, Northern and IBTS to pilot a joint online spirituality module. Cardiff University has made arrangements to enable us to continue supervising PhD students through them, and we are investigating a similar arrangement with IBTS in Amsterdam.



We are also very grateful to the College Trustees for agreeing that every final year student at CBC will be offered the opportunity to do a module through IBTS as part of their course, with a fully funded residential overseas if this is included in the module requirements. We think that this offers our students a unique opportunity to gain experience of the wider European context, while building friendships with students from other countries. As part of our ongoing partnership with IBTS, Mike Pears (Principal of IBTS) will be giving our annual Edwin Stephen Griffiths Lecture this year in March, and we look forward to welcoming David Gushee to give the next lecture in 2023-24. We are also increasing our Welsh language provision as we work closely with the Baptist Union of Wales and other Welsh denominations to develop a programme of formation which is appropriate for our missional context today.

Our plans for the future envisage that we will continue to provide a mix of residential, full-time, part-time and weekend training as we seek to meet the needs of ministerial students today. We are excited about the future as we serve a great and exciting God!

'We are excited about the future as we serve a great and exciting God!'

GODLY LEADERSHIP

Spurgeon's College in 2022

In our annual report for 2021 we asked for prayer that the college would be successful in its application for degree awarding powers. This year, we want to thank everyone who fellowshiped with us in prayer; God heard and answered our prayers. The opening words of the great evangelistic hymn 'To God be the glory, great things he hath done,' expresses our sense of adoration for the grace of God manifested in this success. In May 2022, Spurgeon's was granted the power and authority to award degrees (up to and including Taught Master's Degrees) in its own name and to authorise other institutions to make such academic awards in its name and on its behalf.

On 1 September, this power and authority came into effect in UK law. Spurgeon's is the first theological college to achieve this status. For the first time in its long and distinguished history, Spurgeon's has the same awarding and validating powers as every university in the UK. It means the college has the authority to validate its new ministerial programme, specifically designed to prepare the next generation of ministers of the gospel to serve the needs of the church, especially as the 21st century evolves and patterns of church practice respond to new opportunities and challenges.



The first cohort enrolled on this new programme in September and we continue to feel the privilege of being involved, under God, in shaping the lives of those who will exercise Christian ministry in a variety of settings, as well as others who come to us to train as counsellors or simply to deepen and enrich their understanding of Christian theology.

We believe that the new validating powers Spurgeon's has (by the grace of God) open up new and exciting opportunities and possibilities for the college. Since news of the college's achievement was made public, Spurgeon's has been approached by a number of other colleges, institutions and organisations regarding the possibility of establishing validated partnerships. Some of these conversations are still in the preliminary stages but our conversation with the Irish Baptist College (IBC) has progressed to point where we expect to sign a legal validation agreement with IBC and that from September 2023, the majority of students preparing for Christian service at IBC will be on a Spurgeon's validated programme. We believe that Spurgeon's can play a role in securing the provision of theological education in the UK, at university level, at a time when it is under threat, and universities are reviewing and terminating their validation partnerships.

'Our double graduation in October 2021 was a wonderful celebration of God's goodness and faithfulness'

You may remember that the college has been engaged in the planning of a major redevelopment project to upgrade our educational facilities. Unfortunately, although we had a very sophisticated set of plans and were expecting to submit a full planning application in 2022, the college had to implement a temporary pause in the process. This has been frustrating for everyone involved, however, substantial amounts of work have been underway since the summer and we anticipate seeing a planning application made before college graduation 2023.

2023 will also mark the centenary of the college being at Falkland Park and in July 2023 the college will have its first graduation service under its own authority and first graduates exiting with a university award made in Spurgeon's own name using its new legal powers. As 2022 was a critical year in the life of the college, 2023 will be (DV) a year of opportunity and rejoicing. To mark our 100th anniversary here in Croydon and celebrate our new university powers, we are planning to make graduation in 2023 particularly special. While every graduation is special for students, their families and staff, our hope is that this incoming graduation will be an opportunity to give God thanks for his faithfulness these last 100 years and to rejoice with our graduating students and families.



Areas of Work



Voices in the public square

We believe that justice concerns belong at the heart of our faith, and a hungering for righteousness at the heart of our shared work as we seek to enable Baptist voices and action in the public square. The local church has a vitally important role to play in public life - and this was seen in new ways in 2022 as Baptists responded to the impacts of world events.

The war in Ukraine

Russia's invasion of Ukraine in February stirred Baptists' hearts, minds and action in numerous ways. There was a financial response: in the immediate aftermath of the invasion we encouraged donations to the BMS Ukraine appeal, a co-ordinated Baptist response that saw all funds channelled to the European Baptist Federation and subsequently to Baptists both in Ukraine and those serving refugees in neighbouring countries. The appeal raised £1.6 million. A year later the EBF stated:

'It is remarkable what has happened in the past year. The global Baptist family has responded with overwhelming generosity to the largest displacement of people in Europe since World War II, making this the largest Baptist aid response perhaps in our history as a Christian group.

'Conservatively, at least 612,445 people have received aid, hospitality, and care in and around Ukraine. The EBF staff can only offer our deepest gratitude both to our Baptist family around the world and to the God who was able to do immeasurably more than we could ever imagine.'

'The global Baptist family has responded with overwhelming generosity to the largest displacement of people in Europe since World War II'

Many Baptists in the UK opened their homes and churches to the increasing number of Ukrainian refugees here. When the Government announced its 'Homes for Ukraine' scheme, we offered an online meeting via Zoom in April for those offering accommodation, and provided legal guidance for churches with available residential properties. We highlighted new and existing hosting schemes for churches to consider, such as the Sanctuary Foundation led by Krish Kandiah, as well as partnering with Citizens UK to offer a matching process for Baptist churches. Through this and other networks, we are aware of dozens of Baptists opening their homes to Ukrainian refugees.

Baptist churches also became community hubs for the newly arrived Ukrainians: Pershore Baptist in Worcestershire teamed up with others in the community to set up a free clothing bank; it also offered the use of its building free of charge each Thursday to enable Ukrainian refugees to develop community together and be a support network for host families.



Esther and Charles are members of Battle Baptist Church in East Sussex. In December 2022 they became hosts to Anya, a 31-year-old woman from Ukraine.

They are one example of a number of Baptist hosts who have opened up their homes to Ukrainian refugees through the government's 'Homes for Ukraine' scheme and the Baptist Union's Partnership with CitizensUK.

Esther says: "In many ways the experience has been easier than we thought it would be. Anya has been a delight, she is respectful, kind and has fitted in to our family with ease. There have been challenges. Trying to communicate with someone who speaks very little English has been interesting but I feel that all of us have faced these challenges with good humour. Overall, the experience has enriched our lives.

"I see hosting as a privilege and an opportunity. Yes, there is sacrifice, but the benefits and the learning experience far out-weigh any difficulties. If I am finding something about hosting hard, I try to remember that compared to what Anya is facing, my difficulties pale into insignificance."

Warm Welcome Campaign

With rising energy prices and inflation, a Christian-led campaign to support churches and other community organisations open their doors and provide warm and welcoming spaces over winter launched in September.



The aim of the Warm Welcome Campaign was to ensure that 'in every single area of the UK a Warm Welcome Space is available to help turn someone's difficulty into an opportunity to belong in their local context.'

We supported the campaign, promoted its launch and encouraged Baptist churches opening their buildings in this way to register – and a total of 348 Baptist churches did just that. Our legal team also created a special guide to ensure a warm space was a safe space for all concerned.

Little Stoke Baptist Church in Bristol opened its warm space in early November. As a small church it didn't have the resources to staff it and so decided to open on days it was already in the building. On a Wednesday this meant creating a space while a Bible study is in another room, while on a Thursday the church extended its regular coffee morning to include a simple lunch of soup and bread. Everything was offered free.

The church sourced some furniture second hand and set up a cosy lounge space 'where people can relax, play games, read a book, do a jigsaw or just chat over a cuppa,' explained minister Tania Vaughan.



"What we quickly realised is that although they came for practical warmth, they talked about loneliness.

"The warmth that warm spaces really offer is not from the radiators but from being with others or having one meal where they don't eat alone.

"It truly models being alongside those most in need just as Jesus would have."



The Warm Welcome campaign is an initiative of ChurchWorks, alongside a number of key partners such as Christians Against Poverty, Stewardship and Edge Ministries. ChurchWorks brings together major Christian denominations and the government, and launched in October 2021. Ahead of its launch, Steve Tinning, the Baptist Union Public Issues Enabler, said: "It has been a real privilege to be one of the Baptist Union's representatives on the ChurchWorks Commission as they have developed this campaign and I commend it to our churches with enthusiasm.

"We have been hearing how Baptist churches up and down the country are mobilising to support those in greatest need over the coming months, but we are also aware that many churches are facing their own challenges with the cost of energy increasing so dramatically.

"Whether your church's plans are already in full flow, or whether you are just wondering what might be possible, my hope is that you will consider signing up to the warmwelcome. uk campaign and be supported by your Baptist family and this wider gospel movement as, together, we demonstrate the love and compassion of Christ to so many through this difficult time."

348 Baptist churches registered their buildings as warm space with the Warm Welcome campaign

Being part of a much bigger family means that Baptist voices can be amplified and heard regionally, nationally and even globally. Through our membership of the Joint Public Issues Team (JPIT), we are able to share our concerns and findings with the government of the day. These are some of the ways we did this over the last year.

Cost of Living

Last August we joined faith groups, charities and politicians in calling on the government to take urgent action to bridge the cost of living gap faced by the lowest income families.

The call responded to a report 'Is cost of living support enough?', launched by JPIT on Sunday 7 August, which was endorsed by former Prime Minister Gordon Brown.

Written by poverty expert and Loughborough University Professor Donald Hirsch, the report revealed the gap between the support the government is currently offering to households and the anticipated rise in living costs.

Last August we joined faith groups, charities and politicians in calling on the government to take urgent action to bridge the cost of living gap faced by the lowest income families.

It assessed the extent to which cost of living measures announced in May would compensate for three blows experienced by millions of low income families: cuts in Universal Credit, inadequate uprating of benefits with accelerating inflation in April and the further rise in the energy cap anticipated in October.

It showed that the package of support measures fell £1600 short of making up for these losses.



The report was endorsed by 56 charities, faith groups and politicians, many of whom provide front-line support for families hit by rising costs, including the Trussell Trust, the Joseph Rowntree Foundation, the Child Poverty Action Group. General Secretary Lynn Green was among the report's signatories.

The groups, supported by Mr Brown, urged the government to consider appropriate measures to bridge the shortfall in family finances, which was only anticipated to rise into the winter months.

Nationality and Borders Bill

Early 2022 saw Baptists work alongside other faith groups to express serious concerns about the Nationality and Borders Bill.

Leaders representing the six major faith groups in the UK wrote to the then Prime Minister Boris Johnson urging him to reconsider the Bill, in a letter coordinated by the Joint Public Issues Team and published at the end of February.

More than 1000 faith leaders signed the letter, including General Secretary Lynn Green and 150 Baptists. The signatories represented the six major faith groups in the UK.

The letter called on the Prime Minister to make substantial changes to the Bill. These include abandoning the government's plans to criminalise and restrict the rights of all people arriving

in the UK seeking refugee protection outside pre-arranged schemes, including those coming via irregular routes, such as by boats or lorries. The signatories said this policy was made 'without a basis in evidence or morality'.

Their letter went on to state: 'While there is still conflict and injustice in the world, there will always be desperate people needing to seek sanctuary from war, persecution and suffering. We cannot close our door on them, but this Bill does just that.'

'We assert that the values that bind UK citizens together, especially those concerning human dignity and life, will be fundamentally damaged by this Bill.'

The Nationality and Borders Bill received Royal Assent and became an Act of Parliament on 28 April 2022.

COP27

The United Nations climate conference COP27 which took place in November 2022 concluded with a new deal on Loss and Damage but a lack of ambition on cutting carbon emissions. Lynn Green and former President Dave Gregory joined leaders from the Methodist Church in Britain and the United Reformed Church in releasing a statement which highlighted these aspects.

'We are grateful for the vital commitment in Sharm el-Sheikh to establish a Loss and Damage facility... It is low income countries that are frequently the worst affected by climate related disasters. They simply do not have adequate resources to rebuild shattered infrastructure and livelihoods. COP27 has seen recognition of the need for compensation for loss and damage rise much higher on the global agenda. We commend States and regions... that have committed early funding to support those who have seen their livelihoods or houses destroyed.'

However, the statement continued: 'As the recent UN Environment Programme report has pointed out, limiting temperature rise to 1.5 degrees requires global emissions to be cut by 45 per cent by 2030. Policies implemented so far suggest that we could be heading for a catastrophic 2.7 degrees of warming.'

'God's creation is precious and is vital for the flourishing of all life. We lament the lack of urgency and will to co-operate to address this crisis. COP27 shows that governments have yet to loosen the chains of past practice and vested interests.'



God's creation is precious and is vital for the flourishing of all life

'We lament this great injustice'

In December Baptists were among 450 church leaders and Christian campaigners who called on the UK Government to reconsider the Cumbrian coal mine approval.

Baptist Union President 2022-2023 Hayley Young and former President Dave Gregory joined others in signing an open letter to Prime Minister Rishi Sunak and Secretary of State Michael Gove, asking the UK Government to rethink its approval of a new coal mine in Cumbria, which received the go-ahead in December.

The mine would dig up coking coal for steel production in the UK and across the world. Supporters say it will create jobs and reduce the need to import coal.

However the letter, coordinated by Young Christian Climate Network and supported by Operation Noah and Christian Aid, stated: 'We acknowledge

that this region needs investment, but the government is supporting a dying industry instead of securing sustainable green jobs for the long term. We know that every pound of investment in renewables creates three times more jobs than in the fossil fuel industry.

'Coal from this mine will continue to heat up the planet, pollute the atmosphere, and most severely impact those in the world's poorest countries who have done the least to cause the climate crisis. We lament this great injustice.'

'Coal from this mine will continue to heat up the planet, pollute the atmosphere, and most severely impact those in the world's poorest countries who have done the least to cause the climate crisis. We lament this great injustice.'



VOICES IN THE PUBLIC SQUARE

Areas of Work



Equipping churches for mission

As you will see, equipping our existing local churches for mission is very much at the heart of what we do.

Whether that is local churches encouraging and inspiring each other as peers or regional associations walking with churches as they listen to the Lord and discern what discipleship and mission looks like in their context, or our colleges offering pioneer formation and training for local church leaders, or the Faith and Society specialist team gathering and sharing inspiring stories through social media and our website... What I pray for regularly is that every single one of our churches is clear and passionate about God's call to them in their context, and is wholeheartedly participating in the mission of God.

'We thought a closer partnership had potential'

Two Baptist churches in Southend have decided to become one faith community seeking to reach out to others across the city.

57 West and Clarence Road are two member churches of the Baptist Union of Great Britain which have operated from the same premises for five years but have worked independently of each other.



57 West is a church plant established around a decade ago which works primarily with rough sleepers and those most in need in Southend.

