

Company Registration 949989

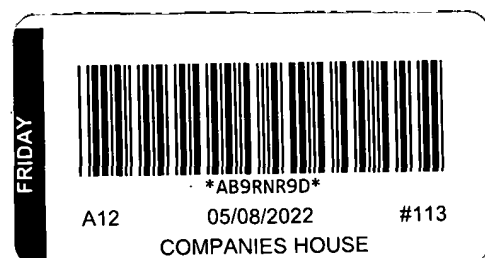
Charity number (England and Wales) 258421

Charity number (Scotland) SC042332

AGAPE MINISTRIES LIMITED

Report and Financial Statements

Year ended 31 December 2021



AGAPE MINISTRIES LIMITED

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AGAPE MINISTRIES LIMITED

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

Mrs Jo Arkell

Mr Dermot Purcell (Appointed 28/04/21)

Mr Javier Garcia (ex officio)

Mr Ian Johnson (Resigned 28/04/21)

Ms Elspeth Hughes-Penny (Resigned 28/04/21)

NATIONAL DIRECTOR - **Mrs Lesley Cheesman**

COMPANY SECRETARY - **Miss Nicole Barnard**

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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 2021.

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.

As part of its Charity Insurance Policy, provided by Ansvar through Access Insurance Brokers, Agapé UK has Trustees Indemnity Insurance cover of £1,000,000. The cost of this is an unidentifiable element of the cost of the whole policy. It is renewed annually in February.

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 directed by 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. 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.

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Risk Management

During 2021, the annual risk management review was completed and COM considered the implications of the risks identified. 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.

The Council of Management is satisfied that the major risks to Agapé UK have been assessed and in particular those related to the finances, operations and data protection 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.

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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.

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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.

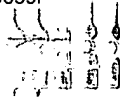
Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

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.

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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.

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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.

People – The leadership of the FamilyLife team changed in 2021 with a new director coming on board in February.

Events – Live – 'A Day Together' and 'What Is Love Actually?' Online – 'Couples Talk'

During 2021, because of the ongoing Covid pandemic, we were unable to run the live in person events. However, we continued with the online event 'Couples Talk' that we started last year. We presented a session each month. Whilst we continue learning how to do online events well, we are pleased that over the year we had 458 attendees for 'Couples Talk' events which means that between 458 and 916 people attended. Through this online event we have been able to continue to reach and serve couples.

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, and the 'Loving' module in February 2018. In 2019, we launched the 'Money' module.

The highlight of 2021 was the successful launch of the final Toucan module 'Growing' which happened in November. We also implemented a marketing plan that significantly increased the number of visitors to www.toucantogether.com, up to 64,992 visitors for the year, the other big news of 2021 was a change in leadership with a new couple taking on management of Toucan.

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, and Farsi, French, Italian, Lithuanian and Russian translations are in progress.

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In the UK we usually launch 'Together' small groups after our events. In the absence of live events in 2021 take up of 'Together' has continued to be reduced. However, we have run a small number of groups via Zoom which have proven successful.

FamilyLife Farsi

Kia and Negin Hadaeghi joined the FamilyLife team in 2018. Since, then they have been building up a FamilyLife ministry to Farsi speakers. In 2021 funds were raised to allow further copies of Together in 'Farsi' to be printed, this time both overseas (1000) and in the UK (2000). This was accompanied by training and equipping of leaders for the groups as the books were distributed. Both the ministry and the resource are being particularly well received both in the UK and overseas.

2. At work

The 'At Work' team work with a wide range of leaders and professionals in the UK, helping them to achieve a healthy work life balance and gain a sense of satisfaction and purpose at work.

As with all our work, the pandemic had a significant impact on the work of this team in 2021. A number of major live events are usually planned each year. Some of these continued on Zoom in 2021 and new online get-together opportunities were developed in order to maintain and grow relationships.

In 2021 the Crescendo group continued to meet online to support and encourage each other and pray for their workplace and personal requests. In addition to online meetings the group was able to meet in-person for an evening of worship and prayer. Individuals brought their instruments and contributed to the worship with songs and improvisations. Several members of Crescendo were also involved in different recording projects, supporting churches and individual musicians in producing worship recordings.

The Sports ministry focused on developing current relationships with various sports men and women. Pros from the Premier League in both men's and women's football were met with and encouraged spiritually. Practical needs such as supporting sports people in Bible studies started to develop across Europe. Over 60 professional athletes were either met with or plugged in to weekly Bible studies in 2021.

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3. At university

2021 has been a season of two halves. In the first half of the year, we were still in the grip of the pandemic, and lockdowns made a big dent in our work on campuses. Although our teams did an admirable job of reinventing their events online, the challenge was in building new relationships. It was possible with online events to maintain existing friendships with students but getting to know new people was hard. Students were tired of spending all their study time online and didn't want to be doing that in their social time too.

