

Company Registration 949989

Charity number (England and Wales) 258421

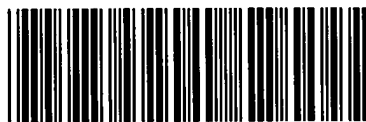
Charity number (Scotland) SC042332

AGAPE MINISTRIES LIMITED

Report and Financial Statements

Year ended 31 December 2022

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AGAPE MINISTRIES LIMITED

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COMPANY INFORMATION

COMPANY NUMBER	-	9499989	
CHARITY NUMBER	-	258421 (England and Wales)	SC042332 (Scotland)
CHAIR	-	Mr Gary Palmer	
OTHER TRUSTEES			
Rev Richard Boothroyd		Mr Kevin Russell	
Mr Dermot Purcell		Mrs Jo Arkell (resigned 04/07/22)	
Mr Javier Garcia (ex officio)			
NATIONAL DIRECTOR	-	Mrs Lesley Cheesman	
COMPANY SECRETARY	-	Miss Nicole Barnard	

REGISTERED OFFICE

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BANK

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AGAPE MINISTRIES LIMITED

REPORT OF THE TRUSTEES

The trustees (whom we refer to as our Council of Management - COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd ("the charity" or "Agapé UK") for the twelve months ending 31 December 2022.

Reference and administrative information set out on page 4 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

Structure and Governance

Governing Document

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

The Trustees

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 3 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

Trustees' indemnity insurance (TII) of £1 million is provided as part of the comprehensive charity insurance policy purchased by Agapé UK. It is not possible to separately identify the cost of the TII element of this policy.

Appointment of Trustees

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

Organisation

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in seven regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is delegated to an Executive Leadership Team (ELT) of three senior members who meet on a regular basis, and a 'Round Table' of department Directors. The ELT and the Round Table are led by the National Director and the Field Director. All the main areas of activity (at home, at work, at university, and abroad) are represented, as well as Operations, Communications, and Leadership Development & Human Resources (LDHR). The latter three functions have infrastructural responsibility. Operations is responsible for all finance activities including financial reporting, conferencing, and facilities management, including IT systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

Risk Management

During 2022, the risk management register was reviewed quarterly by the COM and they considered the implications of the risks identified. The COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

At the end of the year, the Council of Management was satisfied that the major risks to Agapé UK have been assessed and in particular those related to the governance, staff, strategy, finances, and operations of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

Responsibility of trustees

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards 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 company will continue in business.

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

Statements as to disclosure of information to auditors

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

Objectives and activities

Our Purpose

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at Universities, Colleges, Schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the Gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local Churches and to work closely with Churches of many denominations.
- To relieve poverty or distress.

Our Vision

Agapé UK's vision is to inspire people to discover Jesus at home, at work, at university, and abroad.

We believe that everyone's life can be transformed by knowing Jesus; that the decline of Christianity in the UK must be reversed, and that we can play a key role in this.

We believe that Jesus calls us to share our faith and that every follower of Christ should be equipped to share his gospel. We also believe in whole life ministry: helping people to discover faith in every area of life, for the rest of their lives.

Our Values

We want to live radical lives of love, service and influence, following the model of how Jesus lived his life on earth. This is characterised by:

Faith – in God's supremacy, filled with faith and the Holy Spirit

Unity – unified internally and building God's Kingdom together with wider body of Christ

Growth – committed to spiritual growth, both individually and corporately.

Fruitfulness – striving for effectiveness and relevance

Joy - enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

Our Mission

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.
- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing funds to the Global Aid Network, our partners working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

Public Benefit

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians - sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

Volunteers

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

Achievements & Performance

Agapé aims to develop spiritual movements among four key priority areas:

1. *At home*

Agapé UK is strengthening relationships and promoting the importance of family life and community, to enhance the emotional and spiritual wellbeing of everyone in society. Through our FamilyLife relationship courses, events, and apps, we're supporting people around the country to build flourishing relationships and strong marriages, and discover what it means to have a lasting relationship with Jesus.

2. *At work*

Agapé UK is equipping people to confidently live and share their faith at work. We're helping the UK's workforce to learn more about their professional strengths and weaknesses, achieve a healthy work life balance and gain a sense of satisfaction and purpose at work. Through our network of music professionals, Crescendo, we're sharing our faith through music. Our Sports ministry focuses on developing relationships with sports men and women to help them discover Jesus and grow in their spiritual walk.

3. *At university*

Agapé UK has been active on university campuses for over 50 years – working with students to help them navigate the complexities of student life. We're building student communities where people from all backgrounds can discover more about themselves and explore big questions about life, faith, and God.

4. *Abroad*

Agapé UK is meeting the needs of people around the world, working with a number of international partners. This includes our humanitarian work with the Global Aid Network (GAIN UK), and the wider activities of the Agape Europe and Cru global networks. We offer short-term projects to far-flung destinations, and opportunities to go overseas long term.

1. At home

Our FamilyLife team work to strengthen families. We help to transform family relationships through providing hope and practical resources based on biblical principles and knowing Christ. Our aim is to give every person in the UK the opportunity to transform their family relationships.

FamilyLife has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their communities. Our work provides a practical context of love and forgiveness for the gospel message. Our events allow couples, whether they are doing well or struggling, to engage with topics including God's purposes for marriage, communication, resolving conflict as well as expressing love.

Events – Live – 'A Day Together'

2022 saw the restarting of our Live events. Approximately 200 people attended 'A Day Together Marriage' Seminars over five events. Four were in England and one was in Northern Ireland. It was a great encouragement to hear the stories of the difference these seminars made to the relationships of the couples who attended.