Clarence Road Baptist Church was formed in 1882 and has a history of pioneering social action. Its current building opened in 1961 in the heart of the city centre, was extended 20 years later, and has been used by lots of different community groups which offer support and friendship for those who are vulnerable.

This includes 57 West, which moved into Clarence Road when it outgrew its original converted barber shop premises in 2017.

The two ran as separate churches, but following the pandemic began to explore what a closer partnership might look like.

'We have huge plans for our two communities as we seek to work as one.'

"We thought a closer partnership had potential," says Pam Davies, minister at 57 West. For instance, Clarence Road has a manse, and this could be developed as supported accommodation. There is also a vision for reaching young people - this is a city centre of young adults.

In 2022 the two congregations decided to move forward as one, and their first joint service was held in October.

Work is now underway for Clarence Road to merge into 57 West (under the 57 West CIO governance arrangements), with legal advice being taken from the Baptist Union Corporation. A new name for the congregation – Southend City Baptist Church - was agreed in March.

While funding is needed in the short term, Pam hopes the new community can become self-sustaining long term, and that 2023 may be the last on Home Mission funding.

"We have huge plans for our two communities as we seek to work as one," she says.



All photos belong to each respective church, individual or organisation

An underlying enthusiasm for the Word and Spirit to be at the forefront

Church administrator Clive Bennett explains some encouraging developments at Aldwick Baptist Church in Bognor Regis, West Sussex.

Simon Downing and the Leadership Team at Aldwick Baptist Church emerged from the pandemic with a clear sense that the Holy Spirit was offering the opportunity for a spiritual 'reset'.

'When the church was free to open we were conscious of the needs of our community'

When the church was free to open we were conscious of the needs of our community (who had been cut off from many relationships) and launched in 2021 our 'Love Aldwick' initiative, with regular activities for the community via a number of different groups such as Toddler Time, cafés, luncheon club, Messy Church and craft sessions, but all with an aim of demonstrating and sharing the love of Jesus with our neighbours. The church also runs quarterly 'Specials' (in 2021 a Treasure Hunt and Cream Tea and in 2022 a World Cuisine and Quiz Night, and a Jubilee Pop-Up Vintage Café) all of which have provided a great 'open door' (as the photograph symbolises) for the community to come in.

We have seen the Lord beginning to bless this outreach and the team engaged in it and there are new individuals who have started to attend services, become church members, and deepen their commitment to the Lord. We recently ran an *Alpha* group and, at the café church celebration, six of the seven participants gave testimony to the blessing they had experienced.

The church needs prayer for the development of its work in the community and for additional resources, with youth and vigour to energise it. There is an underlying enthusiasm for the Word and Spirit to be at the forefront of what the church feels called to be and do - particularly as the post pandemic social and financial needs in our community are increasing.

'We have seen the Lord beginning to bless this outreach and the team engaged in it'

EQUIPPING CHURCHES FOR MISSION



'The inspiration and fire for mission is contagious'

Around 100 Baptist ministers, leaders and volunteers participated in a series of Firestarter conversations in 2022.

The year saw the Firestarters Network relaunch its conversations with the aim of growing Baptist churches helping other Baptist churches to grow. These conversations feature Baptist ministers from local Baptist churches sharing stories of how they have experienced growing numbers of baptisms and greater engagement with mission and discipleship by the power of the Holy Spirit.



Several conversations, which have been supported by Mission Forum funding, were due to take place in 2020 before the pandemic struck, and these were the first since then.



Throughout, the aim is that each event is led by the Holy Spirit in worship and prayer for one another as participants seek to gain inspiration from the stories that are shared.

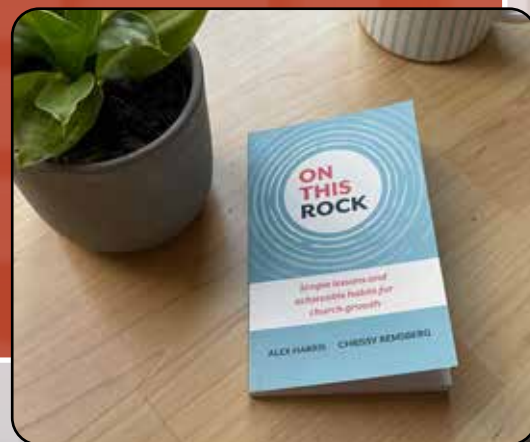
One of the participants was Giles Holloway, pastor at King's Centre, Sheffield. He said: "The conversations [were] enriching and hopefully I was able to give as much as I took. I enjoyed all the input, but for me... the benefit was to plan ahead... to fashion ideas and... [in] planning for the future... imagine how I might take the whole church on a missional journey, toying with the idea of changing location and name..."

"This work is now well underway, but the Lord only can decide the steps... I would definitely consider bringing some team members next time."

Chrissy Remsberg, one of the organisers, said: "We've had about 100 ministers, leaders and volunteers attend one of our conversations in 2022. And many of our conversations that are now booked for 2023 have come about because these same leaders have come back to ask to host a conversation at their church."

"The inspiration and fire for mission is contagious and everyone wants to bring a bit of that back to their local church."

In addition to the five dates offered in 2023, Firestarters also released a book in January. *On This Rock: Simple lessons and achievable habits to help your church grow* by Alex Harris and Chrissy Remsberg captures the stories and lessons from the Firestarters Conversations in an easy-to-read book that can be used to facilitate learning and discussion with leadership teams.



'We've had about 100 ministers, leaders and volunteers attend one of our conversations in 2022'

Sharing faith in real and relevant ways

123GO is an evangelistic outreach that took place in Easter 2022. It encourages Christians across the world to take 1 gospel, 2 by 2 over 3 days at Easter, simply GOing into the streets and public spaces to demonstrate the good news of Jesus.



'We live in a time where the vast majority of people simply haven't got a clue about Jesus'

It's the vision of Baptist evangelist Chris Duffett in partnership with Simon Goddard and Suzie Abramian (RiverTree) and Yinka Oyekan (minister of The Gate in Reading).

In the months leading up to Easter 2022 Christians were given a selection of online workshops to attend or watch to help get them ready. On Easter Sunday the gospel was preached live online for any who had been given invites.

Following the outreach, Chris shared this reflection:

"There weren't thousands as I had prayed or even hundreds of Christians going out into their communities to bring the gospel two by two.

"But then again, some did. And it's important to focus on those who did, and those who connected with the good news of Jesus for the first time. We live in a time where the vast majority of people simply haven't got a clue about Jesus, and over Easter 2022 people heard for the first time something real and credible of the gospel.

"Some people prayed to become followers of Jesus over the weekend. In Reading at The Gate there was a festival in a city centre park with worship and fun activities for families to enjoy. Here some people also decided that they too would follow Jesus! This is good news!

"In the market town of March, the churches engaged in creative ways in loving and serving their community by listening and helping people. The presence of the church 'out there' was seen and people heard about the Christian faith for the first time in relevant and real ways. This is good news!

'The presence of the church 'out there' was seen and people heard about the Christian faith for the first time in relevant and real ways. This is good news!'

"I could keep writing about the people who did meet willing Christians who had perceptions changed about the Christian faith as well as those who heard for the first time the good news. My prayer is that this experience over Easter in the coming few years will multiply."

123GO is supported by a grant from Baptist Insurance Company.



'Making the most of opportunities to share the Good News'

Appledore is an old fishing village in north Devon - and there have been several exciting developments for the Baptist church there. Minister John Kidd explains more.

We had long desired to grow and develop small group ministry within the life of the church. We felt that small groups should spearhead the rebuild of church life, particularly because this close social contact had been limited for so long.



We appointed new group leaders, made room for new groups to meet, and were so blessed to grow the groups from two to eight. We've seen people who never really engaged with church beyond a Sunday morning find a safe place to share and grow, and new people who joined us on the pandemic journey have found a home in these small groups.

One surprise was how a mid-week prayer and praise meeting developed. It has become so popular that we regularly have a third of the church out for this, and it has become a dynamic Spirit-led time together. It has put corporate prayer front and central in church life.

Secondly, as we reflected on the way that the pandemic forced us out of our buildings into the community, we wanted to keep going with this. Through the summer we have church outside once a month, right in the heart of our community - people passing by, stopping, listening, chatting, singing. It's been amazing to sense the presence of Jesus at these services and have opportunity to witness and pray with people on the street.



We also hosted a cream tea for the village Jubilee celebrations outside, where we served 160+ cream teas while giving away a souvenir book about the Queen and her faith.

It's been good to leave behind some old ways of doing things, and step out into the new opportunities and challenges - not always having all the details, but confident of God's favour!

People need Jesus more than ever, and we want to make the most of every opportunity to bring them the Good News.

A longer version of this story can be accessed here: baptist.org.uk/appledore

'It's been amazing to sense the presence of Jesus at these services and have opportunity to witness and pray with people on the street'



'It's been two years of being shocked. And we believe it's come from God'

Much encouragement has taken place at Headland Baptist Church in Hartlepool, a church supported by Home Mission. Headed by Fiona Preston, it has developed key partnerships with several groups, and is a much more vibrant presence in its community.

'The partnership is meeting a practical need, developing community, and showing the love of God in action.'

Fiona has led Headland since January 2020. Prior to that the church, without a minister since 2013, opened its building just a couple of times a week. Fast forward a couple of years and it's now a hive of activity, both with its own groups and other organisations such as Slimming World, a history club and others using its premises.



One example is its partnership with The Bread and Butter Thing, a national charity which receives surplus food from supermarkets to provide affordable weekly groceries through a membership scheme. The charity approached Headland Baptist Church to see if it could be one of its distribution hubs in Hartlepool. Around 65 people use the service each week.

Fiona says she and the volunteers have been able to build relationships - a couple of children have started coming to the church groups, and people have been prayed for. The partnership is meeting a practical need, developing community, and showing the love of God in action.

Its youth and lunch clubs have grown and are thriving. A Christmas carol service was hosted outdoors for the first time, and with much prayer, saw more than 200 people come, including many representatives of the different groups now using the building.

"At the start of my ministry here I prayed about us making a noise outside our building, being of use to the community, sharing God's love," Fiona explains.

"It's been two years of being shocked. And we believe it's come from God."

'At the start of my ministry here I prayed about us making a noise outside our building, being of use to the community, sharing God's love'

'Grown and reached deeper than ever before'

Oakham Baptist Church, Rutland has marked its 250th birthday in 2022 with a renewed focus and commitment to the community, and as a result has 'grown and reached deeper than ever before'.

That's according to minister Tom Bowring, who is keen to share the East Midlands church's positive story with the wider Baptist family.

The church has developed a threefold focus on social care, evangelism and prophecy over the past year. This is underpinned by its overall vision of 'Loving Jesus, Loving People, Loving Oakham.'



"We emerged from Covid with the intention of becoming a place of sanctuary and hope in the local community," Tom explains, "and Jesus has been doing amazing things through the church."

"We've acted as a vibrant community hub for our county, supporting weekly drug rehab and alcoholics' groups; we're a base for CAP (Christians Against Poverty) and host the council's youth work initiatives."

"We are also pleased to have around a dozen Ukrainian families worship with us regularly, as a follow on from our Ukrainian social space that the council highlight as their primary focus for Ukrainian guest welfare."

' This has all led to us seeing an explosion of evangelism and we've baptised 12 people in the past year.'

"This has all led to us seeing an explosion of evangelism and we've baptised 12 people in the past year. We have seen lots come to faith, including those from marginalised backgrounds."

"Our Sunday services are 'standing room only' and the church is full of anticipation and excitement over the future, with us looking to begin an extension project in 2023 to enable us to do more for the Kingdom."

For the full story, visit: baptist.org.uk/oakham



'We are stronger together'

2022 saw the first Baptist Small Church Hubs take place.

The idea of a 'Hub' is to be a centre for smaller churches to meet for training, resourcing, celebrations and discussion.

The first two launched in the autumn, at King's Church, Stotfold, Bedfordshire (CBA) and Eastern Avenue Baptist Church, Chadwell Heath, Essex (LB). A further two were set up in early 2023 at Totteridge Baptist Church, High Wycombe (CBA) and Waltham Abbey Baptist Church (LB).

Small church enabler Hilary Taylor explains: "Across Baptists Together there are approximately 1000 smaller churches (less than 40 members) and many are doing amazing things to make Jesus known in the community.

"However, some smaller churches would love to reach out but are needing encouragement, especially after Covid. That's where Small Church Hubs can help."

The idea of a 'Hub' is to:

- be a centre for smaller churches to meet for training, resourcing, celebrations and discussion, held in a building (of a small or large church) which has a car park (and/or is near a station) and good facilities which are openhearted and welcoming.
- meet, talk, pray, listen and dream about how God wants his church to reach out to those who are lost.
- work together on projects and to share expertise.

Hubs can be anywhere in the country, to be a centre for the local churches who can reach the hub building in about 30-45 minutes.

"The first hubs have been really appreciated", says Hilary, "with everyone keen to meet again."

Here are some comments from the attendees:

Good to begin to get to know others on the same wavelength with a similar heart – thank you.