Our digital efforts through social media brought in a few new people, but by and large, our student numbers diminished. Our annual Fireseeds conference online only attracted a dozen or so students.

However, as regulations lifted, universities have reopened. The incoming students seem to have a greater appetite for connection, relationship and community than ever before.

There were a number of highlights during the year:

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.

Freshers

Our Freshers campaign team learnt from last year's digital experience, to create a journey including a Youtube channel focussing on wellbeing. Short videos on various topics on the channel were produced by experts from various areas of wellbeing (nutritionists, sleep psychologists, therapists, etc).

Spring and Summer Projects

Although we didn't run any summer projects this past year, we experimented with a 'pilgrimage-style' visit to St Patrick's way in Northern Ireland. Although the team on this trip was quite small, it was a great experiment into going on a trip that could involve our students from different faith backgrounds rather than just focussing on Christians.

Regular ministry

Despite a slow start, by the end of this year, our teams across the UK had seen 430 students engaged in gospel conversations. We saw one student come to faith, but we are expectant that this number will grow as we start to meet more students.

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4. Abroad

As the pandemic continued to grip the nation in 2021, Global Aid Network UK (GAIN) has carried on with a hands-on approach to responding to poverty and crisis. We asked our contacts to be collection points and more than 20 responded across the UK. From Dufftown in Northern Scotland to Exeter down South, our collection points have made space in their own homes, storing clothes and goods donations. Asking their networks and at the same time, making our collection points available on our new website, contributions came in generously, resulting in overflowing containers and being able to send 19 tonnes of aid to our partners on the ground in Bosnia, Greece, Romania and Serbia. They have distributed these donations to refugees and those in poverty-stricken areas.

GAIN UK also set up appeals in response to the Haiti earthquake and Afghanistan after the Taliban takeover. With two additional staff in the team, our capacity has grown and we're able to help more people in crisis and poverty.

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, the Philippines, South Africa and the USA. As a national ministry we are continuing 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, had to be taken online once again in summer 2021, but unlike the previous year we were able to provide the full training having had time to prepare to move to digital. British staff were involved in directing the training for around 24 staff from across Europe starting international assignments in 2021/2022.

Short-term mission

Unfortunately, in 2021, all of our Global Projects (teams of students participating in 2-3-week overseas projects) once again fell victim to Covid-19 travel restrictions. We had been planning projects to Germany, Malta and Russia, as well as a humanitarian aid project for students, in partnership with GAIN UK, to Greece. In their place we were able to pilot a new idea, a pilgrimage style spiritual exploration journey on the St Patricks Way in Ireland. Camino style projects have proved popular and fruitful in recent years in Spain and this gave us new tracks to run on to use this kind of experience to help people engage with their spiritual life and questions. We are continuing to look into how this type of project could be a part of our future sending.

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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 continued to work from home for most of the year as per Government guidelines for Covid. They continued with the remote style of working, with flexible hours to fit around Covid-19 restrictions, home-schooling, exercise for well-being etc. There was a rota to cover essential HQ tasks such as answering messages, opening mail, processing cheques, fulfilling bookshop orders. The system for this was continually reviewed and adjusted accordingly.

The new website for our resources – Agapé Resource Centre (ARC) – was launched in May enabling us to more easily connect with churches and the wider public with what we have to offer in the area of making and multiplying disciples.

Our Conference and Events team ran an excellent Summer Conference for all our staff focusing on Connecting – with God, Others and Ourselves. It was very good to be able to meet together again after two years of meeting only online.

From September 2021 we had Estillo do some major renovation to two floors of our building. This enables all the departments in the Central Team to work on the first floor. The ground floor is now set up coffee shop style which helps with entertaining and hosting visitors. The rooms freed up on the second floor are now available to be used for meetings.

We are happy that the renovations to our building, now referred to as "The Hub", make it more fit for purpose – to serve our staff and the wider public with the facilities and resources needed to help people discover Jesus.

In November we returned to working in our building. We celebrated with a 'soft' launch for the Central Team on November 1 in preparation for a full launch on November 3. We invited church and mission leaders, neighbouring offices, organised tours of the building and served pizza. It was a good way to celebrate reopening after working from home for so long but also to show our guests how the building can now better serve them as well.

The Central Team have adopted a hybrid working system with all team members working in The Hub on Wednesday when we have a full team meeting and other development opportunities. On Wednesdays we provide lunch for the Central Team on the ground floor, inviting anyone else in the building to join us. These lunches have proved to be very popular! On the other days, some people work from home and others in The Hub.

