



# Advance

Annual  
Review  
2019



# Impact highlights

20,000

people led in live worship

500,000

total online reach of Elim Sound

537

People attended Elim Sound National Worship Conference in November 2019

6,000

people joined the online Engage prayer event from 19 countries

10,000

children served each week in education, health care and feeding programmes by Elim Global members.

£92,828

£ by £ donations from an average 1000+ donors per month

13,460+

MPower social media reach

2,500+

Attended Aspire events for women

860+

Leaders attended Elim Global regional conferences overseas

729

Active UK ministers

£25,000

In grants given to new church plants

£500,000

Rise in income for Regents Theological College since 2015/16 with 100% satisfaction rate in 2018/19

245%

Rise in attendance at regional youth events to 1,650

200

Delegates attended first Theological Conference

5

New pioneer church plants become fully fledged churches

5

New pioneer church initiatives launched

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# Welcome to the Annual Report of the Elim Pentecostal Church.



Elim is a dynamic network of hundreds of local churches made up of real people in real communities throughout the UK and Ireland.

While this Report highlights our mission and purpose during 2018/19, we recognise that the landscape for ministry has dramatically changed since January 2020 as we have sought to respond to the Coronavirus outbreak.

The safety of our church leaders and all those who attend our churches is our top priority, and all the churches across our church network were temporarily closed, in line with Government regulations, to help protect the NHS and save lives.

We would like to offer our deepest sympathy to those who have lost loved ones during this difficult time, and it has been heart-breaking to lose some of our own church leaders and members to this disease.

We have made every effort to ensure that appropriate pastoral support is available and accessible to those who need it most, while also complying with Government regulations concerning the Coronavirus situation.

Now more than ever, we recognise that Elim's strength is not so much in our buildings or programmes, but it is in our people. Elim relies on the thousands of volunteers who give their time and energy to serve faithfully and passionately in local churches and communities week in week out.



"God is stirring us again to advance into the decade with fresh hope, renewed vision and united purpose."

We believe that faith in Jesus Christ not only changes individuals but enables and motivates those who follow him to become agents of change, committed to the greater task of bringing hope and transformation wherever they are and whatever situation they find themselves in.

During 2018/19 there was much evidence of Elim people engaged in creative, courageous and compassionate outreach in local neighbourhoods, towns and cities. So often this happens without significant financial or material resources.

Our churches are not only places of worship, but are increasingly hubs of care, compassion and community outreach.

We recognise that the church in every season exists not merely to maintain cherished methods and programmes, but also to be relevant and responsive to the wider community and society.

This is why we have been realigning all our resources to bring the potential for greater strength, greater effectiveness and greater harvest in our ministry and mission across the globe.

God is stirring us again to advance into the decade with fresh hope, renewed vision and united purpose.

This report gives a glimpse of some of the ways this happened in our churches during 2018/19 and reflects our commitments for the years ahead.

>> Chris Cartwright, General Superintendent



“Our strategic and business operations must be realigned to put the wider mission of Elim at the centre of all we do.”

The landscape in which Elim Foursquare Gospel Alliance (EFGA) operates and conducts its core business has changed irrevocably as has been evidenced through increasing legislative and regulatory imperatives and increasing scrutiny by the Charities Commission.

Indeed, the charitable sector is under scrutiny as never before and there is an increasing appetite by the Charity Commission to ‘name and shame’ charities that contravene its guidelines.

The effects of this mean that EFGA must mature to become an agile, reflective and innovative organisation where its mission is underlined by systems, processes and procedures that enable it to fulfil its Kingdom objectives.

Serving the Movement in the role of Executive Director has been both a challenging and rewarding experience. I am especially challenged by the call to Advance and by what this means for the strategic and business operations of the organisation and for our ministers, churches and peripatetic staff serving on the frontline.

Having been in post for 18 months and having reviewed and evaluated our business operations, there are a number of areas where current practices must either be retired, realigned or refreshed in order to ensure that the Movement is fit for purpose and efficacious in deploying its core business over the next decade.

**Over the past year (2018/19) there have been a number of successes at Elim International Centre (EIC). They include:**

- » Working closely with the Audit and Governance Committee in establishing and implementing processes and procedures to ensure probity in all aspects of Elim International Centre (EIC) finance.
- » The creation of a GDPR/Data Team to ensure that the Movement is compliant with current legislation and we can measure what matters.
- » Working with the Administrator and Safeguarding Officer to implement a comprehensive three-year Safeguarding Strategy. This includes the implementation of dedicated software that enables efficient recording and timely review of safeguarding issues across the Movement.

None of the above areas and many more, could have been progressed without the hard work of the EIC staff; it is a pleasure to work alongside such dedicated and committed individuals. However, there is much

more that needs to be undertaken and successfully implemented to move our organisation from good to great.

This starts with service. Our strategic and business operations must be realigned to put the wider mission of Elim at the centre of all we do so that we become more agile and responsive to the real needs of the local churches. EIC’s Central Services will seek to review and realign our resources to reflect this commitment to serve the frontline well. In so doing we recognise that the commitment to advance is not just a mandate for the national departments and leaders, but is also applicable to our compliance, governance and strategic business practices.

» **Olivia Amartey,**  
Executive Director



# National Leadership Team

## STRATEGIC AIM

- MAKING DISCIPLES.
- DEVELOPING LEADERS.
- GROWING CHURCHES.
- REACHING NATIONS.

The Elim movement is advancing into a fresh decade of mission; seeking to realign leaders, churches, networks, ministries and resources for greater effectiveness as we enter a new decade.

We recognise our future depends upon more than maintenance. It requires fresh movement into mission. In some nations 50% of the population are under 30 years old and, as we advance into 2020, there is an urgency to re-evangelise, and impact a younger

generation with the good news of the gospel in every community and culture.

This will require a radical commitment to realigning our structures, people and resources to serve and strengthen our network of local churches in every city and community as they seek to advance the message and mission of Jesus.

We have a commission that is not optional: to pursue the mission of Christ and reach the next generation across the globe, and we intend to reform and renew our movement to advance in more intentional, radical mission in the decade ahead.



We have a commission that is not optional: to pursue the mission of Christ and reach the next generation across the globe.



# Realignment Highlights

## GREATER STRENGTH

- » Structural Realignment
- » Comprehensive three-year safeguarding strategy developed
- » GDPR/Data team created
- » New regional pastoral and apostolic leadership teams
- » Two new regional church hubs
- » Five new regional teams for Elim Global
- » Launch of Aspire International
- » Well-being framework of priorities developed
- » Regional leadership retreat launched
- » Review of ministerial code of conduct guidelines
- » New pre-retirement seminar

## GREATER EFFECTIVENESS

- » 200 attend first Theological Conference
- » 35% rise in students at Regents Theological College (RTC) since 2015 with new online training platform and campus context teaching model
- » Applied Theology at RTC redesigned for 21st century ministry
- » New Institute of Pentecostal Theology planned
- » Limitless events programme re-imagined with 245% rise in attendance
- » 6,000 people join first Engage Prayer event online
- » New training hub for church planters developed in the Philippines
- » New 'Discipleship for busy blokes' podcast attracts 400 plays in first four episodes
- » 25% rise in attendees at second National Worship Conference
- » Elim Sound visits India, Kenya, Philippines and Brazil
- » 10,000 children served in the community every month by Elim Global partners

## GREATER HARVEST

- » 5 pioneer church plants became fully fledged churches
- » 5 new pioneer church initiatives launched
- » £25,000 in grants given to new church plants
- » 3 national one day conferences for evangelists
- » New national framework for evangelism created
- » 190 respond to gospel at Limitless Festival and Limitless One
- » 14 existing pioneer churches
- » 41 existing branch churches



# Realigning Our Structures

## STRATEGIC AIM

We have made key structural adjustments in the way we work and taken bold steps to ensure we are future fit for radical mission in local communities and neighbourhoods in the UK and overseas.

## PROGRESS IN 2018/19

### Realigning our regional apostolic and pastoral influence

In an effort to realign the way we manage our regional church network, two new leadership teams have been established in the Northeast and Midlands in a determined strategy to effectively engage with every church in the area, strengthening their community impact and accountability.

### APOSTOLIC

The apostolic team combines leaders from growing churches in the Northeast and Midlands who are mobilised to work individually with five to eight local church leaders to break new barriers of growth. This will be facilitated by the development of the Church Leadership Academy based in Birmingham and a shorter Learning Academy. Each create a learning community journey exploring the principles behind healthy church growth, including the four priorities.

### PASTORAL

In order to nurture the spiritual, emotional and psychological health of church leaders, a regional pastoral team has been established in the Northeast and Midlands to create a more effective culture and network of friendship and accountability at the local level. This will operate within the well-being framework of priorities that is being developed at the national level.

### CHURCH HUBS

Bridge Community Church in Leeds and Birmingham City Church have been identified as our hub churches in the Northeast and Midlands region with the capacity to host events, helping to resource and re-purpose other churches in their locality or to engage in new church plants. There are other Churches who have equally proven very successful with their influence of other Ministers and Churches.