Great event and initiative

Excellent time together for teaching and nourishment

Our sincere thanks to the organisers of this event

Great to make a start as a hub

Thought-provoking and encouraging

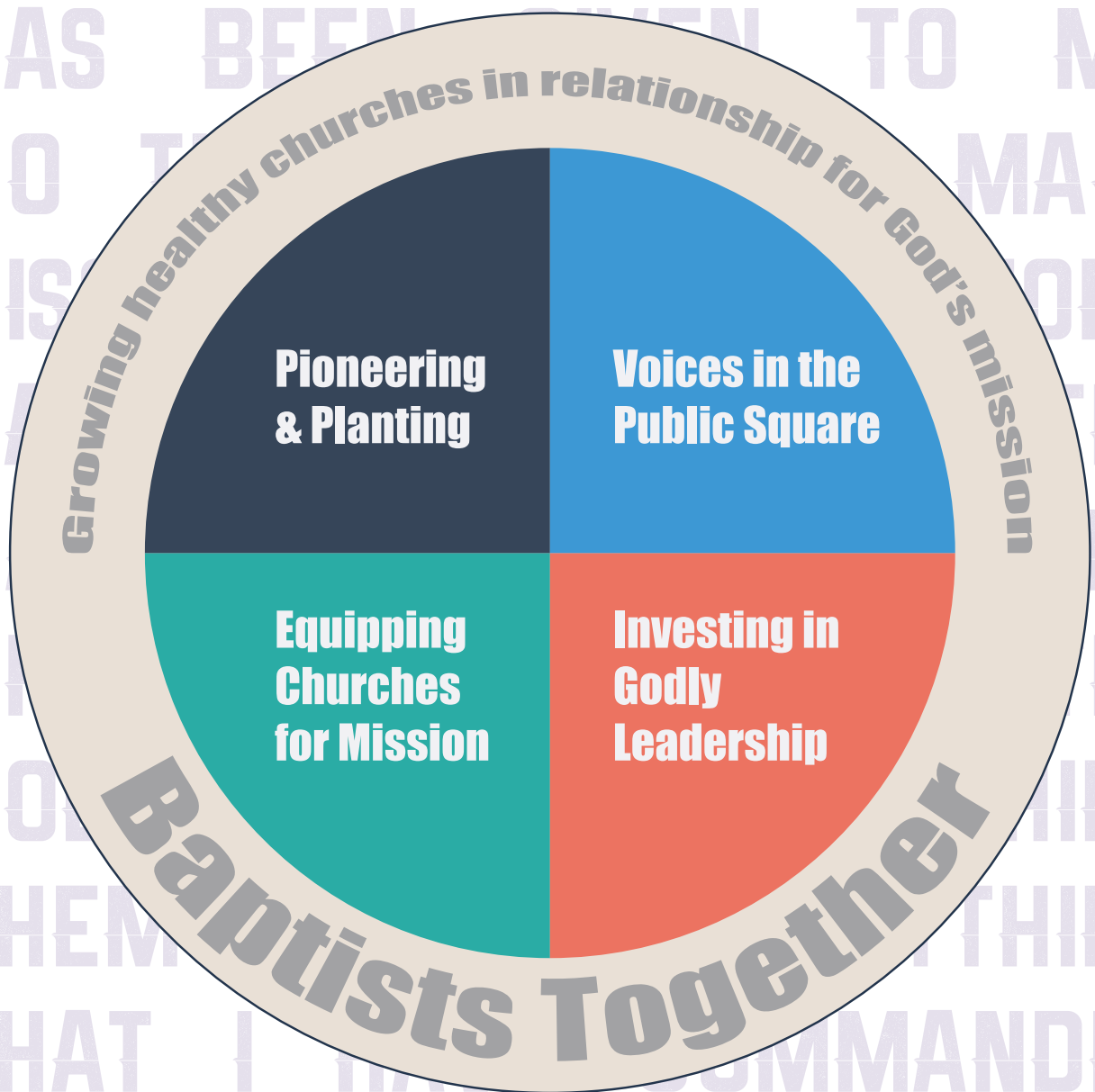
'To meet, talk, pray, listen and dream about how God wants his church to reach out to those who are lost. To work together on projects and to share expertise'



'Across Baptists Together there are approximately 1000 smaller churches (less than 40 members) and many are doing amazing things to make Jesus known in the community.'

Find out more about Hubs via the Smaller Churches area of our website: baptist.org.uk/smallerchurches

AND JESUS CAME AND SAID TO THEM, ALL AUTHORITY IN HEAVEN AND ON EARTH HAS BEEN GIVEN TO ME. GO TO ALL NATIONS, DISCIPLE THEM, AND BAPTIZE THEM IN THE NAME OF THE FATHER AND THE SON AND THE HOLY SPIRIT, TEACHING THEM TO OBEY ALL THAT I HAVE COMMANDED YOU. AND REMEMBER, I AM WITH YOU ALWAYS, TO THE END OF THE AGE.



Underpinning Support



Through the work of the national specialist teams, in partnership with our regional associations and colleges, Baptists Together provides underpinning support in all areas of Baptist life.



ministries



**HR &
safeguarding**



**faith &
society**



support services



Ministries

The Ministries Team works with our 13 regional associations and five Baptist colleges to support the training, well-being and capability of our accredited ministers and nationally recognised pastors and preachers. Most are church pastors, but many are chaplains; children's, youth and families' workers; evangelists, pioneers and church planters; or are seconded to other ministry and mission organisations.

Ministries Statistics

■ Total in 2021 ■ Total in 2022



Breakdown by Gender

■ Male % ■ Female %



Chaplains' support

The national Chaplaincy Forum is a small group made up of chaplains from healthcare, the Forces, higher education, prisons, workplace, and sport and leisure. The Forum seeks to promote chaplaincy and support the 200 chaplains that serve across Baptists Together. These may be full-time or part-time, paid or volunteer. Chaplaincy is an important part of our ministry 'front line', focussing on time spent with those of no faith or different faith. In 2022, the Forum organised an online day for Baptist chaplains. Three standalone sessions mixed stories, worship, teaching, and discussion with informal mutual encouragement. 120 chaplains attended and the concept will be repeated in 2023.

'Through 2022, the Ministries Team worked with members of the justice hubs to devise and record a series of six videos'

Equality and diversity training

In the aftermath of the murder of George Floyd three years ago, a number of ministers asked for equality and diversity training to be mandatory for all accredited ministers. Through 2022, the Ministries Team worked with members of the justice hubs to devise and record a series of six videos. The resource, called *I Am Because You Are*, helps ministers discuss and grow in their understanding of all types of diversity. The videos draw solely on Baptist voices reflecting on our particular experience of diversity across Baptist churches and mission projects. The Ministries Team launched *I Am Because You Are* in the autumn of 2022 and ministers have until the end of 2023 to engage with it.

Churches' Ministerial Counselling Service

During 2022 the Churches' Ministerial Counselling Service continued to provide confidential subsidised professional counselling for ministers and their adult family members living at home with them. A total of 1296 counselling sessions were provided for 137 BUGB-related clients through the year. This represents, for the second year in a row, the highest demand for counselling we have experienced. Details of the service can be found at www.cmincs.net. Normally 12 sessions of counselling are provided, although this can be extended at the counsellor's request.

1296

counselling sessions were provided for 137 Baptists

Young adults and interns

Isabella Senior started as young adults' development coordinator in March 2022. Isabella has continued the work of the internship project group. She has published an *Internship Best Practice Handbook* to guide any church thinking of hosting an intern or running an internship programme. She has 'discovered' over 50 interns in our churches and is networking and supporting them. Isabella has also provided training and facilitated discussion on engaging with young adults. Various associations, colleges, and the Baptist Assembly have valued her input.



Funding for Ministerial Formation

Ministries Team published a new guidance leaflet in 2022, Funding Ministerial Formation. It advises those in or contemplating ministerial formation at one of our colleges how they might fund their training. The guidance encourages Baptist students to consider opening a profile page with Stewardship. Those wishing to support students can use this for tax-efficient and, if desired, anonymous support. The guidance also outlines a loan scheme in partnership with Kingdom Bank. The scheme is underwritten by BUGB and offers loans for college fees and for study expenses.

Review of National Recognition of Pastors, Preachers and Pioneers

Andy Hughes, Ministries Team Leader for the last seven years, left in October 2022 to become the Secretary and Tenant Relations Manager of the Retired Baptist Ministers Housing Organisation. Andy is replaced by Tim Fergusson and Lee Johnson, working as team co-leaders, from January 2023. Lee and Tim will share in both the oversight of the team's routine work and the development of ministry for the coming season. The Ministries Team is now seven people in total, with Lisa Lowe and Isabella Senior also appointed in the last year. Lisa is the ministerial recognition coordinator and Isabella is the young adult development coordinator.

Sian Murray-Williams has stepped down from the important role of Moderator of the Ministerial Recognition Committee, having served so capably for several years. Linda Campbell and Simon Oxley kindly stepped in as interim moderators and a new appointment will be made at Council in March 2023.

'It advises those in or contemplating ministerial formation at one of our colleges how they might fund their training'



Specialist advice and support for churches



We continue to support churches with free advice and support on a range of specialist topics. Our aim is to provide a comprehensive suite of guidance to enable churches to operate effectively and substantially reduce their need to pay for external advice.

- We publish and maintain over 100 guideline leaflets on topics including church finance, charity governance, legal and trust issues, listed buildings, property and tax.
- We also provide bespoke advice to support churches where they have specific queries or complex issues not covered by our leaflets, which is provided via phone, email and site visits as appropriate. The scope of work we can carry out is supported by two of our staff holding Legal Practising Certificates issued by the Solicitors Regulatory Authority.
- In 2022 we launched a new self-assessment tool for Baptists Together churches, www.churchhealthcheck.org. This tool allows churches to assess their operating practices against good practice over a range of topics by answering a series of yes/no questions. It produces a report which directs them to the appropriate guidance to assist with any issues. Over 300 churches signed up to use the tool in its first month. New topics were added to the tool during 2022 with plans for further additions in 2023.
- A Facebook group for Church Treasurers was launched in 2022 and added over 250 members during the year. Participants are able to support each other in their valuable work.
- In the second half of 2022, welcome packs were developed for Church treasurers and secretaries. In January 2023, these will start to be sent out to new treasurers and secretaries once we are notified of their appointment. We will also send an example to the existing incumbents in these roles.
- Since 2020 we have been running the Baptist Heritage Initiative in partnership with Historic England. This has allowed us to provide enhanced support to churches with listed buildings in England to help them assess the condition of their building and put in place appropriate maintenance plans. Up to the end of 2022 50 churches have received a grant to contribute towards a condition survey of their building, of whom around half had never had such a survey done before. The project funding currently runs to September 2023 and we are exploring opportunities to develop further a follow-on project.

'A Facebook group for Church Treasurers was launched in 2022 and added over 250 members during the year.'



Financial Services for churches

The Support Services Team continues to operate the Baptists Together Deposit Scheme and Loan Fund on behalf of the Baptist Union Corporation.

The Deposit Scheme continued to offer highly competitive rates of interest on deposits with Baptist Union Corporation (BUC) during 2022. The scheme continues to prove valuable to churches, with deposits of £67.7m, up by £6.9m over the year. £1.36m of interest was paid to Baptist organisations to support their work, more than three times the amount distributed in 2021, due to increases in interest rates payable.

Funds deposited enable the BUC to make loans to support Baptist work. Loans are offered with competitive interest rates and much lower fees than typical commercial lending.

Loans to churches support the acquisition and development of churches and manses and the settlement of pension debts. We also make loans to other Baptist organisations, with £2m on loan to the Retired Baptist Ministers' Housing Organisation to support its work in housing retired ministers, and £20m to support the Pension Family Solution. Overall loans fell by £1.2m to £40.5m.



Gateway Church, Poole



For the last 50 years the Gateway Church, Poole, Dorset, has known that substantial improvements were needed to its facilities. Various attempts had been made to improve the facilities, but complexities of the site and associated costs meant that these were not followed through.

In 2017 the church settled on a significant remodelling of the original building, demolition of its prefabricated hall and creation of a new building in the church car park. This new building, which is modern and spacious, is now being used as the main worship space while the original building is used on Sundays for children's and youth ministry. The project has been very well received by the local community, particularly the substantial living roof on the new building. As with all projects, there were challenges along the way, however, this is an excellent example of the church, regional association and BUC (via a Baptist family loan) working together to achieve something rather special.

The interior of the new building can be seen here along with from left to right Matthew Hosier (Church Minister), Mike Southcombe (BUC Director SEBA), Jerry Ponsford (BUC Director SCBA), Tim Chowns (Loan Fund Officer) and Richard Stamp (Minister).

£988,000

distributed to Baptist organisations following five church closures

2,221

properties in trust across 1,034 churches and other charities

Property Trustee Services for churches

The Baptist Union Corporation continues to support member churches and other Baptist organisations by acting as a Property Trustee for church buildings, manses and other properties. As the majority of our member churches are unincorporated associations, they are unable to directly hold property, so this service is a key practical support to churches in their work. We also operate the East Midland Baptist Trust Corporation on behalf of its Trustees.

As part of this service, we assist churches in the acquisition and disposal of properties, helping the church to comply with its trust deeds and Charity Commission requirements.

As Property Trustee, we also support churches that are closing. Whilst it is always sad when a church closes, we wish to ensure that resources are efficiently recycled into future Baptist work. We advise churches on the closure process and then dispose of assets, settle any liabilities and distribute the remaining funds to beneficiaries of the relevant trusts

£10.2 million

of property transactions supported



Supporting Baptists Together

The Support Services Team supports the internal operations of Baptists Together and the Baptist Union charity itself. This includes

- Administration of the Home Mission Fund to bring together the funds collected by regional associations and distribute them according to the agreed funding formula.
- Collection of Subscriptions from member churches, associations, colleges and personal members.
- Operation of the national web-based database of our churches and ministers, which is accessible to staff in the specialist teams and regional associations, enabling the teams to work more efficiently. In December 2022 we migrated to a new database system based on Microsoft Dynamics which will reduce the ongoing operating costs of the system.
- Operation of the IT systems that support Baptists Together.
- Supporting the operation of the governance structures that underpin Baptists Together, which are described on pages 64-79.

In 2021 we initiated a review of the financial model of Baptists Together, which governs the distribution of financial resources across regional associations and specialist teams. The first phase report was presented to Baptist Union Council in March 2022. Phase 2 is now underway and due to report to Baptist Union Council in 2023.

In January 2023, the specialist teams moved into a new space within Baptist House, reducing the space occupied by more than half. This frees up more space for letting to external tenants to generate income as well as reducing the environmental impact of the office due to reduced need for heating and lighting of space. The specialist teams are now on the same floor as BMS World Mission, which we hope will facilitate deeper relationships between the staff teams.

'The specialist teams are now on the same floor as BMS World Mission, which we hope will facilitate deeper relationships between the staff teams.'





Faith and Society

In our work, the Faith and Society Team holds closely to the Baptist Together vision of 'Growing healthy Churches in relationship for God's mission' and the concomitant five core values.

The Team is constantly alert to helping associations, colleges and the local church in their mission and their worship. Holding the Union's vision and values before us, we have focussed on building the relational glue that holds our covenanted bonds.

The work of the Team is very diverse. From theological reflection to engaging on issues of justice in our contemporary context; from working with other denominations to enabling a Christian voice in the public square, we seek to connect and enable voices across Baptists Together. We make every effort to hold the breadth of this work gently, aware of the delicate nature of many conversations and interactions.

Communications - Feel like one team

We aim to listen carefully to our Baptist sisters and brothers so our offer can be contextual, particular and relevant.

Whilst we provide some resources, our role is often to signpost and to share the good that is already happening. We aim to listen carefully to our Baptist sisters and brothers so our offer can be contextual, particular and relevant.

Home Mission

Working with Fuelcast and the associations, four new Home Mission films have been enabled.

Additionally a new Home Mission area of the website www.baptist.org.uk/homemission was launched at the beginning of September. This includes a number of Home Mission stories to be used by churches.

The Baptists Together social media accounts continue to share stories and reflections from across the churches. In 2022 we worked with Baptists as some took over our accounts for a short period to provide a new and broader voice. An example of this was the 'Three Peaks Challenge' in aid of Home Mission and the sharing of Home Mission prayer points throughout the day of the walk.

Baptist Together magazine

Building relationships across Baptists Together is an important focus for the printed magazine. In 2022 this included sharing stories of churches and reflections on aspects of our life together.

Creation of a broad Baptists Together Communications support space.

The intention is for all those working in communications regionally and nationally to develop relationships, share with and support each other. This has enabled us to work strategically together when appropriate to increase the effectiveness of all our communications.

Co-ordination of Communications across Baptists Together

By facilitating conversations about the co-ordination of comms. across the specialist teams and with regional leads, the associations and specialists teams are able to understand the various workstreams that are running across Baptists Together.

The Comms team has supported and worked closely with the specialist teams in the production of a range of information packs, including employment and safeguarding. They have also worked closely with new projects to host and populate areas of the website; a good example of this in the work being done with the Intern programme.