There were a number of staff changes during 2021, losing three team members in Communications, Data Privacy and Finance respectively but seeing new appointments in Communications, Finance, Events and Central Services.

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Plans

Working with Churches

As part of our new national 5 Year Focus, the whole of Agapé UK will be involved in working closely with churches in 2022 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 2022 OurFamilyLife 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 – We will restart our live event 'A Day Together' in May and continue 'Couples Talk.'

Toucan – With the change in leadership and completion of the final module in late 2021, we plan to consolidate Toucan with focusing our efforts on developing our reach beyond a Christian audience, to also share this valuable resource with those of other faiths and none.

Small Group Discipleship Ministry – Together is our flagship resource and we plan to grow our partnerships with churches and volunteers with the aim of restarting face-to-face Together groups and rebuild momentum lost through the pandemic.

FamilyLifeFarsi – We will continue to collaborate with those working to build the body of Christ amongst Farsi speakers and to strengthen couples' relationships. We plan to launch a FamilyLifeFarsi webpage, to complete the translation of FamilyLife's 'A Day Together' event into Farsi and raise funds to print it later in the year.

2. At work

This year of Covid has been very hard for people of all backgrounds. Our staff and volunteers in the "At Work" teams are engaging in some of the professions that have been the hardest hit.

Although we are continuing to run many of the same activities we have been running in previous years (see 2.3.2), some of our thinking is shifting to meet the specific needs of this season. Whether it's the uncertainty and financial challenges faced by those whose livelihoods have been put at stake, or the mental health struggles of people who

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have to be in secure bubbles away from those who are near and dear for the sake of their jobs. More of our time will be focussed on providing intentional and personal care to those we work with in 2021.

Looking ahead to 2022 Crescendo is planning to continue with meetings for classical musicians. These meetings will focus on worship, prayer and topics that concern classical musicians in their professional life. Crescendo will also work with churches and organisations requesting classical musicians to participate in projects and recordings. Another aim is to meet with Crescendo groups from other countries and start planning a conference for Christian music teachers.

A deeper dive with athletes started in 2022 with the ability to visit more in person. We gathered many of London's professional athletes for Thanksgiving (2021) and did a meal around a big table together. This was the start of community growing deeper. In early February 2022 the first ever Athletes in Action Pro athlete retreat took place in Limassol, Cyprus. Over three days we gathered, we worshipped, and rested together in the presence of godly community. Work continues across three main sports: football, volleyball, and basketball.

3. At university

National Changes

Our leadership in the UK is in a season of transition, with outgoing director handing over to our new director by summer 2022. 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.

As part of our national goal setting, we are bringing greater focus to our strategies across the student ministry. Our goals in each team will be based on how many people we are offering the chance to discover Jesus. We are getting our teams to set goals and make plans by Easter for the academic year 2022-23, in collaboration with their student leaders.

Fireseeds 2022

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, the conference this year has just over 20 students. This again is a reflection that things have only just started reopening and we are starting to meet new students.

Student Apprenticeships

A new initiative that is in the works this year 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 already have at least two students who are looking to apply, and we hope to get this off the ground for the new academic year.

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4. Abroad

Following much growth in 2021, GAIN UK hopes to continue to develop practical ways to enable people to respond to humanitarian needs around the world. GAIN UK is planning to have 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. GAIN UK also wants to continue sending relief aid of at least three containers to our partners in Greece, 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 hope this will be the start of GAIN sending teams to refugee camps again and to help our partners on the ground with their work of helping those in need.

We will continue to send workers internationally in response to new opportunities or areas of need moving forward. Although we began the 2021/22 academic year in the midst of ongoing Covid-19 restrictions, we have pushed ahead with tentative plans for two student Global Projects.

Our two Agapé UK Global Projects planned for 2022 are to the Middle East – a new sending location – and a partnership project with GAIN to Romania to bring aid to the Roma people. We will continue to look to diversify our projects in the coming years with opportunities in new locations and are currently in the midst of discussions with Ghana and Sierra Leone about the possibility of commencing a new sending partnership to one of those locations in 2022. Through our new connections with churches as part of the national 5 Year Focus, we hope to increase the number of people who want to sign up to go on a Global Project and even develop new projects with specific partners to the locations that God is laying on their hearts.

We are also hoping to receive our first applications to the Agapé UK Study Abroad programme, which aims to connect students who are going on overseas study placements – particularly language students – with existing local ministry teams in the locations they are going to. We are offering support and coaching to these students and will provide them with an opportunity to serve and be involved in ministry whilst they are studying overseas.

Finally, we are also anticipating applications to send 9-12-month Short-Term International (STINT) interns to locations across the world.