Toucan – ongoing development

Toucan is a smartphone app which allows couples to experience some of the content of 'A Day Together' at their own convenience. It is a fresh and unique online experience for couples, providing tools to build strong relationships. The 'Communications' module was launched in February 2017, the 'Conflict' module in August 2017, the 'Loving' module in February 2018 and the 'Money' module in 2019. The final Toucan module 'Growing' was launched in November 2021. This year has seen consolidation of the app as the new leaders continue taking Toucan forward. Toucan is being promoted through social media and our regular relationship blog. We are also advertising Toucan on Facebook and through Google ads.

Small Groups

The 'Together' small group material allows couples who attend events to take FamilyLife ministry into their communities. 'Together' combines practical tools with Bible study which helps couples to continue to strengthen their relationships with each other and with God. This small group resource also builds strong friendships. Groups are running in many places across the UK and in other countries. The resource has been translated into Dutch, German, Greek, Romanian, Spanish and Portuguese. Farsi, French, Italian, Lithuanian and Russian translations are in progress.

In the UK approximately 10 Together groups ran in 2022, that we are aware of, and we plan to see more in the upcoming year.

We continue to receive interest from overseas in Together. In 2022 much work has been done on translating it into Hindi with a launch planned for early 2023.

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FamilyLife Farsi

We have been building up a FamilyLife ministry to Farsi speakers since 2018. In 2022 the manuals used in the 'A Day Together' marriage seminar were translated into Farsi and the first Farsi speaking 'A Day Together' seminar took place in Belgium. In addition, following on from last year's printing of Together approximately 50 Church leaders are now trained in leading Together and are leading groups in their communities.

2. At work

Because the most influential people in the world are among the least likely to hear the good news of Jesus, our At Work team are ambassadors for Christ to a wide range of leaders and professionals in the UK, from professional sportspeople to politicians to musicians, bringing the message: "Do not be afraid. I bring you good news that will cause great joy for all the people...a Saviour!" (Luke 2:10-11)

As with all our work, the pandemic had an extraordinary impact on this important workplace ministry, disrupting in-person meetings and events. 2022 has therefore been a year to start over in both aspects. The team restored several of their annual events with the great privilege of lifting Jesus up before the VIP audiences.

Three events in the latter half of the year were cancelled due to changes made by the collaborators. It was seen as a mixed blessing since a critical administrative member of the team retired and had yet to be replaced.

As always, "in their hearts, humans plan their course, but the Lord establishes their steps" (Proverbs 16:9). We enter 2023 holding the hand of our Saviour, counting on Him to lead us into His wonderful plan for our lives and those to whom we minister.

Crescendo, our music ministry, continued meetings in 2022 for local Christian music teachers to support each other in regard to questions about best teaching practice, and praying for specific requests.

It was another foundational year within our sports ministry. We established rhythms and helped athletes see their need for community. While we did lose an intern halfway through the calendar year, ministry in the autumn shifted mostly to men's football. The World Cup in Qatar was the highlight of the sport and ministry year. One of our staff was able to be included as a team chaplain embedded in the daily rhythms of the team. This was unprecedented. They were also able to meet with the Cameroon team while there to perform a chapel service for team members.

In 2022, Digital Strategies grew from one staff member to a team of five, so a big part of our task this year was forming and onboarding as a new team. The main projects we worked on were Toucan Together, The Mentor Ministry and Gnowbe. Toucan Together is a relationship app that helps couples grow in their love and understanding of one another through interactive content, weekly newsletters and thought-provoking social media. The Mentor Ministry connects people all over the world who need a listening ear with Christian mentors, regular people who engage with them through a secure online platform to listen with compassion, give them a safe place to talk about what is going

on in their lives, pray for and with them, and ultimately seek to point them to Jesus. People get connected to our mentors through sites like www.issuesiface.com and www.TheLife.com where they can read articles and stories related to their own life circumstances and then are offered an opportunity to connect online with a mentor. Gnowbe is a micro-learning platform that hosts a huge range of content to learn in bite-sized chunks on-the-go or at home. In 2022, we developed and tested a course for student leaders together with the Agapé Students team in London.

3. At university

2022 has been a year of changes in leadership on a national and local level. With a new national leader that arrived in July and some changes in leadership we started a process of change so we can be more effective to help students discovering Jesus together. Along with this change, we are also setting up a new goal-setting and planning process, a national calendar for the academic year, and a transferable model of ministry for new staff and students.

Our annual Fireseeds conference in February was face-to-face for the first time post-Covid. We had prayed for 30 students and ended up having 21 register. But unbeknownst to us the weekend of the conference coincided with a Red Weather warning across the UK, so in the end we only had 19 students attend. Even though our numbers were small, a reflection of a smaller post-Covid community, we saw one student come to faith during the weekend and a handful of others for whom the weekend was a real turning point in their faith. One student commented at the end "After this weekend, I want to be all in with the Lord now."

In the first semester of the academic year 2022/2023 we have seen growth in some of our local movements. Some of our cities are seeing more involvement than they have in years. It looks like students are eager to meet each other and talk about life and faith in an open and welcoming environment. We have used social media to connect with students locally and stimulate faith conversations too.

Digital

Our digital team of 4 has grown in confidence and experience and have been getting better at growing our national audience for our social media content. We are trying to do a better job of working more collaboratively on projects and are working to create tools to help teams evaluate and process their social media impact.

Freshers

In 2020 we launched our first online Freshers Campaign mainly through Instagram and using Facebook Advertisements. In 2021 we ran the "Starting Well at Uni" campaign again but did it as a YouTube Page, recognising that students or that age group have a high level of engagement using Google and YouTube. We wanted to create a journey for students to explore well-being in all areas of life with a clear opportunity to explore spiritual well-being through videos we created by various experts in things like (nutrition, sleep, good study habits etc). This autumn we ran the same campaign but created it as a website where students could go to see the videos. Although we did more advertising of the page, we found that the You Tube channel was more effective for getting students to view the content and the social media campaign we did in 2020 garnered more contacts and more students interested in exploring faith. For 2023 we will want to evaluate if we run the campaign again and what changes we would make if

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we do. Our desire with the campaign has been to connect with new students, to offer them resources to help them start the Uni year well and to encourage students to start a spiritual journey that would help them to discover Jesus.