# Five new regional teams for Elim Global

Elim Global has been realigned under the direction of the Elim Global Advisory Board that includes leaders from the UK, New Zealand, Paraguay, Kenya, Burkina Faso and Nepal.

The focus during the year was to develop a more flexible structure for Elim Global's network of over 100 partner church movements, empowering them to make disciples, train leaders, plant churches and reach nations across the globe.

The Board has established five regional teams to oversee, organise and

deliver regional conferences, liaise with partners, process Elim Global membership applications and develop regional strategies for mission and training in Europe, South and Central America, Africa, SAARC, and Asia & Pacific rim regions.

Elim Global held four conferences for church leaders in the Philippines,

Brazil, Africa, and India where they celebrated the 100th anniversary of Elim's first missionary pioneer, Dollie Phillips, who travelled to India to share the gospel a century ago.

The aim is to work with like-minded churches across the world, fostering links by developing a pattern of five conferences

every 18 months offering networking and training opportunities to Elim Global partners so they can develop local partnerships. Three conferences are already planned over the next 12 months in India, France and the Philippines.



NUMBER OF  
LEADERSHIP  
PARTNERS  
ATTENDING  
ELIM GLOBAL  
CONFERENCES

**70**

Philippines

**20**

Brazil

**65-70**

Africa

**700+**

India 100th  
anniversary  
celebrations



**£9,618**

raised by the 'Have a Heart' Aspire initiative to support the Elim Missions 'BeFree' campaign against human exploitation and slavery.



## Launch of Aspire International

Aspire International was launched in July 2019 to equip and empower women of all ages to engage in mission and serve cross-culturally overseas.

The aim is to encourage women to share the gospel and serve other women in different nations, inspiring and releasing those who have a heart to serve on the mission field.

The new international Aspire team, under the leadership

of Mandy Campbell, will encourage women to pursue Aspire's mission in other countries around the world, in partnership with Elim Missions.

This new structural alignment follows the launch of Aspire's 'Have a Heart' fundraising initiative to support Elim Missions' 'Be Free' campaign to see women, men and children free from human exploitation.

Aspire International plans to organise mission trips for women to Macedonia,

India, and Cambodia during 2020/21, hosting conferences for women overseas and encouraging them to take the bold step of going on international mission.

Elim Missions is already involved in projects in Cambodia, Pakistan, Uganda, Swaziland and the Democratic Republic of Congo.

All the women across our Elim church network will now have the opportunity to reach women in other nations across the world.

"Speak up for those who cannot speak for themselves, for the rights of all who are destitute."

Proverbs 31:8-9 (NIV)



“Healthy leaders create healthy churches: serving is greatness, not a journey to greatness.”

# A national framework of priorities for conduct and well-being

In pursuing our goal to discover, develop and deploy new generations of transformational leaders across the Elim movement, we are committed to ensuring the personal well-being of our ministers, and recognise the pressures on them and their families.

We are continually modifying our leadership selection processes to prioritise qualities of character and gifting, equipping leaders who have a missional gospel focus, who know how to lead, have a deep connection with God, a strong self-awareness, and a passion to share the gospel with others.

Our ministers need to have the capacity to disciple

people into a genuine experience of God and be able to live out the gospel in their own lives.

In order to create this kind of sustainable, healthy leadership culture across our church network, our goal is to create professional ministerial guidelines and a robust framework of values and expectations for ministers in terms of personal conduct and well-being.

Ministers need to be able to handle themselves, their family, health and emotions, in a positive way because damaged leaders often react, rather than respond effectively to challenges. Leaders tend to personify the culture they create so healthy leaders create healthy churches.



## PATHWAY TO ELIM MINISTRY

Are you called to the Elim Ministry?

Do you have the support of your local pastor?

Preliminary information form

Attend an 'Exploring the Elim Ministry' seminar

Complete theological studies

Complete application assignments

Provide required references

Interview with the Ministerial Selection Board

Acceptance as a Minister in Training by the National Leadership Team

Ministers in Training undertake 3 years of training after appointment to a church or Elim ministry before going forward for ordination.

626

active male ministers

103

active female ministers

64

attended Elim Ministry Seminar

49

Average age of Elim ministers

35

Average age of those interviewed for ministry

# Well-being framework of priorities established



“We are trying to encourage a culture where people can be vulnerable and talk openly about their struggles. We need to be authentic people, celebrating what we do well and coming alongside people who are struggling.

“A healthy leader is self-aware, authentic, has emotional intelligence, is relaxed in their limitations, accepting of their gifting, and has a good network of supportive relationships around them. The more healthy we are, the more we can be used to heal people.”

>> Stuart Blount, Director of Ministry for Elim

“We know ministers may face a variety of personal issues including moral challenges, mental health disorders, social isolation, depression, anxiety or pressure to over-perform. Leaders are also regularly dealing with other peoples’ human needs such as redundancy, life-threatening illness or family issues.

“This is why a new working group has been launched to develop a working framework for ministers to access, aiming to acknowledge the help ministers need, and create a process to help resolve issues early, creating a culture across the movement that is positive, open, authentic and emotionally intelligent.

## MIDLANDS RETREAT

“The emphasis of the framework will be to train ministers and leaders to look for well-being warning signs within themselves and others, and signpost them to appropriate help and support.

“During 2019 we organised a 24-hour retreat in the Midlands that was oversubscribed, where leaders could share the word, take time out to reflect and pray for others. Regional Leader Paul Hudson adopted an ‘open door’ policy where leaders could share issues of concern at the retreat. The aim is that no leader should be in isolation.

## SABBATICALS

“Leaders will be encouraged to plan sabbaticals after discussions with their regional local leader, and then submit a programme plan to the National Leadership Team detailing how the sabbatical will inform their spirituality and improve their well-being. Asking people how they are doing is not always natural, but it should be intentional and thoughtful.

## CULTURE SHIFT

“Our aim is to shift the focus away from trying to perform, or only focus on growing bigger churches, to honour those who have been faithful and committed and stir fresh passion for building healthy church communities whatever the size of the church. Healthy churches normally grow because they are led by healthy leaders.”

>> Pastor Sean Charlesworth, Working Group Leader





# Code of conduct ministerial guidelines reviewed

We have commissioned our Arbitration Board to examine and recreate our professional ministerial guidelines over the next 12 months, with an increasing expectation on ministers to lead with an even higher level of professionalism and appropriateness in their conduct across the movement.

This will also involve the establishment of a clear disciplinary policy that is peer-driven, approved by ministers and appropriate for the cultural climate we are in, covering issues such as sexual propriety, coercion and control in leadership and the importance of a leader's own initiative in their personal spiritual development.



## ELIM PRE-RETIREMENT SEMINAR INTRODUCED

“I was quite surprised to be invited to a two-day pre-retirement seminar in September 2019, but it reminded me that retirement is not in the dim and distant future for me and that we all need to be prepared.

“The seminar highlighted the importance of preparing for what is ahead, with help and advice about Elim pensions and practical advice about how to prepare. It was a valuable time out to consider the reduction in income when you retire, and how to cut your cloth accordingly to help minimise additional challenges that will inevitably arise from retirement.

“It is good to seek financial advice about how to make the best of the pension

you will have. Also, after favourable discussions with my employer, I have decided to decrease my hours gradually, going down to 30 hours per week, preparing me for the day when I am not earning a full salary.

“The decreasing work hours will be important, so I plan to be involved in other voluntary activities, with the opportunity to become more active in local church life and community action. Spiritually, and most importantly, I want to

continue with my ministry and calling, even though this may be in different surroundings and in a different format.

“Rest and relaxation are both important and I love being involved in sport; an active body is an active mind. Everyone is different but in retirement it is important to find fulfilling interests.

“Elim is planning to hold similar events in the future.”

» Paul Emmerson, Prison Chaplain

# Training

## STRATEGIC AIM

Our goal is to train and invest in leaders, transforming their lives so they are empowered to transform the communities they serve.

### We aim to do this by:

- » Increasing the number of students training at Regents Theological College.
- » Strengthening our influence and voice through more extensive research.
- » Prioritising the development of a strong infrastructure and training systems.
- » Working towards our goal of training and equipping leaders beyond the UK.
- » Organising unique conferences and one-to-one mentoring for men, women and young people across the UK and overseas.



423

Limitless  
Oxygen  
attendees

## PROGRESS IN 2018/19

ELIM SOUND	MINISTERS	REGENTS THEOLOGICAL COLLEGE	
1000+ people trained by Elim Sound	97 Ministers in Training - 23 women - 74 men	Income up by £500,000 since 2015/16.	35% rise in students since 2015
32 School of Worship (SOW) students - 2019	31 started Ministry Foundation Certificate	100% student satisfaction rate in our National Student Survey - 2018/19	Number of students in September 2019
40+ attended Limitless SOW over 3 days	32 Interviewed for ministry	Ministry Foundation Certificate - 2018/19	» 23 campus students
Elim Sound delivered training in: India, Philippines, Brazil (to 50 people) and Kenya (to 60+ people)	26 accepted for ministry - 10 of these studied at Regents Theological College in last 3 years	» 13 completed	» 21 full-time context students
		» 31 started	» 5 part-time context students
		» 58 currently studying	» 20 Masters students (postgraduate)

“One girl travelled 700 km for training in Africa; there is a hunger for training, a hunger to learn and a hunger to press in to God.”



