

MOVEMENT
ON

MISSION

Annual
Review
2018



51,034 Average weekly church service attendance

647 Churches UK & Ireland

318,875 Adult church members overseas

4,143 Elim or Elim affiliated churches overseas

755 Active UK Ministers

102 Ministers in Training

5,700+ Men, women and young people connected with regional and national events

700,000+ Impacted by Elim Sound

41,993 Elim Sound average reach per month

60 Attended Global Leaders Summit

56 Nations where Elim is represented

Welcome to the Annual Review for the Elim Pentecostal Church



ONE global missional movement with **four strategic priorities:**

DISCIPLES – ONE FAMILY WORKING TOGETHER to unlock maturity in our diverse people so that every person is equipped to share the gospel of Jesus Christ with everyone they meet.

CHURCHES – ONE UNITED CHURCH WORKING TOGETHER to leverage our shared story, maximising our ability to plant new and reproductive churches, and the gospel of Jesus Christ with all people from all nations.

LEADERS – ONE DYNAMIC NETWORK OF EMPOWERED AND SURRENDERED LEADERS WORKING TOGETHER and set apart for the gospel of God, serving in every sphere of business, politics, community and church life.

NATIONS – ONE GLOBAL NETWORK OF LEADERS AND CHURCHES WORKING TOGETHER to reach all nations and make Jesus Christ known to the ends of the earth.

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The Elim movement represents a global network of 647 churches in the UK and Ireland, and 4,143 Elim or Elim affiliated churches overseas.

We have one shared global vision to plant the transformational gospel of Jesus Christ in every generation, race, gender, nation and community throughout the world. We are on an accelerated journey of discovering the breadth of Elim's international influence, with many of our churches serving multi-cultural congregations in their local communities.

We are searching for a new generation of leaders who have the maturity and marketplace skillset to develop and disciple others in a shifting cultural landscape. We are seeking to discern how we can make radical, outward-looking followers of Jesus Christ who are mature and resilient in their faith, and tough enough to stand for the gospel where they are called to serve.

There is a power in working together and leveraging our sense of family and shared story. God specialises in using the stories of real people encountering God in real places in business, community, politics and in whatever sphere of influence they find themselves.

We are challenged by an urge to advance God's Kingdom, and we share a passion to make a difference. We want to nurture leaders and volunteers who are harvest visionaries, soaked in expectancy for those God is pursuing in our communities and our world. We can only do this if we continue in personal encounters with the Holy Spirit which are truly transformational.

Elim people are scattered in every sphere and strata of wider society. Together, they form a movement of Christ-centred, creative and compassionate churches, and passionate and dedicated people whose personal faith has become the catalyst for reaching out to others. Jesus Christ is good news. We want His Church to be good news too.

We believe that there are no cultural, racial, or gender barriers to the gospel; we are defined by the wholeness of what God enables us to be. Jesus calls us into new territory, empowered by His Holy Spirit, sharing our lives and resources, and putting ourselves out for others to see our communities and nation transformed.

– CHRIS CARTWRIGHT, GENERAL SUPERINTENDENT



ELIM PENTECOSTAL

At the time of writing, I have been in post as Executive Director for six months. Each day I am reminded of the privilege that I have to use my extensive management experience to serve the National Leadership Team and the wider Movement in this way.

The landscape within which Elim Foursquare Gospel Alliance 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. As one of the UK's largest charities, we are required to review and re-align our processes, strategies and reporting procedures to become future fit.

The first few months in post were invariably focused on listening to the staff, conducting a forensic reconnaissance of the strategic and administrative operations at Elim International Centre to identify the gaps and associated risks. The outcome has established the organisational priorities for the next two to three years working collaboratively with the National Leadership Team and EIC colleagues to provide sustainable solutions.

The key pieces of work initiated over the last six months include:

- Re-designating an existing job role to employ a GDPR and Data Protection Officer (DPO). The DPO heads up a dedicated team to ensure GDPR compliance and data protection at EIC and across the Movement.
- Collaborating with staff to ensure that EIC is an excellent working environment and one where individuals, their work and their contribution to Elim's mission and vision are valued.
- Working closely with the Audit and Governance Committee in establishing and implementing processes and procedures to ensure probity in all aspects of EIC finance.
- Working with the National Safeguarding Lead to develop and draft a comprehensive three-year Safeguarding Strategy, inclusive of policies and procedures which will be rolled out across the Movement.
- Working and collaborating with key stakeholders to ensure that EFGA has the sustainable legal infrastructure to continue and advance its mission within and beyond UK borders.
- Working with the Human Resources Manager to evaluate existing policies and draft new policies to ensure compliance with current legislation across the Movement.