Spring and Summer Projects

This year we were able to have two student projects to the Middle East (July and December) and some of our leaders went to Sierra Leone to look into future partnership opportunities.

Regular Ministry

Regular ministry is the backbone of what we do. Helping students on their journey to discover more about Jesus and equipping others to engage with others in faith conversations and give words to their relationship with Jesus. Our teams across the UK had seen 1125 students engaged in gospel conversations and we saw four students come to faith in 2022.

4. Abroad

Global Aid Network UK (GAIN) has carried on with a hands-on approach to responding to poverty and crisis. In February Europe was shocked by the Russian invasion of Ukraine causing eight million people to flee the country. GAIN responded swiftly to the need and resourced our well-established partner network in the surrounding area. In the UK we received over £100,000 as the British people were moved to action by the events. With these donations we have sent food, sleeping bags, hygiene materials, winter clothes and beds to people affected by the war. We were gifted the use of a temporary warehouse space in Birmingham which meant that we were able to collect and pack hygiene kits for Ukrainian refugees. We hosted 150 volunteers in this centre who were able to use their time and energy to care for others.

In 2022 a large sports brand made GAIN UK their humanitarian partner, meaning that we are receiving their excess sportswear and can pass these on to charity partners in the UK and overseas who are serving those in poverty.

All of this means that we have been able to send 33 tonnes of aid to our partners on the ground in Ukraine, Romania and Serbia, as well as giving over 1000 boxes to partners in the UK. They have distributed these donations to refugees and those in poverty-stricken areas.

Multiple partnerships were made in the UK with Churches and NGO's and more that 800 boxes of aid was distributed through them to refugees and people in poverty in the UK.

Long-term mission

Currently, there are British staff serving long-term in Italy, Portugal, Russia, South Africa and the USA along with a one-year intern on a team in the Middle East. Here in the UK we have staff serving alongside us from Albania, Finland, India, Iran, Ireland, the Netherlands, the Philippines, South Africa and the USA. As a national ministry we are continuing

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to take the lead in helping Europe run cross-cultural training for missionaries who are leaving their home countries to serve overseas. TransIT, as the training is known, returned to an in person training cohort in summer 2022 after two years on hiatus during the Covid 19 pandemic, and was a great challenge and experience for the diverse staff who were trained. British staff were involved in directing the training for about 19 staff from across Europe and further afield starting international assignments in 2022/2023.

The TransIT team, led by Agapé UK staff, have been working on the development of a multi-cultural leadership training module with the groundwork laid through 2022 for the first cohort, including many leaders from Agapé UK, taking place in March 2023. Further to this our Global Missions team have also been involved in the creation of an Intercultural Leadership module for the CCCI Global LDHR Team which will train leaders around the world in how to lead in culturally appropriate ways.

Short-term mission

It was fantastic to see a return of our international Global Projects in 2022 after their being cancelled in previous years by Covid 19. In 2022 we ran three, a humanitarian project in partnership with the Global Aid Network to Romania serving Roma people, a summer trip to a Muslim city in the Middle East connecting with youth and university students, and a winter trip to the same Middle Eastern city in December following up the work from the summer.

In addition to these a small team of Agapé UK leaders spent ten days in Sierra Leone in September coming alongside the national ministry there and assisting with the running of their first ever national conference for students. This was a great privilege as we seek to support that ministry and serve them under their leadership and direction.

Working with Churches (Five Year Focus 2020 – 2025)

In 2022 we continued to implement our national plan, working alongside church leaders to inspire, encourage and enable their church members to share their faith. This also included involvement in church networks and large Christian events where we were able to add value through our trained staff and tried and tested resources. We were delighted to be able to partner with Big Church Day Out (now Big Church Festival) for the first time. Our attendance at the event enabled us to bring inspiration and resourcing, for exploring and sharing faith, to thousands of festival goers.

Central Team: Operations, Communications and Human Resources

Alongside our field-based colleagues, the Central Team's role is to support Agapé UK's national focus by providing staff, volunteers, and members of the public with the tools, skills and information they need to discover Jesus together. The Central Team includes staff working in Finance, HR, Leadership Development, Communications, IT, Data Privacy, Events, Fundraising and Office Management.

The team started the year working from home as per the government guidelines for Covid. It was a relief to be able to return to work in the Hub by the end of January but having seen the benefits of working from home the team now

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have moved to hybrid working. This gave each staff member days when they can work from home and two days when the whole team works together in the Hub.

Having the whole Central Team based on one floor has had a positive impact on team life. We have also seen external groups coming in and using our meeting rooms as we look to increasingly serve others well. The coffee shop style set up on the ground floor is an effective space for entertaining and hosting visitors.

We have undergone a number of staff changes over the year with the introduction of our new Leadership Development Director and Office Administrator, as well as saying goodbye to members of our Communications department and our Finance Director. In October, the Operations department of the Central Team was restructured to ensure sufficient capacity was in place to continue providing excellent administrative support both for staff, ministry partners and the wider public that we connect with.

The website for our resources – Agapé Resource Centre (ARC) – is now well established and we are looking for more ways in which we can connect with churches and the wider public with what we have to offer in making and multiplying disciples.

For example, including a leaflet with each order introducing our key resources or offering a free sample of another resource.

In August, with the easing of Covid restrictions, the Conference and Events team were able to run a “normal” all staff conference again, providing the whole staff family with an excellent programme of biblical teaching and envisioning for the coming year.