# Regents Theological College

## CAMPUS CONTEXT TEACHING MODEL

After a significant investment in new technology and radical changes to the learning and teaching process towards a more campus context teaching model, Regents Theological College has seen healthy growth in recruitment. An increasing number of students are studying full-time in their own context, while there has also been an upturn in the number of students at Level 4 who would like to study full-time on campus.

## INVESTMENT IN DIGITAL TRAINING

Investment in our online training platform enabled students to take part in training via webinars and other digital tools to support their learning. After changes were made to the delivery model, recruitment in numbers of students has increased by 35% since 2015.

## APPLIED THEOLOGY MODEL REDESIGNED

We also re-designed every learning module to provide new, relevant content appropriate for ministry in the 21st century, ensuring academic Applied Theology courses have an applied, practical edge. We have confidence in scripture but want to see clear evidence of the Spirit at work.

“Really enjoyed this course and found it a good refreshing way to immerse myself in Elim knowledge.”

Student

“Explained in-depth unanswered questions. Very clear and informative videos.”

Student



## MINISTERS IN TRAINING THREE YEAR PORTFOLIO

For the first time in 2018/19, Regents collaborated with Elim’s Department for Ministry to assess and review the three-year placement process for Ministers in Training (MiTs) who are required to prepare a portfolio as evidence in preparation for their pre-ordination interview.

## INSTITUTE OF PENTECOSTAL THEOLOGY

During 2018/19, emphasis was placed on reviewing the best way to speak with Pentecostal authority on current issues and, as a result of this process, the Institute of Pentecostal Theology was launched in February 2020. This will include a collegiate group of researchers who will come together to discuss, research, and review each other’s work.

## REGENTS THEOLOGICAL CONFERENCE

Over 200 delegates attended our two-day Theological Conference in February 2019 that addressed key and current debates around questions of ‘humanity’, covering topics including the theology of humanity, sex and sexuality, what makes us human, Artificial Intelligence, and abortion. The emphasis was on understanding theologically God’s heart on these issues to help inform pastoral practice and reflect the character of God in a changing world.

## SHIRENE AGBELUSI

“I have just joined the Ministers in Training (MiT) programme after completing the Ministry Foundation Certificate.

“I have some choice as to when I attend Regents and ensure my modules work around my young family and church life.

“I certainly have a deeper understanding of the word of God and how it applies to me as a person today. If it’s what God wants you to do, then He will increase your capacity in ways you didn’t

think possible. I enjoyed the 24-hour interview process for MiT where they gave us advice and tips and wanted to input into us and see the best for us.

“As an MiT I submit a quarterly and annual report, reviewing how I have led as part of a team, my personal spiritual growth, and any challenges over the past year, building a portfolio and record of practical experiences and skills that I am developing.

“I am supervised by my senior pastor and another Elim minister, and the support has been brilliant.”



## ELLEN LOCKWOOD

“I trained at Regents and I have just been ordained.

“Going through the MiT process helped me to see that leadership was an agreed pathway for me; God did not tell me what I would be but, rather, gave me an insight into the nature He had given me. This helped me to move from a feeling of uncertainty, to hearing His voice and being reminded that He wanted me to stay on the path He set out for me. I needed to stay in lane, using my core skills and with the capacity to build and

strategise to help build the Kingdom.

“Since then, I have been led into discipleship training, seeing where God is asking people to lay foundations, grounded in their own relationship with God, hearing His voice, developing their character and rising in their gifting in the area God wants them to be in.

“It’s important to understand how you react to life experience, challenge and difficulty so you can develop as a leader.”





Realigning  
to engage  
Generation Z

# Events: Youth, men, women

## STRATEGIC AIM

Generation Z have access to endless amounts of information, but virtually no mentors so we are aiming to create youth ministries that reflect the dynamics of family groups.

We are seeking pastors who are willing to lead their congregations on a journey of cultural change where the adult members see themselves as spiritual parents, rather than consumers; where the whole church actively participates in raising spiritual sons and daughters.

This requires a change in our thinking: 30 minutes of

audible teaching may not be enough to engage the Snapchat generation. For Generation Z, leadership is more about collaboration and contribution than command and control.

If we get our family focus right, we can reach out to this new generation who see themselves as pioneers in a rapidly shifting culture.



## PROGRESS IN 2018/19

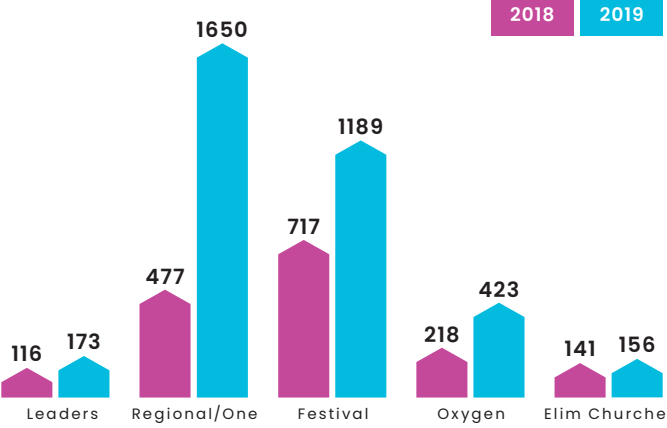
During 2019, Limitless reimagined its programme of events and training to engage more young people.

This involved the launch of Limitless ONE in February, combining all the previous regional youth events into a single event in seven locations. Our national gathering event moved to five days at Limitless Festival in the summer, and every Limitless Oxygen regional training event was moved to September, for

youth and children's ministry teams to come together for training at the start of the Academic year.

This realignment resulted in an attendance in regional youth events growing from 477 to 1650. Over 100 young people responded to the gospel at Limitless Festival, while 90 responded at Limitless One. As of October 2019, Limitless Pioneers has partnered with 13 churches to start up brand new youth ministries, with the aim to pioneer 100 new groups by the end of 2027.

## RISE IN ATTENDANCE AT LIMITLESS EVENTS



## ASPIRE EVENTS FOR WOMEN

Our Aspire ministry for women aims to Reach, Inspire, Support and Equip women to fulfil their purposes in God through conferences, mentoring and teaching in their local churches.

During 2018/19 over 2,500 women attended regional events in Northampton, Manchester, Glasgow, Cardiff, Ilford, and Ireland, as well as the newly launched Plymouth event. Our national weekend retreat in Malvern saw 150 women inspired to take time out from their busy schedules to 'Be Still'.

7  
Aspire regional events  
2,500+ attendees



150  
Aspire weekend retreat attendees



## PODCAST

Our Podcast called 'Discipleship for Busy Blokes', launched this year, offers a conversational format for men to discuss discipleship issues. The first four episodes had over 400 plays with listeners as far afield as New Zealand, Ghana and Peru.

100+  
Podcast launch listeners

400+  
plays of the first four episodes



MPower EVENTS FOR MEN

Through our MPower ministry, we aim to see men of all ages become authentic, radical disciples of Christ who are also great fathers, husbands, and employees, business guys and positive influencers across all aspects of our society and church.

We continued to sow into the hearts of men of all generations in 2018/19 through the launch of our virtual prayer App available on mobile phones and podcasts launched in September 2019, while subscribers to our weekly devotionals increased by 63%.

We have particularly focussed on encouraging the relationship between fathers and sons through our Dads and

Lads weekend event in May 2019 held at an outdoor centre in West Wales. They were encouraged to take time out and appreciate each other through sports, prayer and other outdoor activities, and we also prayed for the hearts of fathers to turn to their children, and children's hearts to their fathers at our national prayer event in London in February 2019, attended by around 100 men.



“My son was very excited about the prospect of having me all to himself for the weekend because time can evaporate at home with business and household jobs to do. It was a significant slab of time that Logan got to be with his dad that he has never forgotten. It was a great discipline for me to deliberately set time aside to interact with my son in an environment just for men.”

>> Andrew Turner, Dads & Lads participant



50 MPower Experience attendees

100 Call to prayer London attendees

1,300 MPower online devotional attendees

40 MPower Scotland Wilderness Experience attendees

50 MPower Band of Brothers attendees, representing 18 churches

600+ MPower social media followers

13,460+ MPower social media reach

140+ Regular UK men's groups

26 Dads & Lads weekend attendees

FIERCE ASPIRE REGIONAL CONFERENCE

“As a collection of 500 women, young and old, we came together with one common heart of celebration.

“This year’s conference was wrapped in stillness, drawing on verses “The Lord will fight for you, you need only to be still” [Exodus 14:14 (NIV)] and “Be still, and know that I am

God” [Psalm 46:10 (NIV)].