None of the above areas could be progressed without the hard work of the staff based at EIC and external committee members: it is a pleasure to work alongside such dedicated and committed individuals. Our desire is to ensure that the work of EIC serves our ministers and ministries and facilitates them to further the work of God's kingdom

**- OLIVIA AMARTEI,
EXECUTIVE DIRECTOR**

ONE MOVEMENT: ONE MISSION

We have a shared conviction that Elim is called to a future of more intentional global mission together with leaders, churches and ministries, empowering each other to plant the gospel of Jesus Christ in a relevant way wherever we are, making Jesus known to the ends of the earth.



ANNUAL REVIEW 2018

ONE COLLECTIVE VISION fuelled by personal transformation

In a rapidly shifting culture, it is time to leverage our shared story and experience as the family of God, advancing the Kingdom by personally declaring His Lordship over us, and collaborating across the movement to share the gospel with people from every race, gender, age, and background, embedded in diverse communities across the globe.



ONE GLOBAL CHURCH reaching people from all nations

There is a stirring for Elim to deliver a global message of hope through our shared confession that Jesus Christ is Lord, and our personal commitment to nurture and grow His universal family where we are in our unique communities, towns and cities in the UK and overseas. We are working together to break down every barrier to minister to all people from all nations at a local, national and international level.

NATIONAL LEADERSHIP TEAM

A disciple -making revolution

ONE family of authentic people embedded in unique communities, working together...

... to gather, recruit and equip a network of positive 'disciplers', with a shared confession that Jesus Christ is Lord, and a personal commitment to advance the Kingdom and make more life-long disciples.

Discipleship is not just a course, it is about establishing a pathway to unlock maturity in our churches, making greenhouses of grace, spaces to intensify growth, accelerated by the power of the Holy Spirit.

“**Disciple-makers are people who get to follow the works, words, ways and wounds of Jesus. He made disciples by sharing His life with people. We don't need spiritual superstars even though big speakers play their part. We need to put disciple-making in the hands of ordinary people, so that everyone gets to join in. Discipleship happens best in the context of mission and is about living the life Jesus would, if He were you. A disciple recognises the Lordship of Jesus, moving from unbelief to faith in every area of life.**”

DARREN AND JACKY JOHNSON,
KING'S CHURCH WARRINGTON



Evangelism

127

Talks delivered by the REACH team across the church network

100

Discrete groups registered for the Evangelism Academy online

85

Evangelism mentoring meetings and leadership one-to-ones

40

Attended the Elim Evangelists' Conference

20

Equipping talks recorded with a live audience (Sept. 2017 – July 2018)

5

Regional 'Engage' training days on friendship evangelism

35

Hours of REACH team lectures at Regents Theological College

2

One day training events for church planters

Youth

2000+

We are called to be a family of pioneers and have postured ourselves to be ready for change and adventure. We are in a missionary position in the UK, and the missionary group for Limitless, our national youth ministry, is Generation Z, many of whom do not even have a memory of the gospel.

Generation Z will naturally seek out a community or tribe they can belong to and, whether they find it online, at school, or in their wider communities, this can be the primary influence in their lives. This is why our priority is to create hospitable, engaging youth ministries that can deliver the gospel message in a language and family culture the next generation can understand and relate to.

The Gathering

- 56** Young people responded to the gospel
- 40** Made first time commitments
- 16** Made recommitments
- 1207** Attended

Limitless Festival

- 717** Attended
- 103** Young people responded to the gospel
- 55** Made first time commitments
- 48** Made recommitments

Limitless Pioneers

- 41** Local Limitless youth groups
- 6** New youth ministries started

Regional Youth Events

- 477** Attended
- 26** First time commitments

Men

1000+

- 50** Attended MPower Experience S.U.R.V.I.V.A.L
- 800** Signed up to Online Devotionals
- 130** UK men's regular church groups

In a generation where the shape of the traditional family unit is changing, and many young men have not been brought up with traditional male role models, we are collaborating across the church network to seek out 'fathers in the gospel' who can mentor the younger generation.

We have found the biggest question from men under 23 is 'What does it mean to be a man and be a Christian in the 21st Century?'

This is why our men's ministry, MPower, aims to encourage men of all ages to get together throughout the movement, meeting outside the man-made confines of church in places where they can make connections, be real about their challenges and opportunities, and be consistent, authentic role models in the faith.

Women

2700+

- 4** New National Team Members
- 2000+** Attended Regional Meetings in Manchester, Ilford, Newcastle, Glasgow, Cardiff, Northampton, Ireland
- 130+** Attended the National Conference
- 600+** UK women's church groups

Aspire, our national women's ministry, aims to reach women where they are, encouraging them to be key influencers in their workplaces, families, ministries and wider communities. This year we encouraged our women to 'Be Still' and to have that confidence in who our God is. Just like Moses had a tent of meeting, we have been encouraging the women to get that alone time with God.