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Central Team – Operations, Communications and HR

As we move forward in 2022, 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.

With the loosening of Covid restrictions we are able to engage in more events, including Christian Resources Exhibition, New Wine Leadership Conference, Big Church Day Out and Keswick, showcasing what we can offer to churches. Staff from Central Services will join others from the Field Ministry in these events.

We held a very successful all-staff Winter Retreat in January, looking at the theme of Rest and we are planning for in-person Staff Conference in August. While our Conferences and Events Director is on maternity leave, her work is being ably covered by other members of Central Services.

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.

Crucial to the delivery of our national focus is the need for more staff across the whole organisation, including some key roles in Central Services. There is a team of people working on recruitment in all areas. A new promotional video was shot at the Winter Retreat which will be ready for release by the end of February.

The Central Leadership Team have identified eight key roles for recruitment in the first half of 2022 and this has become the top priority for the whole team. The roles needed are IT Director, IT Assistant, Communications x 2 (Writer and Graphics), Receptionist, Fund Development Director, and Fund Development x 2 part time (Trust Fund Administrator and Fund Development Administrator).

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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 2021 is as follows:

Funds raised by staff were £2.87m as compared to £2.83m in 2020, a slight increase of £40,000.

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

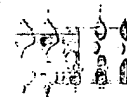
Staff funds have decreased year on year by £34k to £653.4k (note 18 to the accounts). This reflects the increased staff activity during 2021, compared with the pandemic-hit 2020.

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 (excluding staff, funds for property purchase and funds set aside for website and IT equipment) at the end of the year are £200k (2020: £244k), with various ministries activities having taken place in the year.

Grants to overseas Campus Crusade activities totalled £542k (2020: £536k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2021 were £865k as compared to £1.03m at December 2020. This is a reflection of the ministry teams and staff spending funds that have been raised in previous years. During 2021, 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 2021 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 2022 are:

1. The continued operation of our National headquarters.
2. The funding of central running costs for which 85% is budgeted to be funded through the 9.5% 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 2022 are around £344k and this gives a target of £172k.

At December 2021 reserves making up the target were £181k for Unrestricted General Funds.

The balance of General Funds at the end of 2021 of £180,735 are above the reserve 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: 20th April 2022

By: 
632690C939F5484...

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 2021 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 2021 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:

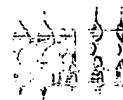
- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud.
- Gaining an understanding of the internal controls established to mitigate risks related to fraud.
- Discussing amongst the engagement team the risks of fraud; and
- Addressing 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 the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and



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

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.

DocuSigned by:

Ian Holder

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Ian Holder (Senior Statutory Auditor)

for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

First Floor

Two Chamberlain Square

Birmingham B3 3AX

2 August 2022

AGAPE MINISTRIES LIMITED**STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)**
Year ended 31 December 2021

| | Notes | Unrestricted funds £ | Restricted funds £ | Total funds 2021 £ | Total funds 2020 £ |
|-------------------------------------|-------|----------------------------|--------------------------|--------------------------|--------------------------|
| INCOME AND ENDOWMENTS FROM: | | | | | |
| Donations and Legacies | | 3,572,658 | 12,291 | 3,584,949 | 3,651,531 |
| Charitable Activities | | 1,129 | - | 1,129 | 1,525 |
| Other trading activities | | 11,692 | - | 11,692 | 12,480 |
| Investments | | 1,774 | - | 1,774 | 4,618 |
| TOTAL INCOMING RESOURCES | 2 | <u>3,587,253</u> | <u>12,291</u> | <u>3,599,544</u> | <u>3,670,154</u> |
| EXPENDITURE ON: | | | | | |
| Raising funds | 3 | 70,364 | - | 70,364 | 88,693 |
| Charitable activities | 5 | 3,646,199 | 14,793 | 3,660,992 | 3,511,960 |
| Other | 4 | 14,035 | 6,730 | 20,765 | 21,727 |
| TOTAL | | <u>3,730,598</u> | <u>21,523</u> | <u>3,752,121</u> | <u>3,622,380</u> |
| Net gains on investments | 12 | 3,356 | - | 3,356 | 2,347 |
| NET (EXPENDITURE)/ INCOME | | (139,989) | (9,232) | (149,221) | 50,121 |
| Transfer between funds | 17 | - | - | - | - |
| Net movement in funds | | (139,989) | (9,232) | (149,221) | 50,121 |
| Fund Balances at Beginning of Year | | 1,475,292 | 341,344 | 1,816,636 | 1,766,515 |
| FUND BALANCES AT END OF YEAR | | <u>1,335,303</u> | <u>332,112</u> | <u>1,667,415</u> | <u>1,816,636</u> |