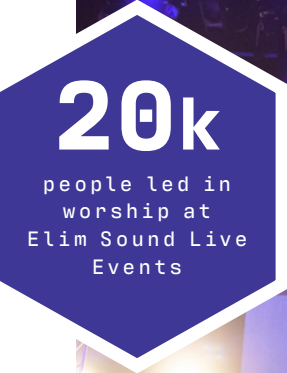
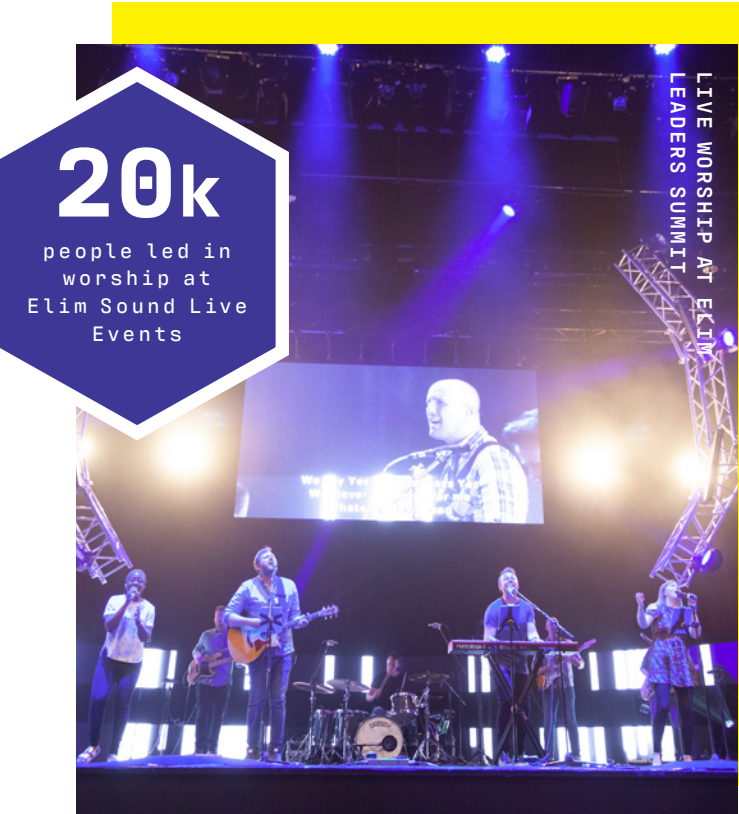
“From the lights filling the spaces of the room to the beautifully hand-crafted decorations that embellished the church, Fierce Conference 2019 was vibrant and stunning.

“We sang, danced and came together around God’s word for inspiring messages and stories shared by Jen Baker,

Laura Hancock and Zoe Clarke-Coates who pointed our attention heavenward, teaching us more about how we can access tangible peace in the wild rush of our everyday lives.”

>> Attendee

Other regional conferences were held in Northampton, Manchester, Glasgow, Ilford and Plymouth.



ELIM SOUND LIVE EVENTS

Around 500+ delegates from 100 churches attended our National Worship Conference in November 2019, up around 25% on last year, and it was also transmitted online for the Elim Missions network and global partners.

The team led over 6,000 people in worship at the 100th anniversary

celebrations in India in Chennai, Bihar and Bangalore. Other live events in India included leading worship for a women's conference, providing worship training, and an assembly for over 800 children. The team led 500 in worship in Kenya, 65 people in the Philippines and led over 100 in worship in Brazil.

India / Brazil / Philippines / Spring Harvest / Cheltenham Festival / Elim Leaders Summit / Ordination Service / Cardiff / Aspire / Rivercamp / Elim Prayer Event / Kenya / Ireland / North West / Scotland

ELIM PRAYER FIRST NATIONAL ONLINE PRAYER EVENT

In September 2019 Elim Prayer held our first online Engage prayer event, hosted at Rediscover Church with 100 Elim churches across

19 nations taking part, and 6,000 people joining online.

We prayed for our leaders, the nations, and for transformation in our communities. Our strategic goal is to mobilise prayer, so we are planning to launch leadership prayer hubs that are accessible to Elim pastors. We also

provided prayer support for Elim Leaders' Summit and Limitless Festival last year.

Our aim is to keep in-step with the Holy Spirit and birth transformation through prayer, encouraging prayer champions who will serve an event, or be a prayer advocate in their area.



We re-envisioned and re-branded prayer for the movement during 2018/19, believing our central aim is to champion life-transforming prayer. Our role is to equip, encourage and enable people to advance the kingdom through prayer in their local area.



# A global sound for a global movement

## STRATEGIC AIM

Local heart,  
global vision

Worship is a fundamental part of our corporate gatherings in churches and at conferences and can set the trajectory in a prophetic way for the future of a family, church or movement.

As a team of worshippers, we have a heart to inspire encounters with Father God in the UK and overseas, knowing that when we meet corporately in worship, we can sense His presence, leading and direction in our lives.

Through live worship events, and by training and equipping leaders, we aim to ensure the message of today is reflected in our worship and songs that can move us forward into our destiny.

## PROGRESS IN 2018/19

This year we set the audacious goal of sending teams to India, the Philippines, Brazil and Kenya, providing live worship and training to those who are hungry for an authentic sense of God's presence.

This has given us an inspiring global perspective to inform how we equip and engage with churches and ministries at the local level, and we organised regional events in Ireland, the North West and Scotland during the year.

21,000

Monthly engaged reach

305,000

Streams

70,000

Video views on YouTube  
(up 43.8%)



500k

Total  
online  
reach

### WEBSITE

13.3% rise in views

2,784 visitors each month

87,000 Homepage views

23,000 School of  
Worship views

15,800 Music page views

### SOCIAL MEDIA

8% rise in social  
media engagement

2,117 Twitter followers

92,000 Twitter reach

2,391 Facebook followers

### ALBUMS

53% rise in digital  
album sales

'We Say Yes' CD live project  
(Nov 2018) Spotify highlights:

» We Say Yes – 80,100 plays

» Way Maker – 6,800 plays

» Crucified – 2,700 plays

'New' family project CD  
(May 2019):

» 200 CD sales

» 24,600 plays on Spotify

» 1,400 plays on Apple Music

» 2,800 video views

### CCLI TOP 5 ELIM SOUND SONGS

No Longer I – 1

We Say Yes – 2

One – 3

Grace Will Lead Us Home – 4

New – 5

"They will say, 'This land that was laid waste has become like the garden of Eden; the cities that were lying in ruins, desolate and destroyed, are now fortified and inhabited.'"

Ezekiel 36:35 (NIV)

# Community impact

## STORM CHURCH WORTHING

"The initial inspiration for our church was a book called 'Conspiracy of Kindness' by Stephen Sjogren who founded a church in the US by doing acts of kindness in his neighbourhood.

"We began Storm Church doing regular litter-picking and gardening on wasteland in our town, taking hot soup and cakes out into the street community.

"Our first garden had a mural incorporating the words from Ezekiel 36. Our vision is to turn waste land into something "like the Garden of Eden" in order to give

people a taste of the "new heaven and earth". As part of that vision we put knitted creations in our gardens and have indeed become quite famous for several large community knitting projects. We regularly dress the penguin statues in our local hospital with knitted themed items in order to bring a smile. This is valued by the community and the name 'Storm' has recently been engraved on the hospital's windows.

"Storm Church has coordinated Worthing Winter Night Shelter for the last 6 winters with a team of town churches in a joint act of kindness towards the most vulnerable in our community.

"In this project we work closely with our local council and other charities. This Winter the National Government Advisor for charity groups and services to the homeless visited our Night Shelter training day and recognised the standard of the work we do and the quality of our relationship with our local council.

"Our vision is to inspire people to rethink their view of God and Church by the community work we do. When people ask us the reason why we do what we do, we are happy to share our personal stories and invite people to join us on a Sunday to find out more."

» Ginny Cassell



93

Churches with  
community  
projects

60

Providing  
childcare  
provision

73

Cafes

42

Bookshops

17

Charity  
shops

18

Nurseries



# Global Impact



54  
Nations where  
Elim is  
represented

## STRATEGIC AIM

To equip and send people to advance the kingdom in every nation around the world, taking the gospel to the ends of the earth.

There is an urgency to reach the 2 billion people, and 7,000 people groups across the globe that have never heard the gospel.

**We will do this in two ways:**

- » Equipping and sending UK missionaries overseas.
- » Empowering and working with Elim Global partners overseas to reach more nations for Jesus.

11 Missionary Academy graduates in May 2019. 3 of these are currently serving overseas in Hungary, Eritrea and Middle East

11 men made a return visit to Estonia to share their stories and work with men who are being rehabilitated from a life of drugs

2 Young adults from 18 to 25 years old started the Missions Gap Year programme combining UK training and international mission

Our focus is to work with our Global Partners and the indigenous church, joining with what God is already doing in a nation, and bringing skills and experience to benefit believers in those nations as they share the gospel in other countries.