Our Young Aspire team has injected a fresh buzz and excitement with their passion to learn, serve and invest in the next generation, culminating in organising 'Fierce', their first national conference in March 2018.

A new regional conference 'Brave' in Plymouth will be launched in 2019, and 'Dare' in Northampton and 'Breathe' in Ireland have just come under the Aspire umbrella.

Limitless Pioneers

"Our youth ministry went from 2 to 15 young people through Limitless Pioneers and it was the impetus we needed to start the fire. Our church meets in a school and a big thing was meeting young people on their territory, where they feel safe. Jamie Price from Limitless made connections with the high school's pastoral team and got involved in

one-to-one mentoring with students. This eventually led to us launching a mid-week youth group, building trust, and out of the overflow of that, making spiritual progress with some attending on a Sunday. People love seeing young people come into the church and get engaged and involved with what is happening. Also, our own youth leaders have been trained up by

Jamie for the task they need to do and now feel tapped into Elim and part of the wider vision. Input from Limitless has given our team the confidence that they can reach young people; we are sowing the seeds and are now seeing a harvest."

- JOHN MARTIN, STRATFORD ELIM



Six new youth ministries were started in Broadstairs, Gatley (Manchester), Cannock, Great Barr (Birmingham), Stratford-Upon-Avon and Porth. We have begun working with a further four locations in Ellesmere Port, Wembley, Ludlow and Evesham.

Aspire

2000+ Attend regional Aspire meetings

"As I continued to enjoy the weekend, I became more certain God was preparing something miraculous. On Sunday morning, as Avril, Julia and I walked up the steep path to the theatre chatting about the weekend, Julia said to me that during a time of prayer the Aspire team sought God for a supernatural healing for me. Thinking to myself how blessed I was that these amazing women would think to pray for me, I reached the door. I was standing level, on both feet, something I hadn't done for almost a year, since my hip replacement surgery didn't quite go to plan. I tried testing it, walking up and down, Avril asked if I was ok as I looked "confused". Boy was I. It was the strangest feeling of confusion, excitement, disbelief, and fear.

Not wanting to say anything till I was certain. You see, there was no blinding light, no laying on of hands or words of healing at that time, but I knew something was different. That moment when I was feeling blessed, someone thought I was worth praying for, was the moment God showed me how worthy He thought I was. Amidst tears of joy I shared how God's Spirit moved upon me as I walked to worship Him that morning. An answer to the obedient prayers of righteous women."

- LINDA E MILLS, ASPIRE NATIONAL CONFERENCE



"Be still and know that I am God." Psalm 46:10 (NIV)

"Moses' tent was outside the camp for a purpose. We have been inviting women to make time out to be with God a priority in their lives, acknowledging who God is in the stillness; confident to be still and know that the Lord will fight for them - we just need to be still."

MPower

"The MPower weekend in Malvern gave me a fresh perspective on men's ministry. Previously, I was annoyed I only got 96, and not my personal target of 100 men in one event I arranged, but I have learned that it's quality, not quantity, that counts. Men can be very target-driven and are often quite isolated, so they need an environment where they can hang out and be real with each other without the Holy veneer of church life. One key to discipleship is for men to be in relationship with each other

as grandfathers, fathers and sons (what we call "GFS"), and we should formalise this to some degree, so we can mentor the next generation. I organise a monthly men's get together in my church called 'iKEA Church', which stands for 'I Know Everyone At Church', and, whilst eating, we share stories and encourage each other. One guy told us he was about to be made redundant, and I and another guy at the table were able to share our experiences with him. One of the guys I see regularly is my son in the faith,

and he appreciates our relationship because his father is not in church. There are other guys I look up to and want to be like (not just when I am a grandfather but now), and everyone can both make and be disciples. It's all about developing real relationships, encouraging men to be bold about their faith in their workplaces, bouncing off each other and living out what we believe every day."

MICHAEL WILLIAMS, ALL NATIONS CHRISTIAN CENTRE, READING ELIM

“Even if you had ten thousand guardians in Christ, you do not have many fathers, for in Christ Jesus I became your father through the gospel. Therefore I urge you to imitate me.”

1 CORINTHIANS 4:15-16 (NIV)



Who does your heart break for and who are you passionate about reaching?

ONE united church, leveraging our sense of family and shared experience, working together

... to cultivate strong, healthy reproductive expressions of church, and effective mission and ministry for all people from every nation at a local, regional and national level.

Staying strong and planting out

"Three or four years ago I couldn't have foreseen us having a multi-site church. The only model I knew was to build a bigger building, but you have to be flexible and keep the main mission in mind. It takes an openness to reach more people, evaluating what you are doing, and experimenting and changing when you plant another church in a new location. You might have to change what you have done in the past to spread the good news and grow. At the start of the year, some of the people we reached out to were atheists, but they are now serving in church. It's also an incredible joy to see so many leaders developing as we plant churches, sharing resources and strengthening each other."