Plans for 2023

Working with Churches

As part of our national 5 Year Focus, the whole of Agapé UK will be involved in working closely with churches in 2023 and beyond. Through our evolving City Teams, made up of existing staff, we will offer to come alongside church leaders, to support them to inspire, encourage and enable their members to help family, friends, colleagues and neighbours discover Jesus together. We will work with them to develop discipleship programmes and activities, using our wide range of tried and tested resources and courses, such as our flagship resource Living & Telling. Through this work, over five years, we hope to inspire 50,000 Christians to each talk about their faith in Jesus with five of their friends, thereby enabling 250,000 to hear the message of the good news of Jesus Christ.

Alongside this, our four core teams will continue their individual ministry work as follows.

1. At home

In 2023 our FamilyLife team will continue to support local families, couples, and the activities of local churches, particularly with regard to relationship issues and discipleship. Subject to capacity we will continue to work to develop the national FamilyLife network, focused on cities.

Events – After the successful relaunch of our live event 'A Day Together' we plan to build on that with further live events around the country.

Toucan – We will continue to consolidate Toucan, focusing our efforts on developing our reach beyond a Christian audience, to also share this valuable resource with those of other faiths and none. We will also be assessing the feasibility of translating Toucan into other languages.

Small Group Discipleship Ministry – We will continue to grow partnerships with Churches and Volunteers building on the groups that formed in 2022.

FamilyLife Farsi – We will continue to collaborate with those working to build the body of Christ amongst Farsi speakers and to strengthen couples' relationships. Work will continue on producing content for the FamilyLife Farsi website with a launch planned for summer 2023. We plan to hold our first 'A Day Together' in Farsi Language in the UK and more in Europe following last year's successful translation and launch event.

2. At work

Crescendo's plans are to continue meetings for local music teachers. Prepare and lead monthly meetings for creatives as part of a local church, supporting artists to express their faith through the arts. Support music teachers in South Africa through Zoom meetings. Start to prepare a conference for music teachers to be held in 2024.

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The year looks bright ahead for our sports ministry as two new staff look to report midyear. Discipleship online has persisted in many countries around Europe including Norway, Finland, Italy, Spain, Scotland, and England. Training opportunities are there for chaplain networks around Europe and the world to learn from our model here in the UK.

In 2023, the Digital Strategies team is working on three main projects in addition to establishing our working rhythms and practices as a team and taking steps to learn more about our audience. This year, we are working to recruit and train new mentors with The Mentor Ministry (TMM) to respond to the growing number of message requests from www.issuesiface.com. Our goal is to grow our mentor team from six to 30 by the end of the year and to engage with three new churches through TMM. With Toucan Together, we are working to produce valuable content for our weekly newsletter and social media accounts and to grow our brand's reach and audience to 3,000 followers and 1,000 newsletter subscribers. In R&D, we are exploring options for a new project that would engage people who would say they are indifferent to faith in Jesus in hopes of piquing curiosity and offering them fitting next steps to further explore questions about Jesus.

3. At university

National Changes

In 2023 we will continue to work on a national vision, strategy and culture, including shared goal setting, a national calendar for the academic year, and a transferable model of ministry for new staff and students.

Fireseeds 2023

Our annual student conference is on again this February. In comparison to our last conference just before the pandemic, which had close to 50 students attend, our hope for this year is to have a minimum of 30 students attend. This again is a reflection that things have only just started reopening and we are starting to meet new students.

Discover Jesus Campaign

In March we will run a five-week long campaign called 'Discover Jesus.' The campaign is based on the outcome of a survey we did in October 2022 among 604 students in the UK. We asked what thoughts and questions students had about Jesus. We filtered them down to the top five most asked.

1. Did Jesus really exist?
2. Who was Jesus and what did He do?
3. What about suffering?
4. What is the purpose of my life?
5. What about the afterlife and does Jesus have a say in it?

For the campaign we have created a **podcast** together with the Oxford Christian Center of Apologetics, a conversational tool and 5 conversation guides for a weekly discussion, all based on the five most asked questions. We are hoping to have 1,000 people listen to the podcast and 100 students joining conversations across the UK.

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Student Apprenticeships

A new initiative that we have started is offering existing student leaders the chance to apprentice while they are students. They would seek to raise the funds to be paid by Agapé and would commit to reaching their campuses for a fixed number of hours per week. We currently have two students who are in this program that will run until summer 2023.

Wild Hope

We are collaborating with Hope Together, Youth with a Mission and Fusion to participate in Wild Hope. A 10-day mission experience for young people (age 18-25) from 6 –15 July 2023. More information can be found on www.wildhopeuk.com.

4. Abroad

Following much growth in 2022, GAIN UK plans to continue to develop practical ways to enable people to respond to humanitarian needs around the world. GAIN UK is raising funds for an involvement centre where we can store the donations we receive and invite volunteers to come and pack with us. This Involvement Centre will also be a hub where information about our work can be promoted and advertised. Already 1/5 of the way towards our fundraising goal for a centre of 5,000 square feet, we are able to move into a smaller centre as a steppingstone at the start of 2023.

GAIN UK also wants to continue sending relief aid of at least three lorries to our partners in Ukraine, Romania and Serbia and continue strengthening this relationship with our partners.

Together with Agapé UK Students, we are sending a student team on a humanitarian project to Romania. We are also planning on send teams to two new locations, Serbia and Benin, to help our partners on the ground with their work of helping those in need.

Finally, we are launching our Water For Life Initiative this year and plan to fund at least one well and one church building (£9,600) in places without access to safe drinking water.

Central Team – Operations, Communications and HR

As we move forward in 2023, the Central Team's role continues to be critical to the development of the national 5 Year Focus. We will continue to engage and increase our audiences through the wide range of inspiring and thought-provoking articles on our website, through social media and through media opportunities such as radio and TV interviews and speaking engagements. We will continue to add to our ARC website to increase and improve access to our resources.