Above all, missionaries are disciple-makers; we do not send humanitarian workers, we send gospel workers who do humanitarian work. Where our Global Partners are planning missions in other nations, we are inviting churches in the UK and overseas to work together to see the Kingdom advance.

27 Pastors from 12 provinces in Cambodia joined together at a disciple-making conference, representing 25 provinces overall in Cambodia

46 Elim Global members specifically working with 410+ children living in a care facility

54 Ministry/organisation partners working with 32,490+ children and 72 schools

320,000

Adult church members overseas

4,200

Elim or Elim affiliated churches overseas

71

Missionaries

£92,828\*

£ by £ donations from average of 1,029 donors per month

10,000+

Children served each week in education, health care and feeding programmes by Elim Global members



NEW TRAINING HUB IN THE PHILIPPINES

## WORK BEGAN ON A NEW TRAINING HUB IN THE PHILIPPINES

"The aim: A rapid multiplication of churches that have been trained to replicate themselves."

Temporary centre built for new training hub in 2019.

30 potential church planters to be trained from June 2020 in the Philippines (6 weeks of training over a 12-month period.)

100s have come to faith since 2004 through Portland Christian Centre (PCC).



7  
new church plants since 2004

After working alongside indigenous missionaries in the Philippines with his wife and children from 2004 to 2012, Mark King has seen hundreds of people come to faith, and eventually planted a church called Portland Christian Centre (PCC) in the Danao mountain region of Cebu.

With a congregation of around 200 people, the church has become a 'mother centre' to train and release leaders and disciples to plant more churches. Seven more churches have already been planted in other areas across the region, directed by the Holy Spirit, starting in houses and some progressing to buildings.

The network of churches has a congregation totalling over 500 members, with the overall vision to become a church planting movement by church multiplication. This is fuelled by an understanding that the whole process of raising up disciple-makers and church planters can happen at the local church level.

In order to facilitate further growth and inspire more people to plant churches, a training hub has been launched in the Philippines, in partnership with Elim Missions, where the first 30 potential church planters are due to start their training in June 2020.

The initiative was inspired by a vision to rebuild the spiritual walls that have been broken in the Philippines, with the first students on the course coming from local churches, a network of other independent churches in the area, and potential church planters from overseas.

Blueprints are already being drawn up to build dormitories so that the training hub can

accommodate students from other countries, with one student, who was originally from the Philippines, already planning to attend the course from Vietnam.

The idea is to transition from seeing churches added to the network, to seeing a rapid multiplication of churches that have been trained to replicate themselves, reaching more people with the gospel of Jesus across the region and the globe.

The ultimate vision is to equip people to be church planters wherever they find themselves, hence the opportunities that are arising in Japan, Vietnam and Malaysia in the coming year.

Mark King, who ministers at Ealing Christian Centre and also regularly visits the Philippines, said:

"God gave us a vision to rebuild spiritual walls that have been broken in the

Philippines, inspired by Nehemiah 4:6 and the aim is to go to every area where there is no church and plant one in local communities.

"As an example, two of our church members who are disabled have been living in a cemetery in Cebu for many years. After being trained as church planters, they decided to plant a church there, rather than move away.

"The point is, we say to everyone in our churches, you are all part of the process!"

Land for the training hub was purchased last year and a temporary building has been built where City Church gathers. The new building will be used as:

- » The training hub
- » Dormitories and GEMII headquarters
- » The city church that was planted in 2013



"So we rebuilt the wall till all of it reached half its height, for the people worked with all their heart."

Nehemiah 4:6 (NIV)

(\*October 2018 to September 2019)



REACH exists to serve our Elim churches and assist them in turning outwards to meet the needs of so many who are without hope and without God.

# Creating contagious churches

## STRATEGIC AIM

Our aim is to facilitate and champion the making of brand-new disciples through Elim churches using preaching, resources, conferences, mentoring and consultation.

Elim has always put the sharing of God’s Good News front and centre. We need to ensure that this continues and thereby bring a smile to the face of God.

Being pioneers is all about creating contagious churches and seeing the Kingdom of God advance. Pioneers have the freedom to ask what the community needs and then aim to specifically meet that need in creative, flexible ways, seeing many people come to faith.

## PROGRESS IN 2018/19

189 preaching opportunities	5 new pioneer church initiatives launched	3 national one day conferences held for:	2000 journey booklets sold
37 ambassadorial meetings	14 existing pioneer churches	» Accredited evangelists	300 ‘The Walk’ booklets sold (redesigned and re-edited in Spring 2019)
53 mentoring meetings/hours	41 existing branch churches	» Those with an evangelistic role in church life	6,400 ‘The Big Welcome’ booklets sold
5 pioneer church plants encouraged to grow into fully fledged churches	£25,000 in grants given to new church plants	» Church planters	5,000 more Christmas booklets reprinted in October 2019
		1600 books sold	
		800 faith books sold	



654  
Churches in the UK and Ireland



599  
Established churches

If we are not committed to evangelism, the church is only one generation away from extinction. Research suggests an increasing number of people do not have an understanding of the gospel but are willing to find out more.

Our goal is to understand the times we live in so we can share the gospel in a culturally relevant, positive way with unbelievers, equipping people in local churches across the network to do the same.

While we recognise the gospel is the power of God unto salvation, we are also convinced that the Holy Spirit moves in the small, as well as the big, moments on a journey of faith.

During 2018/19 REACH created a new framework for evangelism that focussed on three main themes that inform the process by which people come to faith:

- » Relevant words
- » Caring Actions
- » Spirit empowered



The process is understood as Big Yes, Little Yes and Healthy Maybe, included in a book launched in May 2019 by Mark Greenwood, Elim’s national evangelist, and aims to support an effective evangelism strategy that is process sensitive, but creates key moments of decision for those on their way to becoming Jesus followers.



£5,000  
available to support the launch of individual pioneer churches

## NEW MENTORING SCHEME FOR EVANGELISTS LAUNCHED IN 2018

A two-year programme to mentor evangelists was launched in 2018, with the aim of training and equipping 10 people, exposing them to evangelistic opportunities and the experience of shadowing members of our REACH department.

## NEW MISSION CHAMPIONS INITIATIVE LAUNCHED IN 2019

During 2019 Mark Greenwood launched the Mission Champions initiative in partnership with HOPE Together. REACH will be identifying people in our local churches who live, eat, and breathe mission, equipping and training Mission Champions who serve the heart of the Senior Leadership in their local communities.

## PIONEER CHURCHES

Planting new churches has been called the fastest way to evangelise a nation.

Elim currently has five pioneer churches that grew into fully fledged churches during 2018/19, with another five in the process of being developed. A maximum of £5,000 is available to support the launch of individual pioneer churches, along with accounting and public liability assistance, subject to their vision and strategic plan being reviewed by Gary Gibbs, Head of REACH.



EVANGELISM MENTORING PROGRAMME

“I’d highly recommend the Evangelism Mentoring programme because it has aided me in relational evangelism. It has encouraged me to be ‘in it for the long haul’, and minister in a sensitive way, discerning where people are at on their journey with God.

“The most essential thing is, ‘will people want to talk to you again?’ We need to live a life that is worthy of the message we preach, rather than just ramming it down their throats.

“The programme showed me that evangelists can often wrestle with insecurity, due to churches constantly expecting results when they come to speak. However, the course provides an outlet in which evangelists can support

one another in serving the ministry of Jesus, which combats the competitive mentality that can sometimes arise. I was able to meet other evangelists to network with and share ideas, advancing the mission of our churches and evangelism across the church network in general.

“The mentoring programme has equipped me to release my church in evangelism, in which I am currently writing and delivering a course based on Elim’s evangelism strategy. The emphasis is on simply sowing seeds, letting God bring the increase. We are not here to make converts, but make good conversations which provide opportunities for the Spirit to do the evangelism. The course seeks to give people confidence to step out and serve God by reminding them that God only demands willingness of us, He brings the results.”

» Stephen Smith



PETE JONES, ELEVATE CHURCH

“Enlarge the place of your tent, stretch your tent curtains wide, do not hold back; lengthen your cords, strengthen your stakes.”

Isaiah 54:2 (NIV)

A church plant that blows misconceptions right out of the park

If you thought LEGO® was just for children, then think again!

A new Elim church plant is using the soft play facilities of the Eden Play Centre and high-tech learning equipment at the Eden Education Centre (that uses LEGO® to encourage creative learning) to share the gospel message.

After his ordination last year, Pastor Pete Jones decided to plant a church that meets on a Saturday night after recognising that his previous church was losing members who had children with sport or other commitments on a Sunday.

Pete said: “I decided to open a church with a

different ethos, not to make the church bigger necessarily, but to empower families to get together on a Saturday night for church, as well as do their sport activities on a Sunday.

“Since Elevate Church started, we have grown to an average of 140 adults and children every week. Church is all about bible teaching, worship, and lots of play, building relationships and helping the families to get to know God and work out their faith.