- LEON EVANS,
LEAD PASTOR, LIFECENTRAL

Seeing the fruit

"My physio is astounded at how much my health has improved since I started going to Lifecentral. My friends say I have a glow about me and I say it's all down to finding God and coming to Lifecentral, Hagley. At the beginning of the year I was still using my wheelchair, but my physio is getting me to stand and walk unaided now. I put this down to God. I was in a wheelchair for 9 years, and physio for 4 - its only in the last year of being a Christian that I have seen such rapid healing."

- RUTH, LIFECENTRAL, HAGLEY

"We came to the first Sunday at Lifecentral Church Rowley because my 8 year-old son saw a flyer and pestered me to go. The service was so powerful I made a decision to follow Jesus that morning. We have both been coming ever since and are growing in our faith... I have a peace which at times I can't explain. We love Sundays at Lifecentral."

- SARAH, LIFECENTRAL ROWLEY REGIS

Churches

Our mission is to resource ONE movement to be the best it can be at evangelism and church planting at a time when the church is more marginalised than ever before in our society. Our role is to help churches to make more disciples in their communities and cause more human flourishing. People have not rejected the gospel, but many simply do not understand it.

Mission-shaped church is accessible to unreligious, unchurched people, but without watering down the gospel message. The flexible structures of many church plants often provide an effective way of doing this. It's about prioritizing people who have never heard the good news. Rather than nurturing a consumerism culture, our churches need to be an outpost of God's Kingdom, as if He were making His appeal through us, and accessible to all people from all nations.

*Number of churches as at 30 September 2018

Churches UK & Ireland *647**

12 Existing pioneer churches

593 Established Elim churches

42 Existing branch churches

Community *+10,000*

64 Providing childcare provision

126 Churches with community projects

19 Charity shops

73 Cafes

52 Bookshops

17 Nurseries

Resources *+62,000*

10,000 'Big Yes, Little Yes, Healthy Maybe' booklets to be printed

40,000 Big Welcome booklets printed

12,000 'A Chance to Discover Christmas' booklets distributed

Worship

300,000+ Streams: Spotify, Apple Music, other

39,578 Social Media: Reached

2,414 Website: Views per month

450+ National Conference: England, Ireland, Scotland, Wales

7,500 Worship leading: Led in worship

103 School of Worship: Equipped at SOW

49,345 Video Views: Views

41,993 Average Reach: Per month

100+ Regional events: Scotland, North East, North West

1,000+ Albums: Sold

This year we have seen an outworking of our vision to unearth the sound, song and story of ONE global movement. Our material has been viewed in over 193 nations and we held our first ever International School of Worship Conference in January 2018, hosting worship leaders from Brazil, Chile, Spain, India and Ireland.

Where there is unity God commands a blessing and we are choosing unity, collaborating with people from all nations to think strategically about how they might develop national training programmes for worship leaders across the globe to see His Kingdom come. Other global trips for Elim Sound in 2019 include India, the Philippines, Brazil, and Kenya.

ONE CD

- 633 sold 100+ involved
- 28 writers 90 song ideas
15 songs from 19 writers
13 lead vocalists 40 in the choir

CCLI TOP 5 ELIM SOUND SONGS

- No Longer I
- You Found Me
- Trust In The Lord
- I Lay It At Your Feet
- Sound Of Hope

PUBLISHING SONGS FOR

- Southville
- Suzanne Hanna

LIVE WORSHIP LEADING EVENTS

- Renewal
- Spring Harvest
- Elim Leaders Summit
- Elim Global Conference
- Aspire
- Rivercamp



Lifecentral

"The inspiration for us to church plant came when our church auditorium burnt down in 2015. We had a heart to reach more people, to help them to find and follow Jesus, and God used the fire to direct us to invest in our local communities. I prayer-walked the local area in Hagley, and dreamed about a multi-site model, staying strong in Halesowen but planting out. Our first location was in Hagley; we started with 30 people and now average around 90. Our other locations include Rowley Regis and Halesowen and, through church planting, we have been able to reach up to 700 people on a Sunday. We are mostly reaching de-churched and unchurched people. Our heart is to be both attractional and missional as we think Jesus was both! We have many community touch points including a weekly litter pick to get to know people, youth clubs, parents and toddlers mornings, and significantly people invite their friends and family. People in church have gone from passengers to contributors, finding a new lease of life and faith. We are one church with different locations, resourcing, strengthening and encouraging each other. So many smaller churches can feel isolated so maybe we need to do things differently? The REACH department gave us a grant of £5000 to help us buy equipment for Hagley which was a great help. Planting takes hard work but "dreams don't work if you don't."