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 was £(152,577) 2020 £47,774

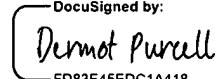
AGAPE MINISTRIES LIMITED**BALANCE SHEET****Year ended 31 December 2021**

| | Notes | 2021 £ | 2020 £ |
|---|--------------|-------------------------|-------------------------|
| FIXED ASSETS | | | |
| Intangible fixed assets | 10 | 58,493 | 97,426 |
| Tangible assets | 11 | 652,045 | 630,363 |
| | | <u>710,538</u> | <u>727,789</u> |
| CURRENT ASSETS | | | |
| Investments | 12 | 70,339 | 66,983 |
| Stocks | 13 | 1,155 | 4,788 |
| Debtors | 14 | 82,000 | 75,980 |
| Cash at bank and in hand | | 865,005 | 1,033,930 |
| | | <u>1,018,499</u> | <u>1,181,681</u> |
| CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR | 15 | <u>(61,622)</u> | <u>(92,834)</u> |
| NET CURRENT ASSETS | | <u>956,877</u> | <u>1,088,847</u> |
| NET ASSETS | | <u>1,667,415</u> | <u>1,816,636</u> |
| Unrestricted funds | 18 | 1,335,303 | 1,475,292 |
| Restricted funds | 19 | 332,112 | 341,344 |
| TOTAL NET ASSETS | | <u>1,667,415</u> | <u>1,816,636</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: 20th April 2022.....

(signature)  DocuSigned by:
632690C939F5484...

(name) Gary Palmer

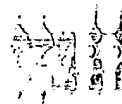
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(name) Dermot Purcell

Members of the Council
of management

AGAPE MINISTRIES LIMITED**STATEMENT OF CASH FLOWS****Year ended 31 December 2021**

| | Notes | 2021 £ | 2020 £ |
|---|--------------|-------------------------|-------------------------|
| Cash flows from operating activities: | 20 | (116,000) | 153,085 |
| Cash flows from investing activities: | | | |
| Investment income | | 1,774 | 4,618 |
| Net purchase of property, plant, and equipment, including intangibles | | (54,699) | (67,144) |
| Change in cash and cash equivalents in the reporting period | | (168,925) | 90,559 |
| Cash and cash equivalents at the beginning of the year | 21 | 1,033,930 | 943,371 |
| Cash and cash equivalents at the end of the year | 21 | <u>865,005</u> | <u>1,033,930</u> |



AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

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 £168,926 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.

In March 2020 the UK was plunged into a national crisis with the onset of the COVID-19 coronavirus. No organisation could have anticipated the speed and nature of the changes which took place in a very short space of time and Agapé is no exception.

We are, however, in a very strong position financially, with a good level of unrestricted reserves and good financial controls in place. Our self-funding model means those who give to support the work of Agape 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 staff salaries. This means that in uncertain times, such as we now find ourselves in, their giving to Agapé 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, since staff salaries are paid (subject to National Living Wage Legislation) according to the funds raised.

We are exploring all government support options available to the ministry currently and are re-assessing all our central costs considering the impact of this crisis.

The trustees believe we are well placed, from a financial and organisational perspective to not be detrimentally impacted by this crisis.

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.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

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 videos 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 2021****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.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

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 2021 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 raised for purchase of fixed assets in the past and to pay for future purchases.

Restricted funds

These include proceeds from the sale 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 2021**2. INCOMING RESOURCES**

| | 2021 £ | 2020 £ |
|---------------|------------------|------------------|
| UK | 2,057,863 | 2,171,487 |
| Rest of World | 1,541,681 | 1,498,667 |
| | <u>3,599,544</u> | <u>3,670,154</u> |

3. EXPENDITURE ON RAISING FUNDS

| | Staff salaries & expenses £ | Other direct costs £ | Allocation of support costs £ | Total 2021 (Unrestricted) £ | Total 2021 (Restricted) £ | Total 2020 (Unrestricted) £ | Total 2020 (Restricted) £ |
|---------------------------------|-----------------------------------|----------------------------|-------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|---------------------------------|
| Communication with donors | 39,330 | 14,226 | 5,694 | 59,250 | - | 87,714 | - |
| Overseas appeals (unrestricted) | - | - | - | - | - | - | - |
| Local appeals (unrestricted) | - | 1,703 | 9,411 | 11,114 | - | - | - |
| Overseas appeals (restricted) | - | - | - | - | - | - | 979 |
| | <u>39,330</u> | <u>15,929</u> | <u>15,105</u> | <u>70,364</u> | <u>-</u> | <u>87,714</u> | <u>979</u> |