“What we do varies every week; we have a youth leader to develop and grow the young people, who are aged from 0 to 16 years old and, depending on their age, there are opportunities to enjoy soft play or be taught

in the IMAX® suite at the Education Centre next door.

“The location ticks all the boxes; people have the opportunity to go into a building that is not classed as a church, with all the preconceptions that might hold, and join together in a community hub on a Saturday night. We are blowing their vision of what church is right out of the park!

“Through the Eden Play Centre and Eden Education Centre, managed by Pete Jones, the church has a large reach, with access to 13,500 people on their Facebook pages. By promoting the needs of children in need on social media, this helped the church to raise enough

money to buy a present for every child under Social Services care for Christmas in 2019.

“If you are going to plant a church, you need to understand the community and the culture you are reaching out to and hear the heart of the people. Then you can start to build relationships and build into peoples’ lives. You also need to know who is in your team and make sure they are not all ‘Yes’ people.

“The important thing is that, even though you may have your differences, your team are all called to make a difference and see the Kingdom of God advance.”





# Governance

## NATIONAL LEADERSHIP TEAM



Chris Cartwright



Steve Ball



Stuart Blount



Dave Campbell



Duncan Clark



Dominic De Souza



Colin Dye



James Glass



Paul Hudson



Edwin Michael



Kevin Peat

## EXECUTIVE DIRECTOR



Olivia Amartey

## HEADS OF DEPARTMENTS



Tim Alford



Gary Gibbs



Leanne Mallett



Iain Hesketh



Mark Lyndon-Jones



Dave Newton



Sarah Bale



Rob Millar



Sarah Whittleston

Elim Foursquare Gospel Alliance is a registered charity, whose governing document is its Constitution, which consists of a Trust Deed, General Rules, Working Arrangements and Standing Orders.

The Constitution can only be amended by the EFGA Conference, which consists of EFGA Ministers and Lay Representatives. The Elim movement has come a long way from its early pioneering days. Over the years, growth in numbers of members and churches has brought increasing demand for appropriate structures of management and administration.

## EFGA CHARITY TRUSTEES

The Charity Trustees of EFGA are the members of the National Leadership Team (the “NLT”), who are nominated by the General Superintendent (the “GS”) and elected by postal ballot by the Conference on a 4-year cycle. The GS is nominated by the NLT and elected by the Conference on a different 4-year cycle.

## NATIONAL LEADERSHIP TEAM

The NLT are all ordained ministers who work for and are paid by the charity on a full-time basis, either as employees or as ministerial office holders. The General Superintendent is the Chairman of the National Leadership Team and provides spiritual leadership to the Elim movement.

The NLT are responsible for the general control and management of the administration of the Alliance, with powers to delegate executive authority as they determine appropriate. The NLT takes

seriously its responsibilities to steward Elim’s resources as it seeks to be faithful to its core purpose to propagate and promote the Christian Gospel. They are assisted by a dedicated staff at Elim International Centre in Malvern.

## MANAGEMENT BOARD

The Management Board comprises 3 NLT members, 3 members of the senior executive team and 3 lay members with appropriate expertise. Constitutionally the board is responsible to the NLT for overseeing the financial and property programme of the Alliance. The presence of professionally trained and skilled laymen on the Management Board adds vital elements of both independence and business acumen to the decision-making process within Elim.

Elim is committed to high levels of both legal and financial compliance, respecting its privileged position as a leading Christian charity in the UK. Therefore, we expect our churches to work with

our central administration departments to ensure compliance across the movement.

## REGIONS

These are comprised of groups of churches. A Regional Leader supervises two regions, with the support in each of a Regional Coordinator and Regional Committee. The committee consists of the Regional Coordinator, four co-optees and four members appointed from within the region.

## CHURCH LEADERSHIP TEAMS

Responsible for the administration and management of the local churches, general purposes, finances and personnel. Capital projects and expenditure require the approval of the NLT/Management Board. Appointments to the Church Session and appointments of church officers are governed by the Local Church Constitution.

## TRUSTEES / DIRECTORS

The Elim Trust Corporation, a company limited by guarantee, was legally constituted to serve as a trustee for the Alliance in matters of property and business. A few properties are still held in trust for the Alliance by local trustees under the terms of a Model Trust Deed, and a further few properties are held under

the auspices of the Elim Pentecostal Alliance Council. Most of these properties have been transferred under the auspices of the Elim Trust Corporation and the process will continue for the remainder.

## RISK MANAGEMENT

The Alliance has historically been very pro-active in risk management. Current policies are subject to review by the NLT and Management Board. It is the responsibility of the Principal Officers to identify and assess areas of risk and formulate necessary controls and procedures. The Trustees recognise that the scope of our ministry and activity brings considerable responsibility and take seriously the need to ensure that the testimony of the Alliance is maintained at a high level. This means ensuring they are satisfied that the major risks have been identified and the relevant processes are in place to manage those risks as far as humanly possible.

## AUDIT AND GOVERNANCE COMMITTEE

An Audit and Governance Committee was established in September 2017 to monitor the adequacy of management response to key issues of corporate governance and practice, as well as the review of the annual Financial Report and Accounts, prior to their submission to the EFGA’s external auditors.





# Elim Audit & Governance Committee (AGC)

The AGC over the past two years has been working to support the trusteeship of the National Leadership Team (NLT) and its governance function, ensuring proper accountability and monitoring the adequacy of management response to key issues of risk, leadership and governance.

It is a requirement for the AGC to report annually on its work and how it has discharged its responsibilities. The committee also has a mandate to review the Annual Report prior to submission to the external auditors and, subsequently, to the Elim Conference and the Charity Commission.

**The AGC in 2019 has:**

- » Conducted a review of the NLT and how it functions.
- » Conducted a review of the management and its operations.
- » Managed a training day with the NLT to review key aspects of the financial operations of the Elim Charity.
- » Run half a day of training with the Heads of Departments on budgets, budgetary control and impact reporting.

The AGC is currently supporting the NLT on Strategic Planning to position the movement on a sound footing for cutting edge ministry and missions both within the UK and with its network of global partners.

Working with the Executive Team, the committee's priorities for 2020 are to review the Pension Board and strengthen financial and administrative capacity with Elim Central Administration, identify and assess risk and support the NLT in more effective strategic planning, leadership

and governance in line with the established key priorities of Making Disciples, Growing Churches, Developing Leaders and Reaching Nations.

The AGC is also looking to engage the NLT, key stakeholders and department heads to promote "Impact Reporting" to fulfil Elim's charitable status in ensuring "Public Benefit" and in compliance with the Charity Commission's rules and regulations. These, and other related priorities for 2020, will be duly reported to Conference in May 2020.



# Review of performance for the year

While the following comments and financial schedules do reflect a constant stable financial performance, it would be wrong to assume that of repetitive and unchanging activity and ministry.

On the contrary, as reported in Section One of these statements, considerable progress has been made in stepping into our four new strategic mission objectives. Advancing into the new decade we will seek to make further adjustments towards the fulfilment of our goals. With input from the Audit and Governance Committee, we will continue to review further aspects of our financial procedures and protocols, with particular emphasis on the funding of capital projects.

The results for the financial year to September 2019 reflect a consistent steady period of activity and ministry. The year ended with an operational surplus of almost £3.8m (2018: £3.9m).

**Overall income for the year was £71.5m (2018: £70.9m), a small increase of 1%.**

**Voluntary income** remained very static for the year at almost £49m. We are extremely grateful to our members and friends whose faithful support generated 68% of total income for Elim. 87% of voluntary income came through church offerings and donations from our faithful friends and members. We continue to review and introduce options for digital donations at church events and online via websites and social media.

39% of church donations received was via voluntary income that was donated under Gift Aid, generating £5.8m of tax rebate. It is noted that only 35% of reported attendance has engaged in the Gift Aid scheme.

Elim Churches have maintained their engagement in community impact projects in the face of increasing and costly statutory compliance requirements. Nursing homes and Childcare ministries look to have stabilised following the struggles of recent years, including increasing and costly statutory compliance requirements. Generated Income has matched last year's performance at £21m. Local church premises have continued to be available to other compatible activities within their communities. Income from the hire of premises was £3.2m (2018: £3.07m). Please be sure to read section 1 of these statements.

**Total Expenditure for the year was £67.7m (2018: £66.95m), an increase of 1%, representing 94% of total income.**

Elim is extremely focused on its purpose and mission. 94% of revenue is expended in fulfilment of our charitable purpose. Governance and

management costs take less than 5% of this.

As at the end of the year Elim employed 1,859 members of staff (see note 8) at a total cost of £33.1m (2018: £31.7m). The majority are directly engaged in church ministry. A growing number of those in ministry are engaged on a bi-vocational basis and over a third of all paid staff are part-time. Alongside these faithful individuals we estimate that about 10,000 people are directly involved on a weekly basis in ensuring that all aspects of Elim life can function effectively. We are massively grateful to all these individuals.

## CONSOLIDATED BALANCE SHEET

As stated in previous years these statements represent a consolidation of performance and assets and liabilities of approximately 450 churches operating throughout the UK and Ireland.