- LEON EVANS,
LEAD PASTOR, LIFECENTRAL CHURCH

700 Reached across locations on a Sunday

Burslem Elim

"We have become a beacon of light in our area, known as a multi-national church, with people from over 20 different nations represented in our 100 regular attendees. This came out of our initial work with asylum seekers and the involvement of our volunteers in The Burslem Jubilee Project which won a Queen's Award last year. Among the 20 nationalities we attract are those from Iran, Hungary, Taiwan, Sri Lanka and Africa, and we have learned to understand the cultural differences, but recognise that we are one in Christ. My sermons are translated every week on the screen into Farsi, one of the Iranian languages, so that everyone can receive the core message on a Sunday, and we are starting house groups for different languages. We encourage people to pray in their own language, and it's all about celebrating diversity, but knowing we are united together through Christ at the same time. Being a universal church for all nations, worshipping together, is a reflection of the Kingdom of God and our changing society and, in some cases, enables us to reach communities that might not otherwise hear the gospel."

- JIM LOWE, PASTOR,
BURSLEM ELIM



20 Nationalities sharing food, stories and prayer, celebrating their differences but united together as one church - Burslem Elim

National Worship Conference

"I attended the Elim Sound regional conference in November and was beyond blessed. Making the journey across the water with a tribe of Irish worshippers was definitely worth it! I was equipped, resourced and led into beautiful moments of intimate worship. I'm thankful for the Elim Sound core team and how they poured out such wisdom! The Holy Spirit moved amongst us and I'm excited to see the ripple effects of a special weekend across HIS church."

- HANNAH THOMPSON

We dreamed for nine years of being a national drawing point for worshippers across the nation and, with a team of 75 people, saw our vision fulfilled this year with our first national conference. We started with five hours of continuous worship, prayer and ministry, followed by breakout workshops and commissioning. We are now dreaming about what we can believe for, and see come to fruition, over another decade.

ELIM SOUND



450+ Attended national worship conference

School of Worship

"SOW 2018 was a blessing for me and my local congregation here in Cardiff and also the high point of my year in 2018. I have been able to learn, develop and improve my skills in music as well as

experiencing and operating in a new level in worship ministry (Prophetic) and my relationship with God. Thank You."

- KENNEDY DOSOMAH



King's Church Warrington

160 Connected with new base of King's Church in primary school

"We encourage each disciple of Jesus to think about who their heart breaks for and who they are passionate about reaching. It is about people being ambassadors where He has called them to be, and we try to equip them to build a team and sense of family together, balancing the mission with an element of prayer and fasting, eating together, and living a shared life reaching out to particular interest groups in diverse places. Instead of just thinking about how we can get people to come to us, we are also thinking about how we can get our people to go out. We have developed missional communities that work on mission together. While we still meet for a Sunday celebration, our missional communities are released to set their own rhythm of meeting together mid-week, praying, fasting and worshipping. They are then encouraged to connect with people who are not Christians. Once you get out and engage with the wider

community, you find that God is already at work; we are just joining in with what He is already doing. A missional community reaching out to a housing estate might eat, pray together and then go out on mission. They are open to the prophetic and, an example of this is that, when out on mission, someone felt they had a word from God for a specific street and house number. The lady who lived there was receptive and came to church for the first-time last week. One Life and Resonate missional communities started to collaborate and have planted a new base of King's Church in a local primary school, holding a Sunday service there. Around 160 guests have connected over the last six months, linking education and spiritual concepts with family-based craft activities. Every half term we have a SENT day when our missional communities go out to serve their local communities. An example of this would be Green



Pastures missional community that organised free canoeing on the river and gave their testimony. One of our most encouraging days was when we baptised six people at a local primary school from one of our missional communities. Within six weeks, two of these people had led people to God themselves."

- DARREN AND JACKY JOHNSON, PASTORS, KING'S CHURCH WARRINGTON



Lift the Lid

"Many teachers have limited resources, limited training and limited time to teach Christianity, so our children's worker started to put interactive boxes together to support teachers on key syllabus themes such as creation, Christmas and Easter, also covering topics like evil and suffering, and personal identity. These were initially delivered to over 40 schools in North Yorkshire and were designed around the Education Authority curriculum. The plastic boxes include quizzes, story sheets, Q-cards and dressing up clothes for juniors, to make them as user-friendly as possible for teachers to use. We even made a crown of thorns and sent these out in the boxes to prompt discussion around Easter. The 'Lift the Lid' project was launched nationally this year with different types of boxes available for secondary and primary schools, as well as Christmas and Easter Experience

boxes. One Yorkshire church had no children's work, so they took the boxes into their local school and now put on the Christmas and Easter experience in their church building every year, and now have many openings to school assemblies. At Elim Ryedale we aspire to be a church for all generations, passing on our experience of God to the generations below us. Two thirds of the population have no interest in church, but our challenge is to engage with them. We must do this in our daily lives, showing people the relevance of Christianity, being a follower of Jesus and finding followers. We also recognise the need to be empowered by the Holy Spirit. It's about picking up the mantle of George Jeffreys and many other Pentecostal pioneers, making their experience real in this day and age."