Communications - continued

Baptist Times

The Baptist Times remains an important place to share and grow relationships by enabling Baptist voices to be heard across our movement, thus helping us to connect and listen well to each other.

Online shop

A little over a year ago we updated our online shop (www.baptist.org.uk/shop), including adding a number of new titles to the range and streamlining the order process. We hope that the shop will continue to be a helpful resource for our churches.

During 2022, we have been particularly encouraged that the top selling items include *Making a Splash* (which explores the questions that are often asked about faith when someone is baptised – and is primarily aimed at younger people as they prepare for their baptism), *Baptism, belonging and breaking bread* (a study guide for preparing for baptism, written by Paul Beasley-Murray) and our membership and baptism certificates. The increase in sales of these items is an indication that, after a necessary pause on baptisms and new memberships due to lockdown, people are again making commitments to Jesus and their local church. This has also been backed up by increasing numbers of baptisms being reported to the *Baptist Times*.

Crisis Media

The Team is available to advise churches on issues that have reached or may reach the media. We work with Ministries and the Safeguarding teams to provide appropriate wording and help churches know what to say and when.

Embrace Adventure

Hong Kong project

The project entered its second year in 2022 with the theme of connection and relationship; spreading the message of hospitality and the love of God. The aim is to build deeper relationships with churches as well as connecting the Hong Kongers. Based on the network of the first year, the project is continuing to grow relationships with the HK-welcoming churches and work with them, listening to their needs and concerns.

Pioneers and Mission Forum

The team has been active in supporting the work of pioneers across Baptists Together, sharing learning wherever possible and enabling listening. The Mission Forum meetings are supported and enabled by the Team.

Seek to be a movement of Spirit led communities

Assembly

Assembly is a significant piece of work for the Team.

The team has been active in supporting the work of pioneers across Baptists Together, sharing learning wherever possible and enabling listening



Justice - Share a hunger for God's coming Kingdom

Racial Justice

As the Team focusses on building relationships and enabling careful listening, a number of projects were facilitated by the Faith and Society team in 2022, including:

- **Sam Sharpe lecture** - delivered by Professor Kehinde Andrews.
- **Visions of Colour** - An anti-racism course aimed at equipping ministers as they lead.
- **Racial Justice Advocacy Forum** - an ecumenical group that seeks to speak prophetically on behalf of Black and Brown Christians to the government on racial injustice challenges and reparations.
- **Wonderful Youth** - A new resource produced in conjunction with Christian Aid focussing on climate change.

Gender Justice

Project Violet continues apace with the first group of co-researchers beginning to bring together their findings.

At the beginning of September 2022 representatives of the associations met together in Baptist House to reflect on the Baptist context for women in ministry and to enable the voice of women in Baptists Together as they advocate for others in their regions.



'The Faith and Society team has continued to resource local churches as Baptists respond to the large number of social issues evident in wider society.'



Public Issues

The Faith and Society team has continued to resource local churches as Baptists respond to the large number of social issues evident in wider society. The team also seeks to represent the Baptist voice in the public square, helped in large part by our participation in the Joint Public Issues Team (JPIT).

The six hopes for society on which the work of JPIT is based are as follows:

- A just economy that enables the flourishing of all life
- A society where the poorest and most marginalised are at the centre
- A world that actively works for peace
- A planet where our environment is renewed
- A society that welcomes the stranger
- A politics characterised by listening, kindness and truthfulness

In 2022 this resulted in a large amount of the work being focussed on advocating around the cost-of-living crisis and the on-going refugee crisis.



Ecumenical Partnership - Inspire others

Representation

One of the ways in which we build relationships is by appointing people to represent Baptists Together in the wider ecumenical and global scene. An important part of Faith and Society's remit is to ensure that people are appointed who can articulate Baptist distinctives in these circles, network with others to facilitate joint action and that reflections are offered back into Baptist structures to enable learning and receptive ecumenism to take place.

Ecumenical Relationships

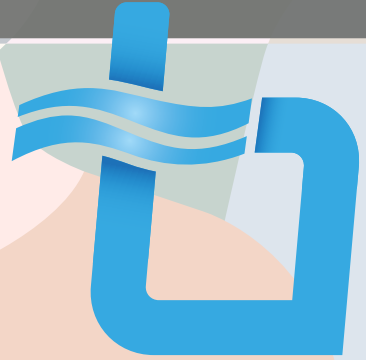
We continue to build relationships with our ecumenical colleagues, both at local level encouraging churches to work with their neighbours through practical advice, and through more national means as our presence at the 2022 World Council of Churches' Assembly shows.

We also send representatives to other denominational spaces, such as the Church of England Synod.

Theological reflection

In the application process for new churches and LEPs, the team is required to reflect theologically on what it means to be Baptist. It is important for this to be held across the movement and for theological reflection on identity, and other issues, to be enabled by the team, but not defined.

One of the ways in which we build relationships is by appointing people to represent Baptists Together in the wider ecumenical and global scene





Excellence in Safeguarding training

2022 marked a return to face to face Excellence in Safeguarding training and our teams of safeguarding trainers have done an amazing job in responding to high levels of demand for both Level 2 and Level 3 courses.

We continue to train approximately 10,000 church leaders and volunteers each year through a team of 150 safeguarding trainers working throughout England and Wales. Our thanks go to each and every one of our trainers, including the 25 new trainers who joined us during the year.

'The best safeguarding training I've ever attended – thank you'
'Feeling far more confident about what to do if there is a concern in our church'

Have you seen our new section on the BUGB website?

The safeguarding section of the website has been completely updated during 2022, and we hope that this makes it easier for churches to find all the information they need. As well as information on the IICSA review findings, there are great new resources for those with specific safeguarding responsibilities in church life.

'Just what we needed. This gave me the confidence to step into the DPS role at my church'

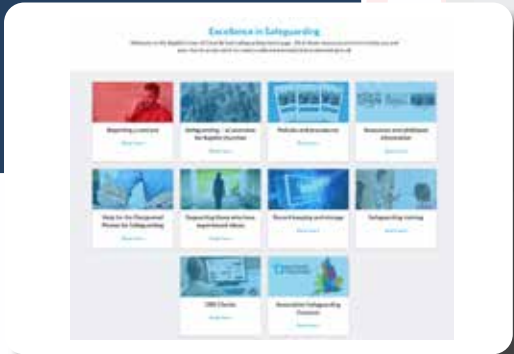
Support resources for those new to the Designated Person for Safeguarding role and for churches joining the Union

Two new packs are available through our Regional Safeguarding Leads: the New DPS Pack and the Safeguarding from Scratch pack. Both provide step by step guidance and helpful advice.

Safeguarding for LEPS

Effective safeguarding regularly involves working with other Christian denominations, and this year we have worked collaboratively with the Methodists, Church of England, Moravians and the United Reformed Church to produce new guidance notes for safeguarding in Local Ecumenical Partnerships.

Following on from its report into religious and faith-based organisations at the beginning of September 2021, the Independent Inquiry into Child Sexual Abuse published its final report in September 2022, which covered all of its findings from seven years of work. The National Safeguarding Team has reviewed the final report and its findings have been shared with the BUGB Trustee Board. All key proposals have been noted, and work continues to embed the best practice recommendations from both reports.



HR Support

Rachel Stone, our HR Team Leader, acts as a specialist adviser to BUGB churches and continues to provide support on a wide range of HR issues. Following on from Covid, there has been a noticeable increase in the number of churches needing to look again at their staff teams, with restructurings and redundancies sadly still taking place.

Helping churches to plan carefully and consult well with staff when change is needed has been a key part of our HR work during 2022 and this is likely to continue into 2023. More than 250 churches have used our HR advice service during the year, of which more than 100 have needed ongoing specialist help to work through challenging or complex staff situations through disciplinary and grievance processes, or in the light of potential tribunal claims.



During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff.

Getting it right

We see that churches are keen to meet their legal obligations to their staff and want to make sure that they are complying with their responsibilities and duty of care. During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff. This could be advice on recruitment and induction, managing ill health and absence,

HR policies and procedures

Alongside L08, our core guidance leaflet on employment, we have provided churches with templates for recruitment, performance management, sickness absence, training and development, equality and diversity, redundancy and restructuring. In 2023 we plan to share these through a new HR Hub available on our website.

Support for association teams

As well as church support, we provide HR support to association teams going through significant change. In 2022 this has included work on a new model staff handbook for associations, as well as hands-on support with team restructuring and team building. It is a privilege to be able to support our regional colleagues as their teams grow and change to meet the needs of churches.



Underpinning Support



**Baptist Ministers' Housing Organisation
Pensions
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Financial Review
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Auditor's Report
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The Retired Baptist Ministers' Housing Organisation (RBMHO)

The Retired Baptist Ministers' Housing Organisation has continued to fulfil our aim of housing retired Baptist ministers, BMS missionaries and their spouses. Many churches provide their minister(s) with manse accommodation which leaves them potentially without a home for retirement - which is where we step in, providing a home for life at an affordable rent.

We've been able to provide homes for eight of the ministers and spouses who applied for 2022 and will be housing the remaining applicants in 2023. We relocated five tenants who either wanted to downsize or needed to move closer to family. At the end of the year, we had 265 (2021: 261) properties and were providing homes for 423 people.

We now have properties in all four parts of the UK having purchased our first property in N Ireland. Since our beginnings over 47 years ago, we've grown in our ability to assist those reaching retirement who have served the Lord through the Union or BMS.

As with all landlords, RBMHO is facing some significant challenges in the coming years. Much of our housing stock will need significant investment to meet the new energy efficiency requirements that governments across the UK are bringing into the rented sector over the next five years. We're already considering how we will provide heating as gas boilers are phased out by 2035, which requires high levels of insulation. We welcome these changes as we want our properties to be easy to keep warm, at as low a cost as possible, for the benefit of our tenants; but it will be a great challenge to get the work done.

At the end of the year Stewart Green retired after serving as Manager for more than 20 years. He will be greatly missed by our tenants who he's faithfully supported so well. Andy Hughes has succeeded him as Secretary and Tenant Relations Manager and Charlotte Curtis has taken on a different role as Operations and Property Manager. We're currently looking for some new Trustees, so if you think you might be able to help us develop further, please contact Andy.

We've been able to provide homes for eight of the ministers and spouses who applied for 2022 and will be housing the remaining applicants in 2023. We relocated five tenants who either wanted to downsize or needed to move closer to family. At the end of the year, we had 265 (2021: 261) properties and were providing homes for 423 people. We now have properties in all four parts of the UK having purchased our first property in N Ireland.

Finally, RBMHO can only continue to operate because of the faithful prayers and gifts of those churches, fellowships and individuals who continue their support for the work whenever possible. Thank you all most sincerely. RBMHO is delighted that it can continue to provide good homes at affordable prices and values its reputation of caring for its tenants. The organisation looks forward to continuing its work to serve God and his servants. For more on the work of RBMHO, see www.rbmho.org or contact the team directly.



**RETIRED BAPTIST MINISTERS
HOUSING ORGANISATION**

 **BAPTISTS
TOGETHER**

Pensions

The Defined Benefit (DB) section of the Baptist Pension Scheme (BPS) provides benefits for service up to 2011. At the end of June 2022 the scheme signed an agreement with the insurance company Just Group ('Just') to secure the pension benefits of members of the DB section. This agreement is referred to as a 'buy-in policy'. It follows a similar agreement with Just in 2019 that covered most pensions in payment at that time. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan.

The deal with Just took the Scheme out of a shortfall position for the first time in two decades. In the light of this improved position the Baptist Union and the Trustee of the BPS agreed that deficit recovery contributions from each participating employer in the DB Plan would reduce to just £1 per month from August 2022. Because Pension regulations require the Recovery Plan to be based on the most recent full valuation, which reflects the status at the 31 December 2019, it was not possible to fully reflect the current funding position. Therefore, to enable the reduction in contributions to £1 per month for all other employers the Union was required to agree to a contribution of £6m by the end of June 2026 being part of the Recovery Plan. It is anticipated that once the actuarial valuation as at 31 December 2022 is completed, this contribution will no longer be required and therefore the probability of such a contribution being actually made by the Union is low. Further, to provide the Trustee of the BPS with security of funding, the Union placed a sum of £3m into an escrow account, which can be drawn on in the event that the DB section requires further funding.

The DB section is now progressing work towards a buy-out of the scheme which will result in the beneficiaries receiving the benefits they are entitled to directly from Just. The Trustee of the BPS currently believes that the wind-up of the DB section can be completed without the need for any further funding from employers, although this is not certain. The buy-out is anticipated to complete in 2024.

£1 per month

Deficit Contributions reduced to £1 per employer per month, saving employers in the DB scheme a total of around £5m per annum.

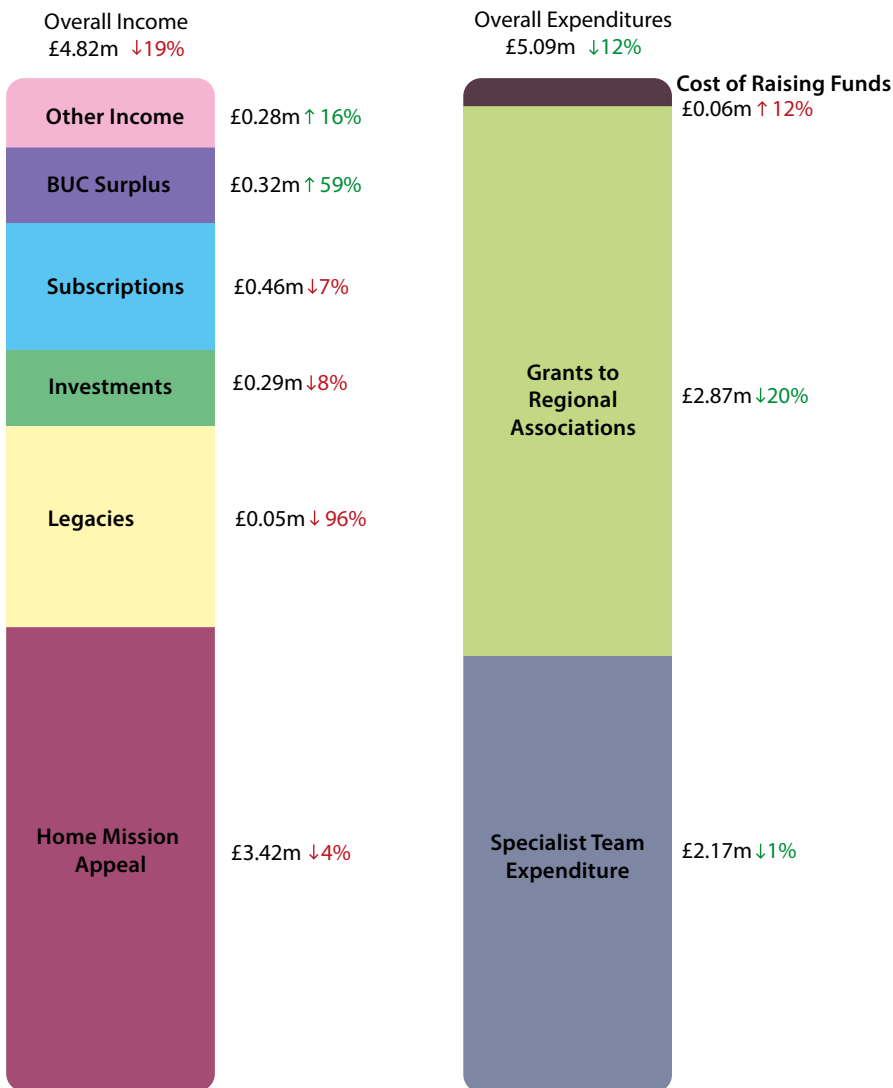
Deficit Eliminated

DB Scheme deficit eliminated and benefits underwritten by an insurer

Since 2012 the BPS has provided a Defined Contribution (DC) section for ministers and other staff of churches and other Baptist employers. This allows employers to offer a high-quality pension scheme tailored to Baptist needs. This section holds over £60m of assets on behalf of more than 2,100 members. The DC section was designed in a way to ensure that employers did not suffer Cessation Events in relation to the DB section that would necessitate payment of substantial employer debts. Given that this requirement will fall away on completion of buy-out of the DB section, the Union, in conjunction with the Trustee of the BPS is currently considering the most appropriate future structure for the DC scheme. This review is expected to conclude in 2023.