The chart below confirms that much of Elim's strength is derived from extensive property holdings, namely about just over 300 Church buildings, and 64 manses alongside the central properties at Malvern. During the year £2.1m was added to the value by way of capital projects – see note 9.

However, this increase is offset by provision for

depreciation of £1.4m. The net Fixed Asset value at 30 September 2019 is £190m. The capital projects were again fulfilled without recourse to external loan funding. Over £5.5m was repaid on existing loan facilities. £1.5m on deposit was repaid due to legal changes and £750k repaid to individuals who had supported local church building projects. A further £3.3m was repaid on bank loans as we continue to service agreed facilities provided mainly by our central banks, namely Lloyds and RBS/NatWest.

The liability of £35m (2018: £18.7m) in respect of the Pension Fund is based on the FRS assessment as calculated by our Actuaries. This calculation includes standard parameters as dictated by the Pension Regulator. The 2018 triennial valuation for the Pension Fund, is currently indicating a shortfall of £11.8m.

Reserves as at the year-end stand at £139.1m (2018: £151.3m) with the positive impact of the operational surplus of £3.8m (2018: £3.9m), but countered by an actuarial pension deficit of £15.9m (2018 : surplus £3.8m)

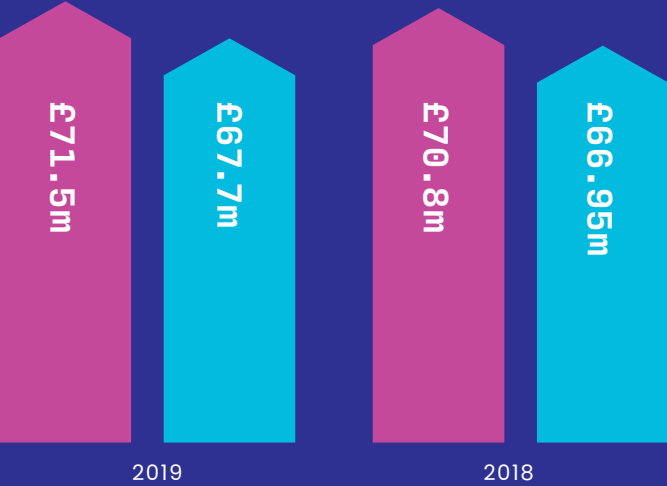
**Please continue to pray for God's ongoing blessing and guidance as we seek to advance in His will and purpose for Elim.**



# Finance summary

## INCOME STATEMENT

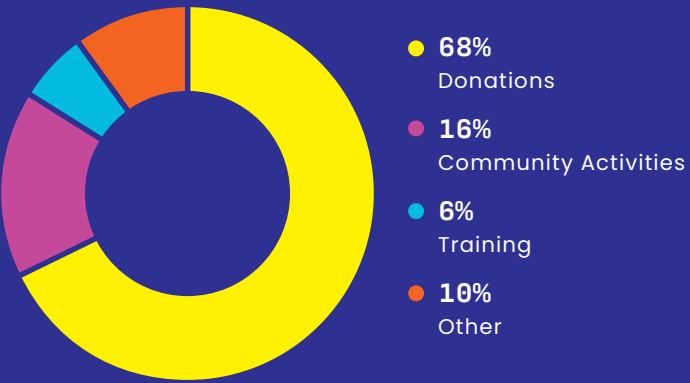
Income Expenditure



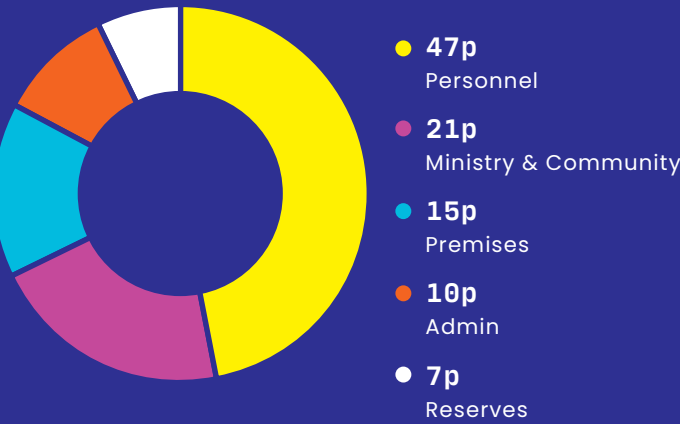
## BALANCE SHEET



## WHERE INCOME CAME FROM 2019



## WHERE INCOME WENT PER POUND 2019



## EXPENDITURE BY ACTIVITY 2019



# Finance report

The details on the Financial Schedules herewith are extracted from the Financial Statements of the Alliance for the year ended 30th September 2018 as prepared for inspection by our Auditors, Kingston Smith LLP.

The information contained herein represents the consolidated performance and position of the Charity.

The results relating to activities of local Elim Churches and to Central Funds have been incorporated on a line by line basis.

The valuation of property is included under the Historical Cost Convention, except that certain freehold properties are included at their previously revalued amounts as established in 1998.

### INCOMING RESOURCES

All monetary donations and gifts are included in the Statement of Financial Activities as and when receivable.

Voluntary help is not included as an income.

Income for Trading activities is the total amount receivable in the ordinary course of business for supply of goods and services.

### RESOURCES EXPENDED

Expenditure which is charged on an accrual basis and relates to transactions incurred directly in fulfilment of Elim's Ministry, both in the United Kingdom and overseas.

It should be noted that refurbishment or renovation costs on properties are not capitalised but included as expenditure in the Statement of Financial Activities.

Funds borrowed from the Bank are secured by Legal Charges on certain properties of the Alliance and serviced on an agreed repayment schedule.

### PENSION FUND

The liability in respect of the Pension Fund is based on the FRS assessment as calculated by our Actuaries. This calculation includes standard parameters as dictated by the Government. The actual Pension Fund shortfall is between thirty and forty percent of the figures quoted. This amount is due for review for the full audited Financial Statements.

» Robert Millar,  
Finance Director



# Elim Foursquare Gospel Alliance

## financial statements

### year ended 30 September 2019



CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Note	Unrestricted Funds 2019	Restricted Funds 2019	Total Funds 2019	Total Funds 2018
		£	£	£	£
<b>Incoming resources</b>					
<b>Activities for generating income</b>					
Voluntary Income	1	46,658,676	2,208,434	48,867,110	47,976,596
Income generated by ancillary programs	2	21,054,662	–	21,054,662	21,074,006
Income from charitable activities	3	700,908	–	700,908	783,368
Investment income	4	605,891	–	605,891	605,891
Other Income resources	5	239,450	–	239,450	449,696
<b>Total incoming resources</b>		<b>69,259,586</b>	<b>2,208,434</b>	<b>71,468,020</b>	<b>70,889,557</b>
<b>Resources expended</b>					
Costs of raising funds	6	731,442	–	731,442	660,518
Charitable Activities	6a	64,917,410	2,053,534	66,970,944	66,293,477
		<b>65,648,851</b>	<b>2,053,534</b>	<b>67,702,385</b>	<b>66,953,995</b>
<b>Surplus of income over Expenditure</b>		3,610,735	154,900	3,765,635	3,935,561
Investment Asset revaluation		–	–	–	3,776,997
<b>Net incoming resources for the year</b>		3,610,735	154,900	3,765,635	7,712,558
Actuarial Gain on Defined Benefit Scheme		(15,956,000)	–	(15,956,000)	3,757,000
Fund balances at 1 October 2018		150,826,918	500,924	151,327,842	139,858,284
<b>Fund balances at 30 September 2019</b>		<b>138,481,653</b>	<b>655,824</b>	<b>139,137,477</b>	<b>151,327,842</b>

All of the activities of the charity are classed as continuing.