- MALCOLM DYER, PASTOR, ELIM RYEDALE

40 Interactive boxes delivered to schools in North Yorkshire – now nationally



Making disciples is not a course, it's a lifestyle. We can all be the answer in our daily lives, having a heart for those who don't know Jesus and a life of following Him. That's the journey we are on as a church this year.

ELIM RYEDALE

26 Years and 8 months as a chaplain – Ann Stevenson receives distinguished service award – Sandwell and West Birmingham NHS Trust.

"Chaplaincy gives you the opportunity to be the arms and legs of Jesus, an incarnation of the love of God, standing with someone who needs His love and care in desperate situations when they are hurting and in pain. It's our job to love them, no matter what they are like, and not to give up on them. Chaplains need to be compassionate people, not easily shocked, resilient and resourceful, and there has been a real resurgence of chaplaincy over the past four or five years. I once sat listening to a woman on a cancer ward who was scared to leave her 15 year-old daughter. I came off the ward and cried and told God that I couldn't do it anymore. He said, "No you can't do it, but I can." That's when I realised I wasn't doing this in my own strength. A chaplain is someone who carries the presence of God, bringing peace and comfort, and a calmness in the midst of panic. It's not wrong to prepare people for death or pray for healing, but you should do it in a tender, sensitive way."

- ANN STEVENSON

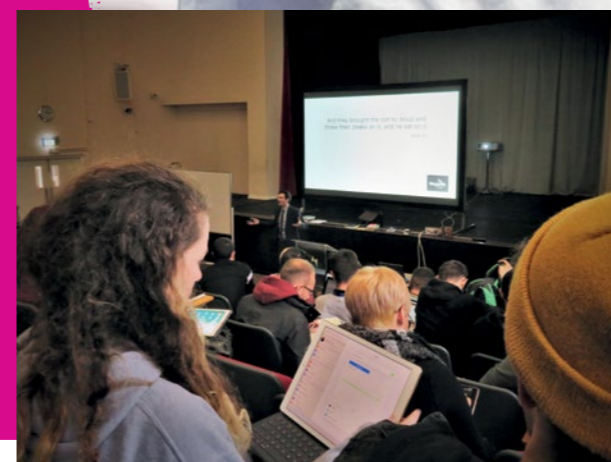


“Paul, a servant of Christ Jesus, called to be an apostle and set apart for the gospel of God...”

Romans 1:1 (NIV)

ONE dynamic network of empowered, surrendered leaders working together...

... and set apart for the gospel of God, embracing men and women of every age, background and race, who are unreservedly committed to the cause of Christ, embedded, and serving, in every spectrum of church, business, and community.



During 2017-18 Regents Theological College prepared for its Higher Education Review visit from the HE Quality Assurance Agency. The outcomes received were very positive in meeting the Higher Education academic standard benchmarks required. In addition, the review panel noted three areas of good practice along with two affirmations. The inspection was followed up by a QAA monitoring visit in November 2017 when we were commended for action being taken as a result of the review.

No Christian leader can win a town or city on their own. The greatest resource church has is the people that gather in our buildings who are embedded in places that a minister could not reach. The catalyst for multiplication of the Kingdom is the need to equip, resource and empower these people through all their challenges and difficulties, seeing the potential in every person.

Ministry theological training

Over 100 new students enrolled to Regents this year to embark on their theological training. Many with a view towards Elim ministry and leadership, others seeking to be Kingdom leaders beyond the church walls. It has been so exciting to see this growth as God is calling leaders to serve with Elim.

MIT three year training

This year we have sought to create a clear three-year training programme for Ministers in Training (MITs), and have developed an online training portal that MITs can use to access course material. We have also developed a new two-day ministry selection process.

Ministers' wellbeing

A discussion document was created, and a movement-wide consultation took place to inform and develop the guidelines for sabbatical leave. Other working groups considered the use of social media and online platforms, and how best to prepare ministers for retirement.

755 Ministers

We aim to discover, develop and deploy new generations of transformational leaders across Elim, willing to work collaboratively and united in the purpose of one movement, and one mission. Being united means ministers should be looking to see how they can resource and offer practical support to each other, with the stronger churches helping those in a weaker position.