Home Mission Fund Review

The Home Mission Fund, which is the name given to the General Fund of the Union, showed an operating deficit of 0.273m, (2021: surplus £0.102m)



The Home Mission Appeal, our largest source of income, continued its long-term decline, falling by £0.134m compared to 2021. Overall, the Home Mission Appeal has fallen by 36% in ten years, when allowing for inflation. Having been at a record level for BUGB in 2021, legacies slumped to a low well below the average in recent years.

The decrease in overall income resulted in a reduction of 19% grants to regional associations under the Baptists Together funding formula.

The specialist team costs increased by 1.38% in the year, significantly less than the 5.4% CPI between 2021 and 2022.

Designated and Restricted Reserves

The Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. Across the Designated and Restricted sections, the Pension Reserve received total income of £0.83m (2021: £1.76m) comprising: £0.24m (2021: £1.04m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, £0.55m (2021: £0.55m) from Baptist Union Corporation to support the interest costs on the loan from RBMHO and £0.04m (2021: £0.17m) of other income. Expenses totalled £1.09m (2021: £0.82m) comprising £0.98m (2021: £0.62m) in interest on the loan from RBMHO, £0.06m (2021: £0.15m) on supporting churches with pension deficits and £0.05m (2021: £0.05m) on legal fees and expenses relating to pensions.

The Designated section had a deficit balance of £16.59m (2021: £16.33m), comprising the £20m liability to RBMHO and £3.41m in cash. Of the cash balance, £3.60m was set aside in an escrow account to support the Baptist Pension Scheme. £3.00m is short term to assist the Defined Benefit Scheme as it moves to buy-out and wind up. £0.60m relates to the Defined Contribution Scheme in meeting the financial sustainability requirements of its Master Trust authorisation. Both amounts therefore are not available for general use. The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans for building works to churches which would typically not qualify for other loans. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £70k (2021: £17k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £0.6k. There were 12 loans outstanding at year end with a gross value of £0.95m (2021: £1.02m) to which a bad debt provision of £0.56m has been accounted for.

The Baptist House Reserve: which holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2021: £0.07m) of depreciation was recorded against the fund, leaving a balance of £2.91m (2021: £3.09m)

Fixed Asset Reserve: holds the Union's other property assets. This fund recorded £0.09m (2021: £0.03m) of depreciation against the properties, leaving a final balance of £2.25m (2021: £2.91m) after purchases and sales during the year.

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.12m (2021: £0.13m). The Pastoral Fund received investment income of £0.08m (2021: £0.07m) and had a year end balance of £2.03m (2021: £2.16m) after loss on investments of £0.09m (2021: gain £0.01m).

Strategic Projects Fund: The Fund supports key strategic projects initiated by the Union. This year, £0.03m was spent investigating options around a future financial model of Baptists Together, leaving a balance of £0.01m at the end of 2022 (2021: £0.04m).

Baptist Assembly: The Baptist Assembly is an annual event which reviews the life of the Union over the last 12 months, and receives updates on ongoing projects and areas of work. In 2022 the event had costs of £0.10m, offset by income of £0.04m from donations and £0.01m contributed by BMS.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding as Custodian Trustee of the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC recorded an operating surplus for 2022 of £0.87m (2021: surplus £1.74m) prior to gifts to the Union of £0.87m (2021: £0.75m). The reserves at year end were £4.39m (2021: £4.39m).

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. On 31 December 2018 RBMHO took on the operations, assets and liabilities from its predecessor organisation, The Retired Baptist Ministers' Housing Society. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2022 RBMHO made a surplus of £1.70m (2021: £2.69m) and had total reserves at the year-end of £38.88m (2021: £37.19m).

3 The Retired Baptist Ministers' Housing Society (RBMHS): The Society is a charitable Community Benefit Society registered with the Financial Conduct Authority under number 21462R. The Trustees of Retired Baptist Ministers' Housing Organisation (RBMHO) are the members of the Society. The society is now dormant, having transferred its assets, liabilities and operations to RBMHO on 31 December 2018, which continues its work.

4 Baptist House Limited (BHL): The BUC is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of The Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a loss of £0.05m (2021: profit £0.03m) and total reserves at the end of the period were £0.25m (2021: £0.30m). The Union's half share of the results for the year to 31 October 2022 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.



Investment Performance

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.

The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. In summary the positive screening means investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anti-corruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates. Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuel extraction. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was revised by Baptist Union Council in 2021.

Within the investment strategy, Schroders Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 13 to the financial statements. Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Since the fourth quarter of 2020, both portfolios have targeted performance on a total return basis of CPI+4% per annum net of fees over the long-term. The Finance and Audit Committee has put in place composite benchmarks for Schroders as follows:

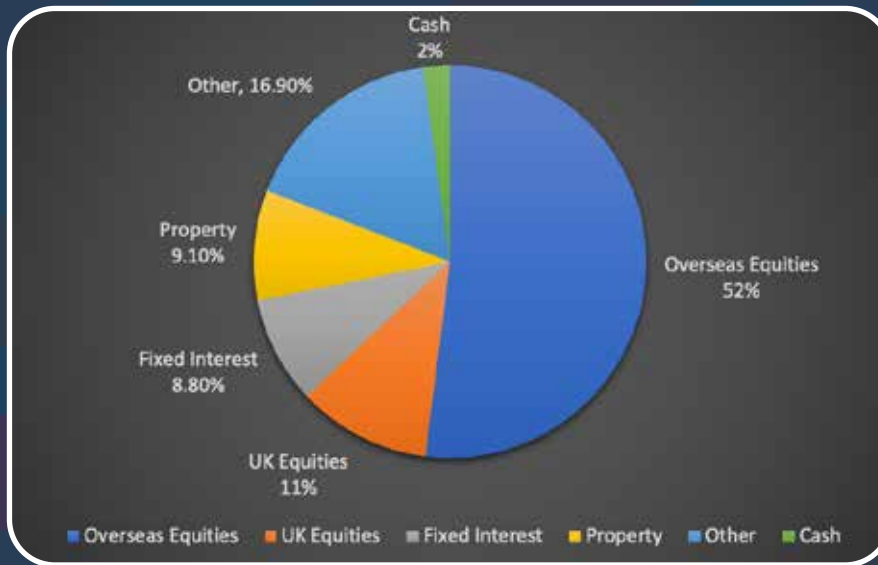
	General Portfolio	Endowment Portfolio
MSCI AC World GBP	65%	65%
FTSE All Share TR	5%	5%
IBOXX UK Non-Gilt TR	5%	5%
IPD Property (UK) Index	10%	10%
UK CPI + 3%	15%	15%

A summary of investment performance in the 12 months to 31 December 2022 is presented in the following table:

	2022 Performance	Composite Benchmark	Performance vs Benchmark	Long-term target (CPI+4%)	Performance vs long-term target
General Portfolio	-6.9%	-4.7%	-2.2%	15%	-21.9%
Endowment Portfolio	-6.6%	-4.7%	-1.9%	15%	-21.6%
Combined	-6.9%	-4.7%	-2.2%	15%	-21.9%

2022 was a difficult year for financial markets, particularly as interest rates started to rise, creating uncertainty. The rise in inflation also caused a very rapid rise in the long term target. As a consequence, the short-term negative performance was greater than the expected composite negative benchmark and significantly below the long-term benchmark. The Trustees continue to monitor performance on a quarterly basis.

Actual consolidated Asset Allocation as at 31 December 2022 is shown below:



Approach to fundraising

The Baptist Union of Great Britain funds the majority of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal, through which funds are collected from member churches, is organised by our partner regional associations. We also request a subscription from each member church, association and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis.

Our main avenue for raising funds from the general public is through legacies. We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure. Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors.

We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists.

Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2022. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

Baptist Pension Scheme (BPS)

The Baptist Union of Great Britain is a participating employer in the BPS, which has a defined benefit (DB) section relating to pensionable service up until the end of 2011. The BPS DB liability is recognised in our accounts as a liability based on a discounted cashflow of the contributions due under the agreed recovery plan. In September 2020, BPS completed a triennial valuation of the scheme as at 31 December 2019. This showed a deficit of assets compared to liabilities of £18m. The associated schedule of contributions and funding plan was developed in consultation between the Pension Trustee and the Pension Employers' Group and approved by the Union. The Union made a one-off contribution of £0.5m in December 2020 under this schedule of contributions in addition to the current employer contribution plan which ends in June 2026.

During 2022 the DB Scheme moved into surplus on a technical provisions basis and allowing a buy-in of the remaining liabilities. As a result, the liability for the Baptist Union has reduced to a nominal £42. A further triennial revaluation of the Scheme is due during 2023 based on the valuation at 31 December 2022. Because the valuation will not be completed before these accounts are finalised accounting standards require that a liability of £6m is recorded based on the last triennial valuation as at 31 December 2019 when there was a deficit of assets to liabilities of £18m and a schedule of deficit contributions running to June 2026. This liability amounts to £4.89m on a discounted flow basis. The Trustees expect this liability will be released once the 2022 valuation has been completed.

During 2019 £0.76m from the Pension Reserve was set aside in an escrow account to support the Defined Contribution part of the Baptist Pension Scheme in meeting the financial sustainability criteria necessary for obtaining Master Trust authorisation from the Pension Regulator. Following a review this was reduced to £0.55m in 2022.

A further £3.0m was set aside in an escrow account in 2022 to support the funding of the costs relating to the buy-out and winding up of the DB Scheme.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy is put in place to ensure that the Union has sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income. Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months). This equates to reserves in the range of £3.3m - £6.1m. The unrestricted free reserves, excluding Designated Income Funds, capital assets and escrow accounts, totalled £4.1m at the year end. The Trustees feel this level of reserves is appropriate.

The Union holds a number of Designated Income Funds which can be spent at the discretion of the Trustees in furtherance of the Union's objects. The Trustees note their obligations to justify the holding of such funds and the details of these funds are provided in note 22 to the financial statements.

Report of the Finance and Audit Committee

The Finance and Audit Committee continues to oversee the finances of the Union. The key elements of work of the Committee in 2022 were

- Monitoring the finances of the Union, its subsidiaries and Baptists Together as a whole, including the income and expenditure, management of capital and liquidity and the management of assets.
- Setting the interest rate policy on behalf of the Baptist Union Corporation.
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's updated ethical investment policy and reviewing the benchmarks used for monitoring performance of the investment managers.
- Monitoring the position of the Baptist Pension Scheme and the potential strategies for managing the remaining liability in the defined benefit scheme.
- Reviewing the Risk Register, insurance cover and financial controls.
- Overseeing the year-end process for production of the annual report and accounts for BUGB and subsidiary entities, including reviewing the report of the auditors, Moore Kingston Smith, on the 2022 accounts and planning for the 2023 audit.
- Monitoring the financial support schemes for churches during the cost of living crisis experienced across the UK.
- Continuing to contribute to the Financial Model Review of Baptists Together.
- Reviewing the proposals for the future funding of ministerial training.

Key focus areas in 2023 will be the further stages of the Financial Model Review, monitoring the ongoing process for a buyout of the Baptist Pension Scheme and monitoring the next stage of the implementation of the scheme for the Funding of Ministerial Training.



Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union.

Prior to 1 January 2020, the Union operated through an unincorporated association charity of the same name, registered charity number 1125912. The Union registered as a CIO with the Charity Commission on 2 January 2019. On 1 January 2020 the assets, liabilities and operations of the Union were transferred to the CIO, which is a more appropriate legal structure for a charity of our size and complexity.

The full constitution of the Union can be found at www.baptist.org.uk/constitution. The unincorporated association charity will be retained to ensure the Union retains its entitlement to any future legacies and other rights and responsibilities. A simplified constitution for the unincorporated association was approved by the 2021 Assembly to simplify the administration and governance arrangements by appointing the CIO as the sole trustee of the unincorporated association.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

The 2022 Assembly was held at the Bournemouth International Centre on 14 and 15 May, during which Hayley Young was inducted as President.





Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each regional association
- One member nominated by each college
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members



A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Free Churches Group
- Churches Together in England
- Churches Together in Britain and Ireland
- The Conference of European Churches
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group
- Christian Aid
- Churches Legislation Advisory Service

Safeguarding Committee has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity, in particular the legal, financial and strategic life of the Union, and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees.

Following a governance review in 2017 the Trustees agreed to adopt the Charity Governance Code in full and produced a Trustee Board Governance Handbook incorporating this. During 2021 the Governance Handbook was updated to reflect the revised Charity Governance Code published in 2020. The Governance Handbook can be found at www.baptist.org.uk/governancehandbook

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.



Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues. There are strongly held and often divergent views across Baptists Together. In 2022 this has focussed on the Ministerial Recognition Rules in relation to the definition of marriage. Council has responded to a request to remove the explicit mention of marriage being between a man and a woman in the Ministerial Recognition Rules by instigating a consultation process with all members of the Union. This will be launched in 2023 before coming back to Council for a decision. A number of churches and associations have facilitated conversations to enable discussion and reflection on the biblical and pastoral implications of such a change.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or come into contact with our churches and other bodies. A model safeguarding policy and procedures for churches are available, with advice and support from regional and national safeguarding leads. Face to face safeguarding training is now running in all associations at Levels 1, 2 and 3.

A three year safeguarding plan is in place and reviewed annually by Trustees.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging effective partnership working and vision casting. This includes pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working and investment of resources.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. Following Council's decision at the end of 2019 to adopt a different approach to collaborative leadership across Baptists Together the Core Leadership Team was created. Council asked the Core Leadership Team to fulfil the role of perceiving what is happening across the life of our Movement and nurture collaborative, partnership working to align action and resources towards our common aims. At the same time, Council tasked the Trustees with the continuing work of stewarding the Baptist Union of Great Britain as a charity. During the pandemic the Core Leadership Team met weekly online and agreed a pattern of regular meetings for 2022 and beyond which includes online and in-person meetings.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. Following the pandemic there has been a decrease in the number of churches which can afford either full time or part time ministry. The Ministries Team Co-Leaders are shaping a variety of ways to promote and encourage ministerial formation, following a discussion at Core Leadership Team in January 2023. The appointment of a Younger Leaders' Development Coordinator in March 2022 has increased our connection with interns and young leaders and provides an opportunity to encourage younger adults to consider accredited ministry.