CONSOLIDATED BALANCE SHEET

	Note	Unrestricted Funds 2019	Restricted Funds 2019	Total Funds 2019	Total Funds 2018
		£	£	£	£
<b>Fixed assets</b>					
Tangible fixed assets	9	189,977,492	–	189,977,492	189,922,516
Investments	9a	8,626,410	–	8,626,410	8,626,410
Long term loans advanced	12	2,775,554	–	2,775,554	793,528
		<b>201,379,456</b>	<b>0</b>	<b>201,379,456</b>	<b>199,342,453</b>
<b>Current assets</b>					
Stocks	10	27,754	–	27,754	43,431
Debtors	11	2,795,812	–	2,795,812	1,857,585
Cash at bank and in hand	13	16,720,697	655,824	17,376,521	21,469,790
		<b>19,544,262</b>	<b>655,824</b>	<b>20,200,086</b>	<b>23,370,806</b>
<b>Current liabilities</b>					
Creditors	14	1,281,759	–	1,281,759	1,345,951
Current portion on long term loans	15	2,740,000	–	2,740,000	2,740,000
		4,021,759	0	4,021,759	4,085,951
Net current assets		15,522,504	655,824	16,178,328	19,284,855
Total assets less current liabilities		216,901,959	655,824	217,557,783	218,627,309
Long term loans received and other liabilities	15	43,064,307	–	43,064,307	48,610,467
Pension obligations		35,356,000	–	35,356,000	18,689,000
		<b>138,481,653</b>	<b>655,824</b>	<b>139,137,477</b>	<b>151,327,842</b>
<b>Reserves</b>					
General reserves		39,664,467	–	39,664,467	30,943,869
Less Pension reserve		(35,356,000)	–	(35,356,000)	(18,689,000)
General free reserves		4,308,467	–	4,308,467	12,254,869
General property reserves	17	134,173,186	–	134,173,186	138,572,049
Restricted funds	16	–	655,824	655,824	500,924
		<b>138,481,653</b>	<b>655,824</b>	<b>139,137,477</b>	<b>151,327,842</b>



CONSOLIDATED CASH  
FLOW STATEMENT

Net cash inflow from operating activities

	Note	Total 2019 £	Total 2018 £
Net cash inflow from operating activities		3,765,635	3,935,561
Adjustments for:			
Depreciation		1,483,869	1,668,054
Interest received		(457,033)	(385,404)
Interest paid		2,470,867	2,594,274
Movement in stock		15,677	(1,384)
Movement in debtors		(938,226)	509,160
Movement in creditors		(64,192)	(96,633)
Non cash movement re Defined Benefit Pension Scheme		711,000	558,000
Profit on disposal of fixed assets		(239,450)	(449,696)
Net cash from operating activities		6,748,146	8,331,932

Cash Flows from investing activities

Purchase of Property, plant and equipment	(2,233,593)	(2,521,158)
Sale of Property, plant and equipment	934,197	1,011,533
Interest received	457,033	385,404
Repayment of loans made	(1,982,026)	150,031
	(2,824,388)	(974,190)

Cash flows from financing activities

Movement in loans	(5,546,160)	(1,832,389)
Interest paid	(2,470,867)	(2,594,274)
	(8,017,027)	(4,426,663)
Change in cash and cash equivalents in the reporting period	(4,093,269)	2,931,078
Cash and cash equivalents at the beginning of the reporting period	21,469,790	18,538,712
Cash and cash equivalents at the end of the reporting period	17,376,521	21,469,790

NOTES TO THE  
FINANCIAL STATEMENTS

1. Activities for generating income

	Note	Total 2019 £	Total 2018 £
1. Voluntary Income			
General Gifts and Offerings		19,849,860	21,426,897
Gift Aid donations and tax rebate		22,373,756	21,693,101
Designated gifts and offerings		2,496,694	2,593,900
Legacies		420,402	766,578
Grants received	1a	1,798,792	1,455,166
Other donations		1,927,606	40,954
		48,867,110	47,976,596

Included with Voluntary income is £2,140,014 which relates to resticted funds (2018: £2,086,326).

1a. Grants received  
Grants received from external sources during the year to 30 September 2019 and for the year to 30 September 2018, are included under income. We welcome and appreciate the support from the various grant makers and while the individual amounts are of considerable import to the relevant individual activity, the number involved renders it impracticable to list donors in detail. Branch reports contain more detail.

2. Income from ancillary programs

Hire of premises		3,192,780	3,071,939
Church Seminars etc		2,149,518	2,292,537
Ministry and Skills training		2,316,667	2,484,418
Coffee shops		606,760	489,083
Bookrooms		139,971	133,890
Charity shops		487,544	559,508
Community Programs		2,032,323	1,924,023
Childcare programs		6,744,914	6,942,644
Nursing Homes		3,196,403	3,036,761
Other ancillary activities		187,782	139,203
		21,054,662	21,074,006

6a. Expenditure Summary by Costs

Personnel costs	8	33,827,843	31,736,522
UK Events and ministry programs		8,612,152	9,090,963
UK ancillary and community programs	6c	2,891,813	3,261,274
Overseas ministry		1,769,647	1,835,919
Training and development		338,626	299,898
Literature and material		270,748	280,868
Premises costs		8,782,185	8,764,897
Utilities costs		1,878,141	2,004,853
Equipment costs		1,825,346	1,722,545
Office and administration costs		1,550,283	1,683,846
Grants Made	6d	1,480,176	1,885,181
Governance costs		1,273,118	1,132,439
Interest Costs		2,470,867	2,594,274
		66,970,944	66,293,477.47



	Total 2019	Total 2018
	£	£
6c. Expenditure re Ancillary Programs		
Church Seminars etc	143,945	462,085
Ministry and Skills training	119,041	133,164
Coffee shops	611,893	297,953
Bookrooms	98,310	20,796
Charity shops	272,569	209,524
Childcare programs	5,597,401	5,528,632
Community Programs	1,757,724	1,525,227
Nursing Homes	3,250,193	3,213,626
	11,851,076	11,391,007

6d. Grants Made

Individuals	616,611	558,559
Other ministries and institutions	347,108	785,872
Other charities	516,457	540,750
	1,480,176	1,885,181

7. Governance costs

Central and Regional Salaries	1,633,312	1,623,495
Central office premises	12,436	145,942
Central Equipment	100,584	108,911
Central administration costs	218,478	268,962
Principal auditor fee	126,029	118,823
Consultancy fees	721	41,780
Legal and advisory fees	1,098,278	938,153
Trustee and management committees	48,090	33,682
	3,237,928	3,279,748

9. Tangible Fixed Assets

	Freehold property & leasehold improvements	Assets in the course of Construction	Fixtures, fittings & equipment	Total 2019
	£	£	£	£
Cost as at 30 September 2018	206,014,770	–	4,617,541	210,632,312
Additions	2,104,758	–	128,834	2,233,593
Transfer to Investments	–	–	–	–
Disposals	(694,747)	–	–	(694,747)
Cost as at 30 September 2019	207,424,782	0	4,746,376	212,171,157
Accumulated depreciation as at 30 September 2018	16,607,881	–	4,101,915	20,709,796
Charge in the year	1,394,233	–	89,636	1,483,869
Depreciation on disposals	–	–	–	–
Accumulated depreciation as at 30 September 2019	18,002,114	0	4,191,551	22,193,665
Net book value at 30 September 2019	189,422,667	0	554,825	189,977,492
Net book value at 30 September 2018	189,406,889	0	515,627	189,922,516

	Central Funds 2019	Churches 2019	Total 2019	Total 2018
	£	£	£	£
15. Long term loans received				
Unsecured liabilities:-				
Amounts due to other trusts	181,212	–	181,212	1,651,720
Amounts due to individuals	248,472	786,499	1,034,970	1,787,985
Amounts repayable within one year	–	(890,000)	(890,000)	(890,000)
	429,684	(103,501)	326,182	2,549,705
Secured liabilities:-				
Bank loans (b)	44,588,124	–	44,588,124	47,910,762
Bank loan portion payable within one year	(1,850,000)	–	(1,850,000)	(1,850,000)
Individual loan portion payable within one year	–	–	–	–
Total Long Term Loans	43,167,808	(103,501)	43,064,307	48,610,467

Bank loan projected repayments

Within one year	1,850,000	1,850,000
After one and within two years	3,000,000	3,000,000
After two and within five years	7,000,000	7,000,000
After five years	32,738,124	36,060,762
	44,588,124	47,910,762

Bank loans are secured by charges on certain properties of the Alliance. £27.25m is provided by Lloyds as a Fixed Rate loan. The balance of the bank facilities is provided at LIBOR related rates by Lloyds and RBS and is being repaid over an agreed 15 year term by 2028.

CONTINGENT LIABILITIES

There are no contingent liabilities (2018 – £nil)

CAPITAL COMMITMENTS

The Alliance has no major capital commitments other than for church building projects contracted as at 30 September 2019.

The residual contract balance is approximately £1.4 million.

OPERATING LEASES

The Churches utilise non-cancellable operating leases which does impose a commitment on the Charity. These operating leases largely consist of office equipment and rental commitments.

Operating leases are charged to the Profit and Loss account on a straight line basis over the lease term.

PENSIONS

The charity operates a defined benefit occupational pension scheme, the Elim Ministers’ Pension Fund to provide retirement benefits for its current and previous employees.

A full actuarial valuation was carried out as at 31 December 2015.

The scheme is funded by payment of contributions from the Alliance to a trustee administered fund (members are not required to contribute).

Benefits are built up in the scheme during the year on a ‘final salary’ basis, whereby the associated pension benefits are calculated with reference to a member’s Final Pensionable Salary at the time they leave service or retire.

	2019 £000s	2018 £000s	2017 £000s
Historical disclosures			
Defined benefit obligation	(73,151)	(55,529)	1,651,720
Scheme assets	37,795	36,840	35,713
Deficit	(35,356)	(18,689)	(21,888)





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ELIM Foursquare Gospel Alliance, a charity registered in England and Wales with charity number 251549 and in Scotland with charity number SC037754, whose registered office is ELIM International Centre, De Walden Road, West Malvern, Worcestershire WR14 4DF