It takes a passion and commitment to build transformational communities that can affect the spiritual landscape of our nation. Ministry is not just pastoring and preaching. Ministers need to be informed and theologically aware of current issues, as well as be able to manage people, resources and compliance. Our leaders must have a strong biblical framework for the world we live in today.

MITs

35 Average age of MIT interview candidates

81 Male

21 Female

39 Accepted as MITs after interview

9 MIT applicants who studied at Regents in last 3 years

Ministers

90 Attended Exploring the Elim Ministry Seminar

419 Age range of ministers 50-65

295 Age range of ministers 30-49

18 Age range of ministers 18-29

30 Ministers involved in working groups

45 Interviewed for Elim ministry

635 Active male ministers

120 Active female ministers

50 Attended Ministry Foundation Course

Training

30 Church Leadership Academy: People attended

29 School of Worship students

200 Benefitting from Coaching

25 Coaching Academy

280 Students at Regents Theological College

120 Leaders actively engaged in life-long learning

130-155 Young Leaders at Leaders Summit per day

116 Limitless Leaders

218 Limitless Oxygen

30 SOW at Limitless Festival

Graduate class 2017/18

12 Masters degrees

29 Under graduate honours degrees

6 First class undergraduate honours

We are aiming to produce servant leaders marked with humility, who are willing to lay down their own agenda and individual fame to achieve a bigger team goal. We have re-written the curriculum so we can offer more practical, genuinely applied theology training covering how a leader's understanding of God affects them, their world and their ministry. We are exploring the definition of ministry to encompass every sphere of life including education,

LIFE-LONG LEARNING

We are recognising the need to develop leaders for all areas of life, enabling and equipping those working in churches and the public sector. Among the issues covered this year were safeguarding, and "pastoring in the public square" in partnership with the Evangelical Alliance. Social media training was also provided in a series of four one hour webinars.

ELIM THEOLOGICAL CONFERENCE

The 'Theological Conference' held in 2019 investigated many of the hard questions about identity, gender, technology and freedom-seeking to provide a safe space for discussion and robust thinking in many of these key areas.

COACHING ACADEMY

"The Coaching Academy gave a good overview and introduction to coaching as a tool and as something I could personally benefit from. We offer 1-2-1 coaching to each student, as part of the School of Worship which has been oversubscribed for the past 3 years, meaning a lot of students to practice on! Many students have seen positive change as a direct result of their coaching session, and it has contributed to the overall success of School of Worship."

- SAM BLAKE, ELIM SOUND

Retirement Working Group

50th
Anniversary
of starting in
ministry in 1968

"Generally retired ministers have imprinted in them the DNA of what Elim has always been, firmly rooted in evangelism and baptism of the Holy Spirit. It is valuable for us to share our experience with younger ministers, but we also need to recognise that church life has changed. We need to embrace the new style of church, encouraging those in ministry to be moving forward. We know that leaders will get set-backs because ministry isn't easy, but we can be there to support the up-coming generation and be available to talk things through. I have been fortunate to stay in the church where I was the former Senior Pastor, able to meet

up with the current pastoral team to listen and pray. I preach three or four times a year at BCC Leeds as well as in other Elim churches, but you have to be careful as a retired minister that your style fits with the flow of the new culture. I am also involved with prayer ministry and visiting. Retired ministers can offer helpful ideas and experience and, after giving most of their lives to Elim, they largely still feel part of the family. I thank God that Elim has given me 45 years of opportunity to minister, and I would always want the best for the movement. The Retirement Working Group was set up to prepare ministers for retirement as they make decisions

about pensions, where they are going to live, where they will worship, and what role they might have. Some ministers may feel at a loss in their retirement and need extra support. This year marked the 50th anniversary since we started in ministry in 1968, and we went away for a weekend with other ministers who started at the same time as us to celebrate. Elim is the church God has called me to, and it still has something to bring to the nation."

**- LIONEL CURRIE
(FORMER SENIOR PASTOR, BRIDGE
COMMUNITY CHURCH.)**



Servant Leaders

"When we came to Regents, we wanted to see what God could do with us behind the scenes. In our church in Leigh-on-Sea, our pastors always taught us that leadership is about being servant-hearted, and being prepared to do any job, not just the speaking and up-front roles. We are not up-front people, but we just feel God is giving us skills and preparing our hearts to serve Him. We both started a three-year Theology degree on the Church Leadership Track and, during the first year, we joined the tech and worship teams. We donned high-visibility jackets to help with bonfire night, and also served during the Regents graduation ceremony, hosting and directing people. We went on a mission trip to Spain with the Elim Missions team in February 2018 where we served in a church in Benalmadena, prayer-walking and helping with a youth event. A week after we came back from Spain Caleb, our first baby, arrived and we had to step back for a while. We kept on studying with two more modules to complete. During our second year, when we did context learning, we volunteered on



The Gathering welcome team. Going to Regents has opened our eyes to the world of Elim; we are making connections with lecturers, students and the leadership team which is helping us to communicate the vision of Elim at the local level. When we all work together that's when change happens. We are building our understanding of God and how to share who He is with our local community."