(vi) Affordability of ministerial training if Baptist colleges can no longer sustain training for ministry at affordable cost. Following a review of funding for training in October 2021 Baptist Union Council approved a set of new measures to provide financial support to ministers in training. The pilot scheme, launched in 2022, to offer loans at a favourable rate for college fees, has now been extended so that anyone training for Baptist ministry may apply.

(vii) One or more regional associations becomes unviable. If one or more of our regional associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. During 2021 we initiated a review of the financial model of Baptists Together. The first phase report went to Baptist Union Council in March 2022 and it is anticipated that this process will continue into 2023.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires Trustees with considerable skills and expertise. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team is working to identify suitable candidates, including by public advertising and we are considering how to make the roles attractive to suitable candidates. A new Moderator has been appointed during 2022 and a candidate Treasurer has been identified to replace the current Treasurer who will step down in 2023. As a result, this risk has reduced in likelihood in the last year.

(ix) Inability to obtain adequate insurance for our activities at a viable price. In recent years we have experienced increasing challenges in obtaining professional indemnity insurance with premiums increasing substantially. We continue to work with our brokers to obtain cost-effective insurance and have amended our renewal dates to a time of year when we believe the insurance industry will have more capacity.

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist regional associations in their work as part of Baptists Together, which totalled £2,870m in 2022. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund. The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of £0.043m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. For 2022, £0.47m was paid as a student bursary including a book grant of £120 for all ministers in training. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a regional minister and approved by two specialist team leaders.

Heritage England Grants: Under the partnership scheme with Historic England where we received £47k in grant income (2021: £58k), grants were paid to 15 churches to assist them in their listed buildings obligations.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, regional associations, colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for 20 Baptist churches or organisations totalling £2.86m, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The company acts solely as an Agent and carries no decision-making capacity.

The Baptist Union Corporation acts as property trustees for 2,145 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account.

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2022. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Type of Assets Held	£'000	Organisations
Cash Deposits	262	2
Income Units	468	8
National Savings Income Bonds	13	1
UK Equities	2,112	9
Total	2,855	20



Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £286,963 (2021: £282,060).

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES

- The Revd Andrew Cowley (Moderator)
- Mr John Levick (Treasurer)
- The Revd Lynn Green (General Secretary)
- Mrs Christina Carter (to 31 August 2022)
- Mrs Jeniya Gwendu (from 3 May 2022)
- The Revd Phil Jump
- Mr Peter King
- Mrs Suzie Leveson
- The Revd Philip Lutterodt
- The Revd Prof Philip McCormack
- Mr Mark Spriggs
- The Revd Shayla Waugh

SENIOR STAFF

- The Revd Lynn Green (General Secretary)
- The Revd Andy Hughes (Team Leader, Ministries, to 31 October 2022)
- The Revd Tim Fergusson (Interim Team Leader from 1 November 2022 to 15 January 2023, Co-Team Leader, Ministries, from 16 January 2023)
- The Revd Lee Johnson (Co-Team Leader, Ministries, from 16 January 2023)
- The Revd Diane Watts (Team Leader, Faith and Society)
- Mrs Rachel Stone (Team Leader, HR and Safeguarding)
- Mr Richard Wilson (Team Leader, Support Services to 3 February 2023)

CUSTODIAN TRUSTEES

The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT

PRINCIPAL BANKERS

HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS

Moore Kingston Smith LLP, 9 Appold Street, London EC2A 2AP

SOLICITORS

Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, B3 2ES

SURVEYORS

Savills Plc 33 Margaret Street, London, W1G 0JD

INVESTMENT MANAGERS

Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU

CORE LEADERSHIP TEAM

- The Revd Seidel Abel Boanerges
- The Revd Adrian Argile
- The Revd Phil Barnard
- The Revd Ken Benjamin
- Ms Amie Buhari
- The Revd Dr Anthony Clarke
- The Revd Mark Clay
- The Revd Geoff Colmer (to 4 July 2022)
- The Revd Andrew Cowley
- The Revd Sandra Crawford
- The Revd Stuart Davison (to 31 August 2022)
- The Revd Graham Ensor
- The Revd Mark Fairweather-Tall
- The Revd Tim Fergusson
- The Revd Dr Steve Finamore
- The Revd Andrew Ginn
- The Revd Lynn Green
- The Revd Clare Hooper
- The Revd Andy Hughes (to 14 October 2022)
- The Revd Joth Hunt (from 1 July 2022)
- The Revd Dr Rosa Hunt
- The Revd Lee Johnson (from 16 January 2023)
- The Revd Phil Jump
- The Revd Dr Ed Kaneen
- The Revd Lisa Kerry (from 4 July 2022)
- Mr John Levick
- The Revd Nigel Manges
- The Revd Glen Marshall
- The Revd Dr Philip McCormack
- Mrs Judith Miller
- The Revd Colin Norris (to 23 January 2023)
- The Revd Yinka Oyekan
- The Revd Beth Powney
- The Revd Gale Richards
- The Revd Dr Clara Rushbrook
- The Revd Carl Smethurst
- Mrs Rachel Stone
- The Revd Diane Watts
- Mr Richard Wilson (to 3 February 2023)
- The Revd Gary Woodall
- The Revd Hayley Young

TRUSTEES' RESPONSIBILITIES

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2019 (FRS 102)
- 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 financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charity's auditor is unaware;
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the board



Andrew Cowley
Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion

We have audited the financial statements of the Baptist Union of Great Britain ('the charity') and its subsidiaries ('the group') for the year ended 31 December 2022 which comprise the Group and Charity Statements of Financial Activities, the Group and Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charity's affairs as at 31 December 2022, and of the group's and charity's incoming resources and application of resources, for the year then 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 Charities Act 2011.

Basis for 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 charity 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the charity's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 73, 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 the trustees 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 group's and charity'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 group or charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are [the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees 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 any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Date: 30 May 2023

Moore Kingston Smith LLP

Moore Kingston Smith LLP
Statutory auditor

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income							
Donations and legacies	2	3,965	-	403	-	4,368	6,015
Charitable Activities	3	2,132	612	792	-	3,536	3,659
Investment income	4	586	78	24	40	728	438
Other income	5	77	91	-	-	168	220
Total Income		6,760	781	1,219	40	8,800	10,332
Less share of gross income resources from Joint Venture			(366)			(366)	(393)
Total Net Income before Joint Arrangement share		6,807	415	1,172	40	8,434	9,939
Expenditure							
Raising funds	6	59	11	-	8	78	69
Charitable activities	7	6,419	546	1,594	-	8,559	8,187
Total Expenditure	8	6,478	557	1,594	8	8,637	8,256
Net income before gains/ (losses) on investments, Fixed Asset Sales and Joint Arrangement share							
		282	(142)	(375)	32	(203)	1,683
Net interest in the results of the year for the joint venture		-	(27)	-	-	(27)	13
Net gains on investments	13	(571)	(88)	(3)	(112)	(774)	872
Net gains on sale of fixed assets		-	-	1,250	-	1,250	1,967
Net income before transfers		(289)	(257)	872	(80)	246	4,534
Transfers between funds	20, 21, 22	(849)	(13)	894	(32)	-	-
Net income before other recognised losses		(1,138)	(270)	1,766	(112)	246	4,534
Actuarial gains on defined benefit pension schemes	18	(4,739)	-	-	-	(4,739)	2
Net movement in funds		(5,877)	(270)	1,766	(112)	(4,493)	4,536
RECONCILIATION OF FUNDS							
Total funds brought forward		13,409	(8,018)	37,115	1,223	43,729	39,193
Total funds Carried forward		7,532	(8,288)	38,881	1,111	39,236	43,729

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 81 to 103 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income							
Donations and legacies	2	4,248	552	5	-	4,805	5,954
Charitable Activities	3	206	246	123	-	575	1,261
Investment income	4	289	78	-	40	407	379
Other income	5	77	92	-	-	169	220
Total Income		4,820	968	128	40	5,956	7,814
Expenditure							
Raising funds	6	58	10	-	8	76	69
Charitable activities	7	5,035	1,439	58	-	6,532	6,945
Total Expenditure	8	5,093	1,449	58	8	6,608	7,014
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations							
		(273)	(481)	70	32	(652)	800
Net (loss)/gain on investments	13	(571)	(88)	-	(112)	(771)	869
Net gain on sale of fixed assets		-	-	-	-	-	160
Net income before transfers		(844)	(569)	70	(80)	(1,423)	1,829
Transfers between funds	20, 21, 22	(295)	327		(32)	-	-
Net income before other recognised gains		(1,139)	(242)	70	(112)	(1,423)	1,829
Actuarial gain on defined benefit pension schemes	18	(4,740)	-			(4,740)	2
Net movement in funds		(5,879)	(242)	70	(112)	(6,163)	1,831
RECONCILIATION OF FUNDS							
Total funds brought forward		10,022	(6,409)	13	1,223	4,849	3,018
Total funds Carried forward		4,143	(6,651)	83	1,111	(1,314)	4,849

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 81 to 103 form an integral part of these financial statements.

CONSOLIDATED BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Fixed assets					
Tangible assets	12	42,994		41,338	
Intangible Assets	12	186		120	
Investments	13	13,101		13,836	
			56,281		55,294
Current assets					
Debtors	14	18,780		19,494	
Cash and Bank	15	37,102		28,399	
		55,882		47,893	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(68,034)		(59,286)	
			(12,152)		(11,393)
Net current liabilities					
			44,129		43,901
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(4,893)		(172)
Net assets			39,236		43,729
CONSOLIDATED FUNDS					
Endowment funds	20		1,111		1,223
Restricted income funds	21		38,881		37,115
Designated funds	22		(8,287)		(8,018)
Unrestricted income funds			7,531		13,409
Total consolidated funds			39,236		43,729

The financial statements were approved by the Trustees on and signed on 27th April 2023 their behalf by



The Revd Andrew Cowley - Moderator



John Levick – Honorary Treasurer

The notes on pages 81 to 103 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Fixed assets					
Tangible assets	12	3,725		3,812	
Intangible Assets	12	186		120	
Investments	13	15,707		16,413	
			19,618		20,345
Current assets					
Debtors	14	1,545		1,209	
Cash and Bank	15	7,664		3,792	
		9,209		5,001	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(5,248)		(325)	
Net current assets			3,961		4,676
Total assets less current liabilities			23,579		25,021
Long-Term liabilities					
Loan	17		(20,000)		(20,000)
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(4,893)		(172)
Net assets			(1,314)		4,849
THE FUNDS OF THE CHARITY					
Endowment funds	20		1,111		1,223
Restricted income funds	21		83		13
Designated funds	22		(6,651)		(6,409)
Unrestricted income funds			4,143		10,022
Total charity funds			(1,314)		4,849

The financial statements were approved by the Trustees on and signed on 27th April 2023 their behalf by



John Levick – Honorary Treasurer

The notes on pages 81 to 103 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	2022 £'000	2021 £'000
Net income for the reporting year		246	4,534
Adjustments for:			
Net (loss)/gain on investments	13	672	(871)
Net interest in result of Baptist House Limited		27	(13)
Net income after gains on investment		945	3,650
Adjustments for:			
Depreciation	10, 12	168	164
Dividends and interest from investments		(728)	(437)
Net gain on sale of fixed assets		(1,248)	(1,965)
(Increase)/Decrease in debtors		697	1,107
Increase/(Decrease) in creditors and provisions		8,766	3,636
Movement in defined benefit liability		(22)	(36)
Net cash provided by operating activities		8,577	6,119
Cash flows from investing activities			
Dividends and interest from investments		728	437
Proceeds from sale of property		2,596	5,110
Purchase of tangible fixed assets		(3,236)	(1,769)
Proceeds from sales of investments		1,482	10,185
Purchase of investments		(1,719)	(12,818)
Cash withdrawn from investment managers		274	260
Net cash used in investing activities		125	1,405
Changes in cash and cash equivalents in the year		8,702	7,524
Cash and cash equivalents brought forward		28,399	20,875
Cash and cash equivalents carried forward	15	37,101	28,399

The notes on pages 81 to 103 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting Standard 102 and the Charities Act 2011. Baptist Union of Great Britain is a registered charity, no. 1181392, and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 13 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity-by-entity basis are given in note 13.

(c) Preparation of the financial statements on a going concern basis

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

In making this assessment the Trustees have considered the effect of the downturn of the UK economy with the cost-of-living crisis for the wider membership churches, and the possible impact this might have on the charity, in particular its income streams.

At the year end the balance sheet showed a net liabilities position of £1,314k. This has arisen due to a revised repayment plan for the pension scheme requiring a payment of £6m on 30 June 2026, recognised in these financial statements at a net present value of £4,758k (note 25). This is based on an actuarial valuation carried out in 2019. A new valuation based on the position at 31st December 2022 will not be known until later in 2023. It is likely that the liability at this time will be significantly less. Given that the amount due is being revised and in any event is not due for payment until 2026, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity accounts have therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- **Unrestricted Funds:** General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.

- **Designated Funds:** These represent amounts set aside by the Union for specific purposes as set out in note 22. They may be returned to General Funds at the discretion of the Union.
- **Restricted Funds:** These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 21.
- **Endowment Funds:** These represent amounts where the income may be used but where the capital is not expendable as set out in note 20.

(e) Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that income will be received and the amount can be measured reliably.

- Donations are accounted for gross when received.
- Legacies are accounted for at the earlier of the Estate accounts being finalised and notified, and cash received.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- The long-term target for the quoted investment portfolio is to deliver a total return of CPI plus 4% per annum. After a change in investment strategy made in September 2020 the investment managers are targeted on overall total return irrespective of whether that return is in the form of dividends, interest or capital growth. As a result, from 2021 the Trustees have agreed to adopt a total return accounting policy, taking an income of 3.5% per annum from the investment portfolio. Investment income is initially accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain. At the end of each financial year, the difference between the actual investment income received and 3.5% of the portfolio is drawn down from the portfolio as income. This amount is listed note 4 as "Total Return Adjustment".

(f) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the object of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part of the delivery of that activity. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Solar Panels	7%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%
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Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) Fixed asset investments

Quoted investments are held for their income generation and investment potential and are valued at market value at the reporting date. Any surplus or deficit arising is included in the Statement of Financial Activities. Investments in subsidiaries are measured at cost less impairment.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity to further its purposes. Loans are initially measured at the amount paid, with the carrying amount adjusted subsequently to reflect repayments and any interest receivable. Where any loan made is considered to be irrecoverable an impairment loss is recognised. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Cash at bank and in hand

Cash at bank and in hand includes notice deposits and short-term deposits.

(m) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Accruals and other creditors are recognised at their settlement amount due. Trust accounts and loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. Loans are considered concessionary loans received as they are made to the charity to further its purposes and any interest charged is below the prevailing market rates.