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2021

4. OTHER EXPENDITURE

| | Staff salaries & expenses £ | Other direct costs £ | Allocation of support costs £ | Total 2021 (Unrestricted) £ | Total 2021 (Restricted) £ | Total 2020 (Unrestricted) £ | Total 2020 (Restricted) £ |
|---|-----------------------------------|----------------------------|-------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|---------------------------------|
| Governance costs | - | 9,000 | - | 9,000 | - | 9,000 | - |
| Other resources expended (unrestricted) | - | 5,035 | - | 5,035 | - | 6,009 | - |
| Other resources expended (restricted) | - | 6,730 | - | - | 6,730 | - | 6,718 |
| | - | 20,765 | - | 14,035 | 6,730 | 15,009 | 6,718 |

5. EXPENDITURE ON CHARITABLE ACTIVITIES

| | Staff salaries & expenses £ | Other direct costs £ | Allocation of support costs £ | Total 2021 (Unrestricted) £ | Total 2021 (Restricted) £ | Total 2020 (Unrestricted) £ | Total 2020 (Restricted) £ |
|---|-----------------------------------|----------------------------|-------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|---------------------------------|
| Student Life | 362,386 | 10,562 | 67,535 | 440,483 | - | 599,979 | - |
| Family Life | 295,734 | 83,749 | 57,355 | 436,838 | - | 560,623 | - |
| Work Life | 122,227 | 3,405 | 36,261 | 161,893 | - | 81,567 | - |
| Global Life | 1,407,245 | 19,435 | 243,629 | 1,670,309 | - | 1,678,125 | 10,048 |
| International Mission Projects | 61,548 | 3,771 | 11,378 | 76,697 | - | 4,714 | - |
| Sales activity | - | 8,335 | 6,283 | 14,618 | - | 11,674 | - |
| Grants to overseas activities | - | 541,975 | 206,904 | 748,868 | 11 | 535,903 | - |
| Overseas appeals (restricted) | - | 11,032 | - | - | 11,032 | - | - |
| Expenditure on behalf of International ministry | - | 100,243 | - | 96,493 | 3,750 | 23,518 | 5,809 |
| | 2,249,140 | 782,507 | 629,345 | 3,646,199 | 14,793 | 3,496,103 | 15,857 |

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £541,975

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

| | 2021 | 2020 |
|--|-------------|-----------|
| | £ | £ |
| Staff costs (note 8) | 2,600,971 | 2,593,667 |
| Depreciation of intangible and tangible fixed assets | 72,597 | 75,109 |
| Hire of equipment – operation leases | 3,976 | 3,976 |
| Rent and Rates | 9,818 | 7,689 |
| Auditor's remuneration – for audit | 9,000 | 9,000 |

7. COUNCIL OF MANAGEMENT

No council members received any remuneration from the company in the year to 31 December 2021.

No council member received any 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 2021

8 STAFF COSTS

| | Salaries from designated funds | | Salaries from general funds | | Total | Total |
|--------------------------------|---------------------------------------|------------------|------------------------------------|----------------|------------------|------------------|
| | 2021 | 2020 | 2021 | 2020 | 2021 | 2020 |
| | £ | £ | £ | £ | £ | £ |
| Salaries | 2,277,268 | 2,253,327 | 136,947 | 127,026 | 2,414,215 | 2,380,353 |
| Social Security Costs | 120,503 | 151,494 | 10,142 | 9,913 | 130,645 | 161,407 |
| Employer Pension Contributions | 52,300 | 47,751 | 3,810 | 4,156 | 56,111 | 51,907 |
| | <u>2,450,071</u> | <u>2,452,572</u> | <u>150,899</u> | <u>141,095</u> | <u>2,600,971</u> | <u>2,593,667</u> |

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2021

| | 2021 | | 2020 | |
|------------------------------------|-----------|-------------|-----------|-------------|
| | Number | FTE | Number | FTE |
| Supported Agape Workers | | | | |
| Management | 4 | 4.0 | 7 | 6.8 |
| Administration | 10 | 7.9 | 10 | 7.9 |
| Field | 33 | 27.0 | 35 | 30.5 |
| Overseas | 11 | 11.0 | 11 | 11.0 |
| | <u>58</u> | <u>49.9</u> | <u>63</u> | <u>56.2</u> |
| Salaried from general funds | | | | |
| Administration | 7 | 5.1 | 7 | 5.9 |
| | <u>65</u> | <u>55.0</u> | <u>70</u> | <u>62.1</u> |
| Foreign workers in UK | 26 | 26.0 | 24 | 22.8 |
| | <u>91</u> | <u>81.0</u> | <u>94</u> | <u>84.9</u> |
| TOTAL WORKERS | | | | |

No termination payments were made during the course of the year. No employee received emoluments in excess of £60k in any 12 months during this time. 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 2021 equal £135,720 compared to £182,972 during 2020. The decrease is a result of a smaller UK ELT during 2021 (3 members throughout the year).