AGAPE MINISTRIES LIMITED

REPORT OF THE TRUSTEES

As was the case in 2022, we will continue to be involved in events such as Christian Resources Exhibition, New Wine Leadership Conference, and Big Church Festival, showcasing what we can offer to churches. Staff from Central Services will join others from the Field Ministry in these events.

In 2023 the Conference and Events team are planning a retreat in May for all our staff women and the all-staff summer conference in August, for which the theme is Strengthen. We are also planning to be at several different festivals from June-August.

Although the Central Team is often considered to be quite separate from the 'field' ministry our desire is for our team to also be involved in mission. To this end we will be involved in ministry alongside other staff in Birmingham, working as a City Team, to connect with local churches and other missions across the city. We will embrace opportunities to use The Hub to inspire people around us to discover Jesus.

Despite having several new people join us this year, recruitment remains a priority for the Central Team as we still have a number of key roles as yet unfilled. Key roles that we still need to fill are Central Services Director, IT Assistant, Communications Director, Fund Development Director, and 2 part-time Fund Development roles (Trust Fund Administrator and Fund Development Administrator).

Financial Review

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2022 is as follows:

Funds raised by staff were £2.56m as compared to £2.87m in 2021, a decrease of £310,000.

All staff salaries including key management personnel are set according to pre-defined criteria. The salary breakdowns are laid out in detail in note 8. No staff received emoluments in excess of £60k during the year.

Staff fund balances have increased in 2022 by £26k to £680k (note 18 to the accounts). This is due to a number of staff members transitioning to the UK from other entities within Campus Crusade for Christ International and bringing their fund balances with them.

The building (and associated costs) are depreciated at a rate of 2% per annum, and the costs of improvements to "The Hub" have been capitalised and will be depreciated together with the existing asset over its remaining useful economic life.

Designated funds at the end of the year are £1.13m (2021: £1.15m), which comprise funds for staff, ministry activities and the value of certain fixed assets. These funds support the various ministry activities that have taken place in the year (see note 18 for details).

Grants to overseas Campus Crusade activities totalled £529k (2021: £542k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2022 were £837k as compared to £865k at December 2021. This is a reflection of the ministry teams and staff spending funds that have been raised in previous years. During 2022, the funds invested in treasury deposits with Lloyds bank, together with the interest received, were re-invested for a further 12 months each maturing in 3 month intervals. This was out of a desire to generate better returns for the cash we are holding. The interest from these deposits has contributed towards unrestricted general funds in 2022 and will continue to do so in the future.

AGAPE MINISTRIES LIMITED

REPORT OF THE TRUSTEES

The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2023 are:

1. The continued operation of our national headquarters.
2. The funding of central running costs for which 79% is budgeted to be funded through the 12.5% levy on funds raised by staff together with targeted fund development activities in 2022. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2023 are around £334k and this gives a target of roughly £167k.

At December 2022, reserves making up the target were £168k for Unrestricted General Funds.

The balance of General Funds at the end of 2022 of £167,804 is just in line with the reserves target. However, the Trustees are aware that in the present general economic situation there is a risk that existing regular donors may reduce or cease their giving and that expectations of funds from new sources/donors may not be achieved as budgeted. Should this happen then the reserve target will not be met.

In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.

Auditors

Mazars LLP served as auditors throughout the period. A resolution to re-appoint Mazars LLP auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

Approved and authorised for issue by the board on: 27th April 2023

By:



Gary Palmer (Chair)
167 Newhall Street
Birmingham
B3 1SW

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

Opinion

We have audited the financial statements of Agape Ministries Limited (the 'charity') for the year ended 31st December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of 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 charity's affairs as at 31st December 2022 and of its income and expenditure 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 Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 group and the parent 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's and the parent 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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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 or a material misstatement of the other information. If, based on the work we

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

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.

Opinions on other matters prescribed by the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

In our opinion, based on the work undertaken during the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

Considering the knowledge and understanding of the charity and their environment obtained during the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 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 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 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to employment regulation and fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, inappropriately shifting the timing and basis of revenue recognition, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to fund accounting, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations.
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud.
- Gaining an understanding of the internal controls established to mitigate risks related to fraud.
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

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

Use of the audit report

This report is made solely to the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
AGAPE MINISTRIES LIMITED**

the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

DPH

David Hoose (May 2, 2023 11:43 GMT+1)

May 2, 2023

David Hoose (Senior Statutory Auditor)

for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

First Floor

Two Chamberlain Square

Birmingham B3 3AX

AGAPE MINISTRIES LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)
Year ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
INCOME AND ENDOWMENTS FROM:					
Donations and Legacies		4,106,741	120,403	4,227,144	3,584,949
Charitable Activities		6,607	-	6,607	1,129
Other trading activities		17,401	-	17,401	11,692
Investments		479	-	479	1,774
TOTAL INCOMING RESOURCES	2	4,131,228	120,403	4,251,631	3,599,544
EXPENDITURE ON:					
Raising funds	3	16,931	-	16,931	70,364
Charitable activities	5	4,146,560	97,199	4,243,759	3,660,992
Other	4	16,956	7,097	24,053	20,765
TOTAL		4,180,447	104,296	4,284,743	3,752,121
Net (loss)/gain on investments	12	(5,432)	-	(5,432)	3,356
NET (EXPENDITURE)/ INCOME		(54,651)	16,107	(38,544)	(149,221)
Transfer between funds	17	16,736	(16,736)	-	-
Net movement in funds		(37,915)	(629)	(38,544)	(149,221)
Fund Balances at Beginning of Year		1,335,303	332,112	1,667,415	1,816,636
FUND BALANCES AT END OF YEAR		1,297,388	331,483	1,628,871	1,667,415

All the above results are derived from continuing activities.