(n) Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(o) Employee benefits

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered fund. Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the Baptist Pension Scheme has been included, in accordance with the Schedule of Contributions dated 30 September 2020.

(p) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(q) Judgement and Key Sources of Estimations Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Estimates based on externally published data are also made for investment properties.

(a) Judgements in applying the entity's accounting policies

(i) Multi-employer defined benefit pension schemes: Certain employees participate in multi-employer defined benefit pension schemes with other organisations. In the judgement of the Trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes: see note 25 for further details.

(b) Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme: The charity has an obligation to pay a deficit funding arrangement in respect of the Baptist Pension Scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management estimates these factors in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives of tangible assets: The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iii) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

2. DONATIONS AND LEGACIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Donations	3,453	2	16	-	3,471	3,581
Legacies	48	-	387	-	435	1,934
Subscriptions	464	-	-	-	464	500
Gifts from other Baptist Constituents	-	(2)	-	-	(2)	-
Total	3,965	-	403	-	4,368	6,015

In 2021, £5,206k of charitable activities income was attributed to Unrestricted Funds, and £809k was attributable to Restricted Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2022 2021 £'000	2021 2020 £'000
Donations	3,421	2	-	-	3,423	3,555
Legacies	47	-	5	-	52	1,150
Subscriptions	464	-	-	-	464	500
Gifts from Other Baptist Constituents	316	550	-	-	866	749
Total	4,248	552	5	-	4,805	5,954

In 2021, £550k of charitable activities income was attributed to Designated Funds, and the remaining £5,404k was attributable to Unrestricted Funds.

3. CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Publication sales	8	-	-	-	8	7
Rent	106	-	668	-	774	722
Grant Income	-	-	123	-	123	58
Funds received under Ultimate Trusts	-	246	-	-	246	1,037
Interest receivable from loans	1,831	-	-	-	1,831	1,242
Expenses receivable on trusts	66	-	-	-	66	89
Fee for operating gift aid scheme	3	-	-	-	3	2
Accommodation fees	6	-	-	-	6	6
Trading Income	91	-	1	-	92	99
Debt Recovered – BSBS	-	-	-	-	-	-
Other Income	21	-	-	-	21	4
Income: Joint Venture	-	366	-	-	366	393
Total	2,132	612	792	-	3,536	3,659

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund. In 2021, £1,230k of the charitable activities income was attributable to Designated Funds, £661 was attributed to Restricted Funds, and the remaining £1,568k was attributable to Unrestricted Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

3. CHARITABLE ACTIVITIES (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Publication sales	9	-	-	-	9	7
Rent	106	-	-	-	106	63
Funds received under Ultimate Trusts	-	246	-	-	246	1,037
Grant Income	-	-	123	-	123	58
Trading Income	91	-	-	-	91	96
Debt Recovery	-	-	-	-	-	-
Total	206	246	123	-	575	1,261

Monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations. The Trustees of the Charity have agreed to designate such receipts to the Pension Reserve Fund.

In 2021, £1,037k was attributable to Designated Funds, and the remaining £224k was attributable to Unrestricted Funds.

4. INVESTMENT INCOME

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
<u>Quoted Investments:</u>						
UK listed Bonds	37	4	1	4	46	53
UK listed Equities	71	9	-	10	90	90
Overseas listed Equities	122	15	-	16	153	3
Overseas listed Bonds	-	-	-	-	-	140
UK Property Unit Trusts	39	5	-	10	54	45
<u>Other:</u>						
Interest on Cash Deposits	317	-	23	-	340	61
UK Property	-	45	-	-	45	46
Total	586	78	24	40	728	438

In 2021, £324k of the investment income was attributable to Unrestricted income funds, £73k was attributable to designated income funds, £2k was attributed to restricted income funds, and the remaining £39k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income before Total Return Adjustment	484	66	24	25	599	304
Total Return Adjustment	102	12	-	15	129	134
Total	586	78	24	40	728	438

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

4. INVESTMENT INCOME (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
<u>Quoted Investments:</u>						
UK listed Bonds	36	4	-	4	44	53
UK listed Equities	71	9	-	10	90	90
Overseas listed Equities	122	15	-	16	153	3
Overseas listed Bonds	-	-	-	-	-	140
UK Property Unit Trusts	39	5	-	10	54	45
<u>Other:</u>						
Interest on Cash Deposits	21	-	-	-	21	2
UK Property	-	45	-	-	45	46
Total	289	78	-	40	407	379

In 2021 £267k of the investment income was attributable to Unrestricted income funds, £73k was attributable to Designated income funds, and the remaining £39k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income before Total	187	66	-	25	278	245
Return Adjustment						
Total Return Adjustment	102	12	-	15	129	134
Total	289	78	-	40	407	379

In 2021, £107k was added to actual income of £160k for Unrestricted funds, £12k was added to the actual income of £61k for Designated funds, and £15k was added to actual income of £24k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

5. OTHER INCOME

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Other income	77	91	-	-	168	220
Total	77	91	-	-	168	220

In 2021, £20k of other costs was related to Unrestricted funds, and the remaining £200k was related to Designated Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Other income	77	92	-	-	169	220
Total	77	92	-	-	169	220

In 2021, £20k of other costs was related to Unrestricted funds, and the remaining £200k was related to Designated Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

6. RAISING FUNDS

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Investment	59	7	-	8	74	66
Publication expenses	-	4	-	-	4	3
Total	59	11	-	8	78	69

In 2021, £7k of costs in relation to raising funds was attributable to Endowment funds, £9k was attributable to Designated funds, and the remaining £53k was attributable to Unrestricted funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Investment	58	6	-	8	72	65
Publication expenses	-	4	-	-	4	4
Total	58	10	-	8	76	69

In 2021, £7k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £52k was attributable to Unrestricted funds.

7. CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Regional Association						
- Mission & Operations	2,870	-	-	-	2,870	3,581
Faith & Society						
- Team Costs	788	75	-	-	863	843
- Baptist Assembly	-	165	-	-	165	32
- Ecumenical	58	-	-	-	58	57
- Other grants	92	-	-	-	92	135
Ministries						
- Team Costs	477	46	-	-	523	450
- Mission Grants	116	65	-	-	181	167
- Student Training	148	-	-	-	148	154
Safeguarding						
- Team Costs	519	50	-	-	569	571
Support Services						
- Advice & Information	36	3	-	-	39	33
- Pension Cost	-	88	-	-	88	151
- BSBS	(70)	10	-	-	(60)	(17)
- Historic England	-	-	47	-	47	58
- Benevolent Funds	-	44	10	-	54	110
Other						
- Retirement Housing	-	-	1,537	-	1,537	1,196
- BU Corporation	1,385	-	-	-	1,385	666
Total	6,419	546	1,594	-	8,559	8,187

In 2021, £1,259k of costs in relation to charitable activities was attributable to Restricted funds, £559k was attributable to Designated funds, and the remaining £6,380k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

7. CHARITABLE ACTIVITIES (continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Regional Association						
- Mission & Operations	2,870	-	-	-	2,870	3,581
Faith & Society						
- Team Costs	787	76	-	-	863	843
- Baptist Assembly	-	165	-	-	165	32
- Ecumenical	58	-	-	-	58	57
- Other grants	92	-	1	-	93	135
Ministries						
- Team Costs	479	44	-	-	523	450
- Mission Grants	116	65	-	-	181	167
- Student Training	147	-	-	-	147	154
Safeguarding						
- Team Costs	519	50	-	-	569	571
Support Services						
- Advice & Information	36	4	-	-	40	32
- Pension Costs	-	981	-	-	981	772
- BSBS	(69)	10	-	-	(59)	(17)
- Historic England	-	-	47	-	47	58
- Benevolent Funds	-	44	10	-	54	110
Total	5,035	1,439	58	-	6,532	6,945

In 2021, £62k of costs in relation to charitable activities was attributable to Restricted funds, £1,180k was attributable to Designated funds, and the remaining £5,703k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

8. ALTERNATIVE ANALYSIS OF EXPENDITURE

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2022	TOTAL 2021
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	2,870	-	2,870	3,581
Faith & Society					
- Team Costs	442	-	421	863	889
- Baptist Assembly	165	-	-	165	(2)
- Ecumenical	-	58	-	58	61
- Other grants	-	92	-	92	93
Ministries					
- Team Costs	258	10	255	523	535
- Mission Grants	181	-	-	181	146
- Student Training	-	148	-	148	131
Safeguarding					
- Team Costs	292	-	277	569	420
Support Services					
- Advice & Information	20	-	19	39	33
- Pension Costs	88	-	-	88	2
- BSBS	(60)	-	-	(60)	(1)
- Historic England	42	5	-	47	58
- Benevolent Funds	-	54	-	54	332
Other					
- Retirement Housing	1,521	-	16	1,537	1,189
- BU Corporation	1,310	-	75	1,385	1,604
	4,259	3,237	1,063	8,559	8,376
Cost of raising funds	78	-	-	78	66
Total	4,337	3,237	1,063	8,637	8,442

In 2021 £3,116k related to Direct Charitable expenditure, £4,036k to Grants and £1,103k to Support Costs.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

8. ALTERNATIVE ANALYSIS OF EXPENDITURE (Continued)

Charity	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2022	TOTAL 2021
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	2,870	-	2,870	3,581
Faith & Society					
- Team Costs	442	-	421	863	845
- Baptist Assembly	165	-	-	165	32
- Ecumenical	-	58	-	58	56
- Other grants	-	93	-	93	135
Ministries					
- Team Costs	259	9	255	523	449
- Mission Grants	181	-	-	181	167
- Student Training	-	148	-	148	154
Safeguarding					
- Team Costs	292	-	277	569	569
Support Services					
- Advice & Information	21	-	19	40	34
- Pension Costs	982	-	-	982	772
- BSBS	(59)	-	-	(59)	(17)
- Historic England	42	5	-	47	58
- Benevolent Funds	-	54	-	54	110
	2,223	3,237	972	6,532	6,945
Cost of raising funds	76	-	-	76	69
Total	2,399	3,237	972	6,608	7,014

In 2021 £1,961k related to Direct Charitable expenditure, £4,036k to Grants and £1,017k to Support Costs

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

9. SUPPORT COSTS

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Staff	318	2	-	-	320	417
Depreciation	66	95	-	-	161	157
Property	-	-	-	-	-	74
Insurance	122	-	-	-	122	17
Printing and postage	27	-	-	-	27	6
IT	6	-	-	-	6	125
Other Office Costs	77	-	-	-	77	16
Bank charges	16	-	-	-	16	9
Office facilities	11	-	-	-	11	4
Strategic Projects	4	-	-	-	4	40
Pension Costs	42	-	-	-	42	3
Total	689	97	-	-	786	868
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	30	-	-	-	30	15
Committees	21	-	-	-	21	7
Auditors' remuneration (see note 10)	59	-	7	-	65	76
Legal and Professional	56	77	9	-	142	120
Trustee Insurance	19	-	-	-	19	17
Total Governance costs	184	77	16	-	277	235
Total Support costs	873	174	16	-	1,063	1,103

In 2021, £12k of support costs were attributable to Restricted funds £185k were attributable to Designated funds, and the remaining £906k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

9. SUPPORT COSTS (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Staff	318	2	-	-	320	417
Depreciation	67	95	-	-	162	157
Property	122	-	-	-	122	74
Insurance	27	-	-	-	27	17
Printing and postage	6	-	-	-	6	6
IT	76	-	-	-	76	125
Other Office Costs	16	-	-	-	16	16
Bank charges	11	-	-	-	11	9
Office facilities	4	-	-	-	4	4
Strategic Projects	42	-	-	-	42	40
Pension Costs	-	-	-	-	-	3
Total	689	97	-	-	786	868
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	30	-	-	-	30	15
Committees	21	-	-	-	21	7
Auditors' remuneration	35	-	-	-	35	38
Legal and Professional	23	77	-	-	100	81
Trustee Insurance	-	-	-	-	-	8
Total Governance costs	109	77	-	-	186	149
Total Support costs	798	174	-	-	972	1,017

In 2021, £184k of support costs were attributable to Designated funds, and the remaining £833 was attributable to Unrestricted funds.

10. NET INCOME FOR THE YEAR

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
This is stated after charging/(crediting):				
Depreciation/amortisation	161	157	161	157
Auditors' remuneration:				
Audit work	65	76	35	35
Audit work - previous year	-	-	-	3
Non-audit work	-	-	-	-

11. EMPLOYEES AND TRUSTEES

	Note	Consolidated		Charity	
		2022 £'000	2021 £'000	2022 £'000	2021 £'000
Staff and appointed minister costs:					
Salaries and stipends		1,357	1,340	1,357	1,262
Social security costs		130	120	130	103
Pension costs	25	146	155	146	109
Other costs					6
		1,633	1,615	1,633	1,480
Less: Attributable to other Baptist entities		(202)	(191)	(510)	(462)
Total		1,431	1,424	1,123	1,018
Average number employees during the year:		44	46	34	32

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

11. EMPLOYEES AND TRUSTEES (continued)

No employee received emoluments greater than £60,000 during the year (2021: NIL).

Total aggregate remuneration paid to key management personnel during the year was £286,963 (2021: £282,060).

Trustee emoluments, including pension contributions of £7,040 (2021: £8,762), were paid for one trustee (2021: 1), Rev. Lynn Green, amounting to £53,167 (2021: £54,160). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

No emoluments were paid to any of the other trustees for their work as Trustees.

A total of £3,508 was paid to 11 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2021: £3,748 to 9 Trustees).

No redundancy payments were paid in 2022 (2021: £24,403).