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

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 2021 or in 2020.

AGAPE MINISTRIES LIMITED**NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2021****10. INTANGIBLE FIXED ASSETS**

| | Toucan App | Website | Total |
|----------------------------|-------------------|----------------|----------------|
| | £ | £ | £ |
| COST | | | |
| At 1 January 2021 | 244,109 | 37,387 | 281,496 |
| Additions | 12,893 | 1,651 | 14,544 |
| Disposals | - | - | - |
| At 31 December 2021 | 257,002 | 39,038 | 296,040 |
| DEPRECIATION | | | |
| At 1 January 2021 | 171,608 | 12,462 | 184,070 |
| Charge for the year | 40,556 | 12,921 | 53,477 |
| Disposals | - | - | - |
| At 31 December 2021 | 212,164 | 25,383 | 237,547 |
| NET BOOK VALUE | | | |
| At 31 December 2021 | 44,838 | 13,655 | 58,493 |
| At 31 December 2020 | 72,501 | 24,925 | 97,426 |

AGAPE MINISTRIES LIMITED**NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2021****11. TANGIBLE FIXED ASSETS**

| | Freehold Land £ | Freehold Property £ | Fixtures fittings & equipment £ | Total £ |
|---------------------------------|--------------------------------|------------------------------------|--|--------------------|
| COST | | | | |
| At 1 January 2021 | 125,000 | 588,220 | 159,327 | 872,547 |
| Additions | - | 32,474 | 8,483 | 40,957 |
| Disposals | - | - | (802) | (802) |
| At 31 December 2021 | 125,000 | 620,694 | 167,008 | 912,702 |
| ACCUMULATED DEPRECIATION | | | | |
| At 1 January 2021 | - | 94,338 | 147,846 | 242,184 |
| Charge for the year | - | 11,764 | 7,356 | 19,120 |
| Disposals | - | - | (647) | (647) |
| At 31 December 2021 | - | 106,102 | 154,555 | 260,657 |
| NET BOOK VALUE | | | | |
| At 31 December 2021 | 125,000 | 514,592 | 12,453 | 652,045 |
| At 31 December 2020 | 125,000 | 493,882 | 11,481 | 630,363 |

12. CURRENT ASSET INVESTMENTS

| | 2021 £ |
|-------------------------------------|-------------------|
| Market Value as at 31 December 2020 | 66,983 |
| Gains on disposal | 0 |
| Unrealised gain | 3,356 |
| Net gains/(losses) for year | 3,356 |
| Market value at 31 December 2021 | 70,339 |

Investments comprise units in funds managed by Punter Southall Wealth. 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 2021**13. STOCK**

| | 2021 | 2020 |
|------------------|-------------|-------------|
| | £ | £ |
| Goods for resale | 1,155 | 4,788 |

14. DEBTORS

| | 2021 | 2020 |
|------------------------------|---------------|---------------|
| | £ | £ |
| Due within one year: | | |
| Trade debtors | 18 | - |
| Tax due as Gift Aid | 54 | 10,539 |
| Other Debtors | 14,401 | 20,589 |
| Other Campus Crusade Debtors | 50,187 | 27,081 |
| Prepayments | 15,809 | 17,096 |
| Pensions | - | 448 |
| VAT | 1,531 | 227 |
| | 82,000 | 75,980 |

15. CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR

| | 2021 | 2020 |
|--|---------------|---------------|
| | £ | £ |
| Trade creditors | 5,104 | 9,541 |
| Other taxation and social security costs | 37,137 | 39,850 |
| Accruals | 10,590 | 10,418 |
| Deferred income | 7,789 | 28,200 |
| Other Campus Crusade Creditors | 750 | 3,306 |
| Other Current Liabilities | 252 | 1,519 |
| | 61,622 | 92,834 |

16. CONTINGENT LIABILITIES

There are none to report in 2021.