The company has no recognised gains or losses other than the net movement in funds for the year.
The (Deficit)/Surplus for Companies Act Purposes is (£33,112) – 2021 was (£152,577).

AGAPE MINISTRIES LIMITED

BALANCE SHEET

Year ended 31 December 2022

Company number 00949989	Notes	2022 £	2021 £
FIXED ASSETS			
Intangible fixed assets	10	15,962	58,493
Tangible assets	11	647,834	652,045
		<u>663,796</u>	<u>710,538</u>
CURRENT ASSETS			
Investments	12	64,907	70,339
Term deposits	13	614,021	613,659
Stocks	14	10,934	1,155
Debtors	15	154,565	82,000
Cash at bank and in hand		223,162	251,346
		<u>1,067,589</u>	<u>1,018,499</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	16	<u>(102,514)</u>	<u>(61,622)</u>
NET CURRENT ASSETS		<u>965,074</u>	<u>956,877</u>
NET ASSETS		<u><u>1,628,871</u></u>	<u><u>1,667,415</u></u>
Unrestricted funds	19	1,297,388	1,335,303
Restricted funds	20	331,483	332,112
TOTAL NET ASSETS		<u><u>1,628,871</u></u>	<u><u>1,667,415</u></u>

These financial statements which have been prepared in accordance with the special provisions relating to companies subject to the small company's regime within CA 2006, Pt 15, were approved and authorised for issue by the board of directors on: 27th April 2023.

Gary Palmer



Members of the Council
of management

Dermot Purcell



AGAPE MINISTRIES LIMITED

STATEMENT OF CASH FLOWS
Year ended 31 December 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:	21	(10,167)	(116,002)
Cash flows from investing activities:			
Investment income		117	9
Net purchase of property, plant, and equipment, including intangibles		(18,133)	(54,699)
Change in cash and cash equivalents in the reporting period		(28,183)	(170,692)
Cash and cash equivalents at the beginning of the year	22	251,345	422,037
Cash and cash equivalents at the end of the year	22	223,162	251,345

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries 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 note(s).

Preparation of the accounts on a going concern basis

The company reported a cash **outflow** of £28,183 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. Based on those projections the Trustees have satisfied themselves, as far as they are reasonably able and unforeseen events aside, that the company is in a position whereby it may adopt a going concern basis of accounting in preparing the annual financial statements.

2022 has seen a return to normal ministry activities after the extreme circumstances of the coronavirus pandemic. Naturally, this resulted in an increase in expenditure as we drew on funds raised for cancelled events in 2020 and 2021 to invest in major projects such as our cinema truck exhibit at Big Church Day Out.

Despite weathering the impact of coronavirus, we recognise that we are still in challenging times as inflation rises, and the increased cost of living takes affect. We are, however, in a strong position financially, with an adequate level of unrestricted reserves and good financial controls in place. Our self-funding model means those who give to support the work of Agapé UK have a very personal connection with the ministry. They understand that their giving doesn't just go into some "central pot" but contributes directly to the salaries of staff – people they know and are committed to. This means that in uncertain times, such as we now find ourselves in, their giving to Agapé UK is usually the last to be stopped.

This model also means there is a direct link between the expenditure of Agapé UK and the money raised, as we do not allow ministries to spend beyond what they have available. Therefore, if funding decreases, we will also see a fall in expenditure.

Looking ahead to 2023, we are investing more resources into fundraising activities beyond the self-funding model of staff to ensure that ministry teams and projects are fully funded and new opportunities can be explored unhindered.

Company status

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

Use of estimates and judgements

When preparing the financial statements, management makes several judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

Incoming resources

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. Most of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and the sale of DVDs and other evangelism and discipleship resources. It also includes conference income, project income, and donations.

Resources expended

In the presentation of these accounts, expenditure against each activity includes staff expenses of self-funding staff and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication such as yearly "Move Magazine" and an overhead charge on the gross income raised. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

Governance costs

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

Fixed Assets

Items of a capital nature purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

Intangible Fixed Assets

Intangible assets are assets that are identifiable and possess all the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

Operating leases

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

Finance leases

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

Stocks and work in progress

Stocks and work in progress are stated at lower of cost and net realisable value.

Tax refunds on gift aid income

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

Financial Instruments

The charity only has financial assets and financial 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 except for bank loans which would be subsequently measured at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Grants

Grants during 2022 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

Designated funds

The nature and purpose of such funds are as follows:

Staff: Monies received that are applied to support self-funded workers expenses

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

Projects and events: Funds held to be spent on UK events, such as Big Church Day Out, to increase the profile and exposure of Agapé UK.

Urgent Needs Fund: Staff funds specifically set aside to assist staff should they face unexpected financial difficulties or hardship.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

Designated Asset based funds: Funds that reflect the net book value of fixed and intangible assets held by Agapé UK.

Restricted funds

These include proceeds from the sale of a restricted part of a leasehold property and specific appeals for international development projects which are managed by overseas sister Agapé organisations where the balance represents funds not yet utilised.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

2. INCOMING RESOURCES

	2022	2021
	£	£
UK	2,204,266	2,057,863
Rest of World	2,047,367	1,541,681
	<u>4,251,631</u>	<u>3,599,544</u>

3. EXPENDITURE ON RAISING FUNDS

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £
Communication with donors	1,595	4,687	935	7,217	-	59,250	-
Local appeals (unrestricted)	-	5,419	4,295	9,714	-	11,114	-
	<u>1,595</u>	<u>10,106</u>	<u>5,230</u>	<u>16,931</u>	<u>-</u>	<u>70,364</u>	<u>-</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