12. TANGIBLE AND INTANGIBLE FIXED ASSETS

Consolidated	TANGIBLE FIXED ASSETS				TANGIBLE Total	INTANGIBLE Computer Software	GRAND Total 2022
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings			
Cost	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2022	40,496	1,326	75	81	41,978	271	42,249
Additions	2,770	336	3	-	3,109	127	3,236
Disposals	(1,301)	(47)	-	-	(1,348)	-	(1,348)
31 December 2022	41,965	1,615	78	81	43,739	398	44,137
Depreciation/Amortisation							
1 January 2022	437	56	68	80	641	150	791
Charge for the year	94	7	4	-	105	62	167
Disposals	-	(1)	-	-	(1)	-	(1)
31 December 2022	531	62	72	80	745	212	957
Net Book Value							
31 December 2022	41,434	1,553	6	1	42,994	186	43,180
31 December 2021	40,059	1,270	7	1	41,337	121	41,458

Charity	TANGIBLE FIXED ASSETS				TANGIBLE TOTAL	INTANGIBLE Computer Software	GRAND TOTAL 2022
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings			
Cost	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2022	4,240	-	75	81	4,396	271	4,667
Additions	9	-	3	1	13	128	141
Disposals	-	-	-	-	-	-	-
31 December 2022	4,249	-	78	82	4,409	399	4,808
Depreciation/Amortisation							
1 January 2021	436	-	68	80	584	151	735
Charge for the year	95	-	4	1	100	62	162
Disposals	-	-	-	-	-	-	-
31 December 2021	531	-	72	81	684	213	897
Net Book Value							
31 December 2022	3,718	-	6	1	3,725	186	3,911
31 December 2021	3,804	-	7	1	3,812	120	3,932

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

13. FIXED ASSET INVESTMENTS

Consolidated	Quoted at market value £'000	Cash with Managers £'000	Investment Property £'000	Total 2022 £'000	Total 2021 £'000
Balance at 1 January	10,175	163	3,346	13,684	10,441
Additions	712	1,008	-	1,720	12,817
Disposals	(770)	(712)	-	(1,482)	(10,185)
Realised and unrealised gain/(loss)	(905)	23	210	(672)	871
Withdrawals		(274)	-	(274)	(260)
Balance at 31 December	9,212	208	3,556	12,976	13,684
Add / (deduct) share of net assets of Baptist House Limited				125	152
Total Fixed Asset Investments				13,101	3,836
Historical Costs of Investments				8,309	8,073

Charity	Unquoted at cost £'000	Quoted at market value £'000	Cash with Managers £'000	Investment in Property £'000	Total 2022 £'000	Total 2021 £'000
Balance at 1 January	2,760	10,144	163	3,346	16,413	12,172
Additions	-	712	1,008	-	1,720	13,817
Disposals	-	(770)	(712)	-	(1,482)	(10,185)
Realised and unrealised gain/(loss)	-	(902)	23	209	(670)	869
Withdrawals	-	-	(274)	-	(274)	(260)
Balance at 31 December	2,760	9,184	208	3,555	15,707	16,413
Historical cost of investments					8,309	8,073

The following investments exceeded 5% of the total portfolio:	2022 £'000	2021 £'000
Royal London Ethical Bond Fund	856	852
Charities Property Fund	621	653

Unquoted investments at cost	2022 £'000	2021 £'000
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	2,460	2,460
Total unquoted investment at cost	2,760	2,760

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. During the year ended 31 December 2022 Baptist Union Corporation Limited made a surplus of £NIL (2021: deficit £1,000k) based on a turnover of £2,351k (2021: £2,465k), before consolidation. The company had capital and reserves of £4,387k (2021: £4,387k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2022. RBMHO made a surplus of £1,695k (2021: £2,683k), before consolidation, and the Company had accumulated capital and reserves of £38,885k (2021: £37,189k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2022 Baptist House Limited made a loss of £27k (2021: surplus of £13k) and the Company had reserves of £125k (2021: £151k).

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

14. DEBTORS

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Accrued income	371	303	56	214
Prepayments and other debtors	857	153	557	147
Loans to staff	-	-	-	-
Amounts owed by group entities	-	-	22	5
	1,228	456	635	366
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	35	45	35	45
- Baptist Union Corporation Ltd	-	-	875	798
- Manse Loans	4,544	4,589	-	-
- Church Loans	12,203	12,732	-	-
- Pension Loans	331	394	-	-
- Baptist Colleges	328	1,986	-	-
- Secured advances to churches	111	92	-	-
- Provision for Doubtful Debts	-	(800)	-	-
	17,552	19,038	910	843
Total	18,780	19,494	1,545	1,209

In respect of the outstanding BSBS loans of £35k, £9k is due to be repaid within 12 months (2021: £9k), and £26k is due to be repaid between two and five years (2021: £36k).

In respect of the outstanding loans of £17,552k (2021: £19,701k), £627k (2021: £1,902k) is due to be repaid within 12 months, £4790k (2021: £2,520k) is due to be repaid between one and two years, £1,281k (2021: £3,538k) is due to be repaid between three and five years, and £15,129k (2021: £10,369k) is due to be repaid in more than five years.

Loans totalling £1,103k (2021: £2,253k) have been approved but not taken up as at 31 December 2022.

15. CASH AND BANK BALANCES

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Short-term Deposits	13,042	17,461	1,955	3,028
Notice deposits	24,060	10,938	5,709	764
Total	37,102	28,399	7,664	3,792

Short-term deposits are available in less than three months; notice deposits are available in more than three months but less than 12 months.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

16. CREDITORS

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Amounts falling due within one year:				
Accruals and other creditors	269	433	139	324
Staff Loans	-	-	-	1
Trust accounts	14,168	13,099	-	-
Covenant Trust accounts	-	-	-	-
Loan fund deposits	51,370	43,590	-	-
Inter-company creditors	-	17	-	-
Bank Overdraft	-	-	1	-
Loans: Inter-company	2,227	2,147	5,108	-
Total	68,034	59,286	5,248	325

Included in the Loans Fund deposits is £2,147k (2021: £2,147k) of interest free loans which represent contributions received towards the cost of properties which are to be repaid when the tenancy is terminated. These are shown as current liabilities as the dates of repayment cannot be determined.

17. LONG-TERM LIABILITY

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Loan from Group Entity				
RBMHO	-	-	20,000	20,000
Total	-	-	20,000	20,000

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18. PROVISION FOR LIABILITIES

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1 st Jan	172	208	172	208
Deficiency contributions paid	(22)	(37)	(22)	(37)
Interest losses (recognised in Sofa)	4	3	3	3
Actuarial (Gains)	(19)	(2)	(18)	(2)
(Gain) in funding plan	4,758	-	4,758	-
Balance sheet liability at 31st Dec	4,893	172	4,893	172

For more details on pension liabilities, please see note 25.

19. CONTINGENT ASSET

There were no contingent assets for the year ended 31st December 2022 or for the year ended 31st December 2021.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

20. ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2022 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2022 £'000
Sustentation Fund	1,223	40	(8)	(112)	(32)	1,111
Total	1,223	40	(8)	(112)	(32)	1,111
			Fixed Assets	Investments	Current Assets	Total
			£'000	£'000	£'000	£'000
Sustentation Fund			-	1,111	-	1,111
Total			-	1,111	-	1,111

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

21. RESTRICTED FUNDS

	1 Jan 2022 £'001	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2022 £'001
a) Retired Ministers' Benevolent Fund	13	5	(10)	-	-	8
b) Baptist Union Network	-	10	(1)	-	-	9
c) Online World Project	-	66				66
d) Historic England: Listed Buildings	-	47	(47)	-	-	-
Total Charity	13	128	(58)	-	-	83
e) RBMHO	37,102	1,091	(1,536)	1,247	894	38,798
Total Consolidated	37,115	1,219	(1,594)	1,247	894	38,881
			Fixed Assets	Investments	Current Assets	Total
			£'000	£'000	£'000	£'000
(a) Retired Ministers' Benevolent Fund					8	8
(b) Baptist Union environment Network					9	9
(c) Online World Project					66	66
(d) Historic England: Listed Buildings					-	-
Total Charity					83	83
(e) RBMHO			39,269	29	(500)	38,798
Total Consolidated			39,269	29	(417)	38,881

- (a) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.
- (b) The Baptist Union Environment Network encourages churches to be considering Eco-mission.
- (c) Online World Project is a grant funding provided through Porticus for an ecumenical online safety project aimed at 11-16 year olds. The Baptist Union, as one of the project partners, has agreed to hold and manage the project budget.
- (d) Historic England is grant funding for a quinquennial inspection project focused on protecting Baptist listed buildings.
- (e) RBMHO provides housing for retired Baptist ministers and their spouses.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

22. DESIGNATED FUNDS	1 Jan 22 £'000	Income £'000	Expenditure £'000	Gain/(loss) £'000	Transfer £'000	31 Dec 22 £'000
Loan fund capital	2,460	-	-	-	-	2,460
Baptist Strategy Building Scheme	45	-	(10)	-	-	35
Pension Reserve	(16,333)	838	(1091)	-	-	(16,586)
Baptist House Reserve	3,024	-	(73)	-	-	2,951
Fixed Asset Reserve	2,194	-	(22)	-	74	2,246
Pastoral Fund	2,161	79	(119)	(88)	-	2,033
Student Loan Fund	-	-	-	-	200	200
Strategic Projects	40	-	(30)	-	-	10
Baptist Assembly	-	51	(104)	-	53	-
Total Charity	(6,409)	968	(1,449)	(88)	327	(6,651)
Elimination / Adjust on consolidation						
- Loan Fund Capital	(1,460)	-	-	-	-	(1,460)
- Pension Reserve	-	(553)	893	-	(340)	-
- Baptist House Reserve	(149)	-	-	(27)	-	(176)
Total Consolidated	(8,018)	415	(556)	(115)	(13)	(8,287)

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Long-Term Liability £'000	Total £'000
(a) Loan fund capital	-	2,460	-	-	2,460
(b) Baptist Strategy Building Scheme	-	-	35	-	35
(c) Pension Reserve	-	-	3,414	(20,000)	(16,586)
(d) Baptist House Reserve	1,665	1,286	-	-	2,951
(e) Fixed Asset Reserve	2,246	-	-	-	2,246
(f) Pastoral Fund	-	806	1,227	-	2,033
(g) Student Loan Fund	-	-	200	-	200
(h) Strategic Projects	-	-	10	-	10
Total Charity	3,911	4,552	4,886	(20,000)	(6,651)
Elimination / Adjust on consolidation					
(a) Loan fund capital	-	(1,460)	-	-	(1,460)
(c) Pension Reserve	-	-	(20,000)	20,000	-
(d) Investment in Baptist House Ltd	-	(176)	-	-	(176)
Total Consolidated	3,911	2,916	(15,114)	-	(8,287)

- (a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits.
- (b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.
- (c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.
- (d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.
- (e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This is not a readily liquid asset.
- (f) The Pastoral Fund exists for the relief of need, hardship or distress.
- (g) Student Loan Fund has been created to assist ministerial students who need access to additional financial support in particular if they are unable to access funds from the Government Student Loan scheme. The scheme is administered by Kingdom Bank, a registered FSA organisation, and their bad debt loans are underwritten through this reserve.
- (h) The Strategic Projects Fund is to provide funding for projects deemed of strategic importance to The Union.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

23. ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds		1,111	-	-	1,111
Restricted Funds	39,269	29	(417)	-	38,881
Designated Funds	3,911	2,917	(15,116)	-	(8,287)
Unrestricted Funds	-	9,044	3,381	(4,893)	7,531
Total	43,180	13,101	(12,152)	(4,893)	39,236

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,111	-	-	1,111
Restricted Funds	-	-	83	-	83
Designated Funds	3,911	4,552	4,886	(20,000)	(6,651)
Unrestricted Funds	-	10,044	(1,008)	(4,893)	4,143
Total	3,911	15,707	3,961	(24,893)	(1,314)

24. GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report. Grants of £10k and over made during the year were as follows:

	Regional Association Operational Funding	Other Baptist Partner Institutions	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Angus Library	-	10	-	10
Baptist World Alliance	-	10	-	10
Bristol Baptist College	-	17	-	17
Central Baptist Association	223	-	-	223
Churches Together in Britain and Ireland	-	-	10	10
Churches Together in England	-	-	24	24
East Midlands Baptist Association	208	-	-	208
Eastern Baptist Association	239	-	-	239
European Baptist Federation	-	65	-	65
Heart of England Baptist Association	250	-	-	250
London Baptist Association	393	-	-	393
North Western Baptist Association	219	-	-	219
Northern Baptist Association	143	-	-	143
Northern Baptist College	-	23	-	23
South Eastern Baptist Association	226	-	-	226
South Wales Baptist Association	191	-	-	191
South West Baptist Association	169	-	-	169
Southern Counties Baptist Association	244	-	-	244
Spurgeons College	-	38	-	38
West of England Baptist Association	186	-	-	186
Yorkshire Baptist Association	179	-	-	179
	2,870	163	34	3,067
Total grants under £10k	-	19	27	46
Total Grants excluding Training & Pastoral	2,870	182	61	3,113
Training Grants				70
Pastoral Grants				54
Total Grants				3,237

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS

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

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members’ Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited. A Basic Section which is designed to meet auto-enrolment requirements is also offered in which members pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

The Minister(s) and where appropriate members of the church staff is / are eligible to join the Scheme. All staff of The Baptist Union of Great Britain are eligible to join the Scheme.

Benefits in respect of service prior to 1 January 2012 are provided through a Defined Benefit Plan within the Scheme.

The main benefit provided through the Defined Benefit (DB) Plan was a pension of one eightieth of final minimum pensionable income for each year of pensionable service together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Plan was closed to future accrual of defined benefits on 31 December 2011.

Following the Ministers’ Scheme moving into surplus on a technical provisions basis in 2022 a buy-in from Just with a view to moving to a buy-out in 2024.

Actuarial valuation as at 31 December 2019

The table below summarises the main results of the most recent actuarial valuations of the Defined Benefit (DB) Plan in the Scheme, which was completed in 2020. This valuation was performed by a professionally qualified Actuary using the Projected Unit Method.

	BPS DB Plan
Date of valuation	31 December 2019
Date next valuation due	31 December 2022
Market value of scheme assets (A)	£298m
Technical provisions (B)	£316m
Deficit [(B) – (A)]	£18m
Funding level [(A) / (B)]	94%

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the “CMI 2019” projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS (Continued)

The next actuarial valuation of the DB Plan within the Scheme will commence in 2023 to reflect the position as at 31 December 2022

The key financial assumptions underlying the valuations were as follows:

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

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

Recovery Plan

In addition to the contributions to the DC Plan set out above, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026. These contributions were broadly based on each employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

On 30th June 2022 the Baptist Pension Scheme signed an agreement with the insurance company Just Group ("Just") to secure DB Plan members' pension benefits. Just are now providing financial backing for all pensions provided through the Scheme's DB Plan and following this transaction, the Scheme no longer has a shortfall. An updated Recovery plan was then signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022. Because the Recovery Plan was not a full revaluation of the Pension Fund, we are required to include the liability outstanding based on the December 2019 valuation which identifies the deficit of £6m which is due by June 2026, the date when the scheme was expected to be in balance under the 2019 plan. This £6m is reflected in the accounts on a discounted basis (£4.7m).

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS (continued)

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

The financial assumptions underlying the valuations were as follows:

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

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

The movement in the balance sheet liability is set out in the following table:

	2022	2021
	£000	£000
Balance sheet liability at 1 st January	172	208
Deficiency contributions paid	(21)	(36)
Interest cost (recognised in SoFA)	3	2
Remaining change to balance sheet liability (recognised in SoFA)	(19)	(2)
Loss/(gain) on change of funding plan	4,758	-
Balance sheet liability at 31st December	4,893	172

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	31 Dec 2022	31 Dec 2021	31 Dec 2020
Discount Rate	5.66%	2.00%	1.37%
Future increases to Minimum Pensionable Income	3.26%	4.06%	3.07%

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS (continued)

The loss of £4,758 on change of funding plan has been recognised based on the last actuarial valuation of the scheme in 2019. A valuation as at 31 December 2022 is being undertaken this year. This is expected to show a significant reduction in the liability but this will not be known with certainty until the valuation is completed.

26. RELATED PARTY TRANSACTIONS

No trustee received any benefit (2021: NIL, £NIL)



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The Baptist Union of Great Britain
Registered charity number 1181392

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Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House,
129 Broadway, Didcot, Oxfordshire OX11 8RT.