AGAPE MINISTRIES LIMITED**NOTES TO THE FINANCIAL STATEMENTS**

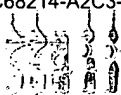
Year ended 31 December 2021

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | General funds £ | Designated funds £ | Restricted funds £ | Total funds £ |
|-----------------------------|--------------------------------|-----------------------------------|-----------------------------------|------------------------------|
| Balance at 1 January 2021 | 195,652 | 1,279,640 | 341,344 | 1,816,636 |
| (Deficit) for the year | (14,916) | (125,073) | (9,232) | (149,221) |
| Balance at 31 December 2021 | <u>180,736</u> | <u>1,154,567</u> | <u>332,112</u> | <u>1,667,415</u> |

18. UNRESTRICTED FUNDS

| | Balance at 1 January 2021 £ | Net Incoming Resources £ | Unrealised Gains on Investment s £ | Balance at 31 December 2021 £ |
|--|--|---|---|--|
| Designated Staff | 687,471 | (34,055) | | 653,416 |
| Designated Student | 32,695 | (2,355) | | 30,340 |
| Designated Non Campus | 93,885 | (30,504) | | 63,381 |
| Designated Projects and Events | 64,195 | (14,699) | | 49,496 |
| Designated Fund Development | - | 20,219 | | 20,219 |
| Designated Urgent Needs Fund | 23,349 | 792 | | 24,141 |
| Designated International Mission Projects | 12,940 | (454) | | 12,486 |
| Designated Funds for other CCC | 16,605 | (16,605) | - | - |
| Designated (Fund Based) Total | <u>931,140</u> | <u>(77,661)</u> | | <u>853,479</u> |
| Designated Premises | 250,225 | (5,035) | | 245,190 |
| Designated Equipment Fund | 4,836 | (1,793) | | 3,043 |
| Designated Toucan Fund | 72,501 | (27,663) | | 44,838 |
| Designated Website Fund | 20,938 | (12,921) | - | 8,017 |
| | <u>348,500</u> | <u>(47,412)</u> | <u>-</u> | <u>301,088</u> |
| General Funds | <u>195,652</u> | <u>(18,272)</u> | <u>3,356</u> | <u>180,736</u> |
| Unrestricted Funds | <u>1,475,292</u> | <u>(143,345)</u> | <u>3,356</u> | <u>1,335,303</u> |

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2021****19. OTHER FINANCIAL RESTRICTED FUNDS**

| | Property Fund £ | Fund raised for international development projects £ | Total £ |
|-----------------------------|--------------------------------|---|--------------------|
| Balance at 1 January 2021 | 317,408 | 23,936 | 341,344 |
| Net incoming resources | (6,730) | (2,502) | (9,232) |
| Balance at 31 December 2021 | <u>310,678</u> | <u>21,434</u> | <u>332,112</u> |

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

| | 2021 £ | 2020 £ |
|--|-------------------|-------------------|
| Net income/(expenditure) for the reporting period (as per the statement of financial activities) | (149,221) | 50,121 |
| Adjustments for: | | |
| Interest Receivable | (1,774) | (4,618) |
| Depreciation charges | 71,950 | 75,109 |
| (Gains)/losses on investments | (3,356) | (2,347) |
| Loss/(profit) on the sale of fixed assets | | |
| (increase)/decrease in stocks | 3,633 | 3,586 |
| (increase)/decrease in debtors | (6,020) | 33,352 |
| Increase/(decrease) in creditors | (31,212) | (2,118) |
| Net cash provided by (used in) operating activities | <u>(116,000)</u> | <u>153,085</u> |

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

| | 2021 £ | 2020 £ |
|---|-------------------|-------------------|
| Cash in hand | 283 | 235 |
| Notice deposits (less than 3 months) | 251,063 | 421,802 |
| Notice deposits (greater than 3 months) | 613,659 | 611,893 |
| Total cash and cash equivalents | <u>865,005</u> | <u>1,033,930</u> |

AGAPE MINISTRIES LIMITED**NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2021****22. OTHER FINANCIAL COMMITMENTS**

| | Land & buildings | | Other | |
|--|-----------------------------|-------------|--------------|--------------|
| | 2021 | 2020 | 2021 | 2020 |
| Amounts payable on leases which expire: | | | | |
| Within one year | - | - | 3,976 | 3,976 |
| Within two to five years | - | - | 1,738 | 5,714 |
| | <u>-</u> | <u>-</u> | <u>5,714</u> | <u>9,690</u> |

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted funds | | Restricted funds | Total |
|--|---------------------------|-------------------------|-------------------------|------------------|
| | General funds | Designated funds | funds | |
| | £ | £ | £ | £ |
| Fund balances at 31 December 2021 are represented by: | | | | |
| Fixed assets | 98,772 | 301,088 | 310,678 | 710,538 |
| Net Current Assets | 81,964 | 853,479 | 21,434 | 956,877 |
| | <u>180,736</u> | <u>1,154,567</u> | <u>332,112</u> | <u>1,667,415</u> |

24. RELATED PARTY TRANSACTIONS

Two of Agape Ministries' Trustees is employed by Stewardship in the UK. 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 trustees have.

25. EVENTS AFTER THE BALANCE SHEET DATE

There have been no events since the balance sheet.