4. OTHER EXPENDITURE							
	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £
Governance costs	-	10,739	-	10,739	-	9,500	-
Other resources expended (unrestricted)	-	5,317	-	5,317	-	5,035	-
Other resources expended (restricted)	-	7,097	-	-	7,097	-	6,730
	-	23,153	-	16,056	7,097	14,535	6,730
5. EXPENDITURE ON CHARITABLE ACTIVITIES							
	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £
Student Life	499,150	40,131	111,871	651,123	-	440,483	-
Family Life	313,409	57,342	86,195	456,877	-	436,838	-
Work Life	207,079	32,943	50,300	290,316	-	161,893	-
Global Life	799,760	768,072	374,578	1,941,941	-	1,670,309	-
International Mission Projects	58,820	26,423	14,235	99,473	-	76,697	-
Sales activity	-	11,207	5,679	16,873	-	14,618	-
Grants to overseas activities	-	528,322	127,543	655,268	299	748,868	11
Overseas appeals (restricted)	-	96,150	-	-	96,150	-	11,032
Expenditure on behalf of International ministry	-	35,439	-	34,689	750	96,493	3,750
	1,878,218	1,596,029	770,401	4,147,449	97,199	3,646,199	14,793

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £528,621

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2022	2021
	£	£
Staff costs (note 8)	2,908,269	2,600,971
Depreciation of intangible and tangible fixed assets	64,873	72,597
Hire of equipment – operation leases	6,904	3,976
Rent and Rates	9,341	9,818
Auditor's remuneration – for audit	10,500	9,500

7. COUNCIL OF MANAGEMENT

No council members received any remuneration from the company in the year to 31 December 2022 (2021, nil).

A total of £104.14 (2021, nil) was received by Council members as reimbursement for expenditure incurred for their responsibilities with the charity.

Agape UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

8 STAFF COSTS

	Salaries from designated funds		Salaries from general funds		Total	Total
	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£
Salaries	2,575,835	2,277,628	118,984	136,947	2,694,819	2,414,215
Social Security Costs	141,362	120,503	9,422	10,142	150,784	130,645
Employer Pension Contributions	59,376	52,300	3,291	3,810	62,667	56,111
	<u>2,776,572</u>	<u>2,450,071</u>	<u>131,697</u>	<u>150,899</u>	<u>2,908,269</u>	<u>2,600,971</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

	2022		2021	
	Number	FTE	Number	FTE
Supported Agape Workers				
Management	4	4.0	4	4.0
Administration	10	7.8	10	7.9
Field	38	29.2	33	27.0
Overseas	10	10.0	11	11.0
	62	50.9	58	49.9
Salaried from general funds				
Administration	7	6.5	7	5.1
	69	57.4	65	55.0
Foreign workers in UK	24	23.8	26	26.0
TOTAL WORKERS	93	81.2	91	81.0

No termination payments were made during the course of the year. No employee received emoluments in excess of £60k in either year. Agape's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (3 members) and 1 UK Personnel who serves in a Global Leadership Role. Total salaries included in the financial reports as paid to Key Management Personnel during 2022 equal £157,029, an increase of £30k from 2021.

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

Salary Level

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should consider how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should consider how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, considering where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st September of each year.

9. TAXATION

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2022 or in 2021.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

10. INTANGIBLE FIXED ASSETS

	Toucan App	Website	Total
	£	£	£
COST			
At 1 January 2022	257,002	39,038	296,040
Additions	-	845	845
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2022	257,002	39,883	296,885
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
DEPRECIATION			
At 1 January 2022	212,164	25,383	237,547
Charge for the year	30,104	13,272	43,376
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2022	242,268	38,655	280,923
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
NET BOOK VALUE			
At 31 December 2022	14,734	1,228	15,962
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2021	44,838	13,655	58,493
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

11. TANGIBLE FIXED ASSETS

	Freehold Land £	Freehold Property £	Fixtures fittings & equipment £	Total £
COST				
At 1 January 2022	125,000	620,694	167,008	912,702
Additions	-	-	17,288	17,288
Disposals	-	-	-	-
At 31 December 2022	125,000	620,694	184,296	929,990
ACCUMULATED DEPRECIATION				
At 1 January 2022	-	106,102	154,555	260,657
Charge for the year	-	12,414	9,085	21,499
Disposals	-	-	-	-
At 31 December 2022	-	118,516	163,640	282,156
NET BOOK VALUE				
At 31 December 2022	125,000	502,178	20,656	647,834
At 31 December 2021	125,000	514,592	12,453	652,045

12. CURRENT ASSET INVESTMENTS

	2022 £
Market Value as at 31 December 2021	70,339
Unrealised gain/(loss)	(5,432)
Net gains/(losses) for year	(5,432)
Market value at 31 December 2022	64,907

Investments comprise units in funds managed by Punter Southall Wealth that were given as a gift to Agapé UK. They are held as current assets as there is an intention to dispose of these investments when the market conditions are favourable.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

13. TERM DEPOSITS

	2022
	£
Value at 31 st December 2021	613,659
Interest earned	362
Value at 31st December 2022	614,021

Four 12-month fixed rate treasury deposits held with Lloyds Bank, with initial investment of £600,000 in total. Deposits opened at 3-month intervals with one maturing each quarter. In 2022, funds were reinvested upon maturity.

14. STOCK

	2022	2021
	£	£
Goods for resale	10,934	1,155

15. DEBTORS

	2022	2021
	£	£
Due within one year:		
Trade debtors	250	18
Tax due as Gift Aid	19	54
Other Debtors	9,956	14,401
Other Campus Crusade Debtors	118,940	50,187
Prepayments	23,547	15,809
VAT	1,853	1,531
	<u>154,565</u>	<u>82,000</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

16. CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	15,663	5,104
Other taxation and social security costs	48,044	37,137
Pensions	543	0
Accruals	13,090	10,590
Deferred income	4,195	7,789
Other Campus Crusade Creditors	3,001	750
Other Current Liabilities	17,978	252
	<u>102,514</u>	<u>61,622</u>

17. CONTINGENT LIABILITIES

There are none to report in 2022.

18. MOVEMENT IN FUNDS BALANCES

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Balance at 1 January 2022	180,736	1,154,567	332,112	1,667,415
(Deficit) for the year	(12,932)	(41,719)	16,107	(38,544)
Transfers	-	16,736	(16,736)	-
Balance at 31 December 2022	<u>167,804</u>	<u>1,129,584</u>	<u>331,483</u>	<u>1,628,871</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

19. UNRESTRICTED FUNDS

	Balance at 1 January 2022 £	Net Incoming Resources £	Unrealised Gains on Investments £	Transfers £	Balance at 31 December 2022 £
Designated Staff	653,416	26,581			679,997
Designated Student	30,340	(2,861)			27,479
Designated Non Campus	63,381	(4,042)		16,736	76,075
Designated Projects and Events	49,496	(41,887)			7,609
Designated Fund Development	20,219	(10,939)			9,280
Designated Urgent Needs Fund	24,141	1,832			25,973
Designated Conference Fund	0	0		17,742	17,742
Designated International Mission Projects	12,486	(8,805)			3,681
Designated Funds for other CCC	0	23,107			23,107
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Designated (Fund Based) Total	853,479	(17,014)		34,478	870,943
Designated Premises	245,190	(5,317)			239,873
Designated Equipment Fund	3,043	604			3,647
Designated Toucan Fund	44,838	(30,103)			14,735
Designated Website Fund	8,017	(7,631)			386
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	301,088	(42,447)	-	-	258,641
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
General Funds	180,736	10,242	(5,432)	(17,742)	167,804
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Unrestricted Funds	1,335,303	(49,219)	(5,432)	16,736	1,297,388
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

20. FINANCIAL RESTRICTED FUNDS

	Property Fund £	Fund raised for international development projects £	Total £
Balance at 1 January 2022	310,678	21,434	332,112
Net incoming resources	(7,097)	23,204	16,107
Transfers	-	(16,736)	(16,736)
Balance at 31 December 2022	<u>303,581</u>	<u>27,902</u>	<u>331,483</u>

The Property Fund comprises the portion of restricted funding used to purchase our current office in Birmingham and represents this portion of the net book value property which is held at cost.

21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(38,544)	(149,221)
Adjustments for:		
Interest Receivable	(116)	(11)
Depreciation charges	64,875	71,950
(Gains)/losses on investments	5,432	(3,356)
Interest on term deposits	(362)	(1765)
(increase)/decrease in stocks	(9,779)	3,633
(increase)/decrease in debtors	(72,565)	(6,020)
Increase/(decrease) in creditors	40,892	(31,121)
Net cash provided by (used in) operating activities	<u>(10,167)</u>	<u>(116,002)</u>

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	2021 £
Cash in hand	633	283
Notice deposits (less than 3 months)	222,529	251,063
Total cash and cash equivalents	<u>223,162</u>	<u>251,346</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

23. OTHER FINANCIAL COMMITMENTS

	Land & buildings		Other	
	2022	2021	2022	2021
Amounts payable on leases which expire:				
Within one year	-	-	3,400	3,976
Within two to five years	-	-	4,700	1,738
	<u>-</u>	<u>-</u>	<u>8,100</u>	<u>5,714</u>

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds		Restricted funds	Total
	General funds	Designated funds	funds	
	£	£	£	£
Fund balances at 31 December 2022 are represented by:				
Fixed assets	101,576	258,641	303,581	663,798
Net Current Assets	66,228	870,943	27,902	965,073
	<u>167,804</u>	<u>1,129,584</u>	<u>331,483</u>	<u>1,628,871</u>

25. RELATED PARTY TRANSACTIONS

Two of Agape Ministries' Trustees were employed by Stewardship in the UK during 2022. Stewardship help Christians, charities and churches activate generosity, resource their calling and make a difference in Jesus' name. A number of individuals who give to Agapé do so through Stewardship or a Stewardship giving account. Stewardship charge a small fee on each gift given to them to cover processing costs. Stewardship do not charge Agapé or any other Christian organisation for their services. Agapé do not receive favourable terms through the relationship our trustee has. At the date of signing, no trustees are employed by Stewardship (one resigned as a trustee in July 2022; the other resigned from Stewardship in February 2023).

26. EVENTS AFTER THE BALANCE SHEET DATE

There have been no events since the balance sheet.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2022

27. STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account) Year ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2021 £
INCOME AND ENDOWMENTS FROM:				
Donations and Legacies		3,572,658	12,291	3,584,949
Charitable Activities		1,129	-	1,129
Other trading activities		11,692	-	11,692
Investments		1,774	-	1,774
TOTAL INCOMING RESOURCES	2	<u>3,587,253</u>	<u>12,291</u>	<u>3,599,544</u>
EXPENDITURE ON:				
Raising funds	3	70,364	-	70,364
Charitable activities	5	3,646,199	14,793	3,660,992
Other	4	14,035	6,730	20,765
TOTAL		<u>3,730,598</u>	<u>21,523</u>	<u>3,752,121</u>
Net gains on investments	12	<u>3,356</u>	<u>-</u>	<u>3,356</u>
NET (EXPENDITURE)/ INCOME		(139,989)	(9,232)	(149,221)
Transfer between funds	17	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		(139,989)	(9,232)	(149,221)
Fund Balances at Beginning of Year		<u>1,475,292</u>	<u>341,344</u>	<u>1,816,636</u>
FUND BALANCES AT END OF YEAR		<u><u>1,335,303</u></u>	<u><u>332,112</u></u>	<u><u>1,667,415</u></u>