**- REBEKAH AND JOSH PURKISS,
RTC STUDENTS**

Discipling

"I started being a part of the worship team at my local church in Huddersfield at the age of 16 and eventually took over leading the worship team at the youth group. I went to Regents at the age of 21 to study Theology on the Church Leadership Track, but open to where God wanted me to be. During the first year I joined the worship team at Regents, going on to lead the whole team by the end of my second year. I then took a step back from up-front worship leading to focus on training other people in worship. It was then that I realised the passion and joy I had in discipling others. In the last two days before I finished at Regents, I heard that a Pastor in Hereford needed a worship leader and, after visiting the church, I went on to start the role in September. It has stretched me, learning about myself and how to interact with other people, and it has expanded my understanding of different



church models and how they work in different contexts. I have also found that people follow you if you have humility, authenticity, determination and discipline – honouring God and obeying His commandments."

**- JOEL SINGLETON,
HOPE CITY CHURCH, HEREFORD.**

**“May God be gracious
make His face shine
may be known on
among all nations.”**

**to us and bless us and
on us so that your ways
earth, your salvation**
Psalm 67:1-2 (NIV)

ONE global network of
leaders and churches
working together to ...

... reach people from all nations, making
Jesus Christ known to the ends of the earth.



Elim Global Advisory Board

This year we launched a Global Advisory Board to dream about the possibility of international mission on a bigger scale. We recognise that we can reach far more people groups and nations by working together with leaders from across the world, than we can on our own. The Advisory Board will be looking at how we can strengthen, resource and encourage Elim movements, partners and churches in other nations to go out and reach the countries around them with the

gospel of Jesus. This will involve training church leaders and planters who can go to nations we have not already reached. Over the next twelve months we will be reviewing how we can develop this sense of unity by bringing accountability and clarity to the global network, developing relationships of mutual trust and a willingness to learn from each other, as well as offering mentoring, leadership and theological training.

Advisory Board members

- Dave Ayling- Coordinator (UK)
- Chris Cartwright (UK)
- Paul Hudson (UK)
- Iain Hesketh (UK)
- Dave Campbell (UK)
- Luke Brough (NZ)
- Boyd Ratnaraja (NZ)
- John McDonough (Paraguay)
- Simon Githigi (Kenya)
- Boureima Diallo (Burkina Faso)
- Bhab Ghale (Nepal)

Adult church members overseas

318,875

Global action

We exist to be disciple makers, making Jesus known across all the earth. Rather than being about personalities or denominations, mission is about responding to a call to be obedient to Jesus and walking in His commands. Elim Global aims to mobilise, inspire and support all those who respond to this call to mission across the globe.

We must unite around what Jesus has asked us to do, and the story of the Vumba Massacre 40 years ago, recognised with a profound sense of emotion, respect and dignity this year through "The Time of Remembrance" memorial, brings clarity to the gospel call, highlighting the reality, power and resilience of the gospel message.

- 20** Mission Academy graduates
- 50** GEMs 2 year training programme Students to complete the course
- 40** Word and Spirit programme hubs launched – Maranatha Ministries Chennai
- 11** New Global Advisory Board Members
- 20+** MPower mission trip to The Village of Hope Estonia Impacted
- 60** Global Leaders Summit Attended
- 7** School of Worship International Attended
- 4,143** Elim or Elim affiliated churches overseas
- 79** Missionaries
- 7** New nations in global network
- 56** Nations where Elim is represented
- 73** Leaders with an Elim Global credential

Total expenditure

£2,150,019

Expenditure Highlights

General Funds

£418,014

Includes: Vumba Garden expenditure, Global Conferences, Gifts to missionaries and their emergency support

Restricted Funds

£67,580

For Elim Relief Appeal

£122,507

Fundraising

£327,282

For approved organisations

Designated- Funds

£141,711

Includes BeFree, BeLoved, BeEquipped, BeChurch

£1,072,925

Missionaries

POUND BY POUND

This year £89,825 was donated by 1,085 supporters. These donations enable us to respond to the unbudgeted needs of our missionaries across the globe, enabling them to continue to have sufficient resources and be educated when there are insufficient other funds available. Our aim is to gain 1000 new £ by £ sponsors over the next 12 months.

GLOBAL LEADERS SUMMIT

60 leaders from every continent came together to share vision and worship in many languages as a biblical expression of the gospel. It was overwhelming for delegates to see that sense of belonging with people from all over the world, sharing strategic direction and heart, making connections to further the Kingdom.

CHURCH PLANTING ACROSS BORDERS

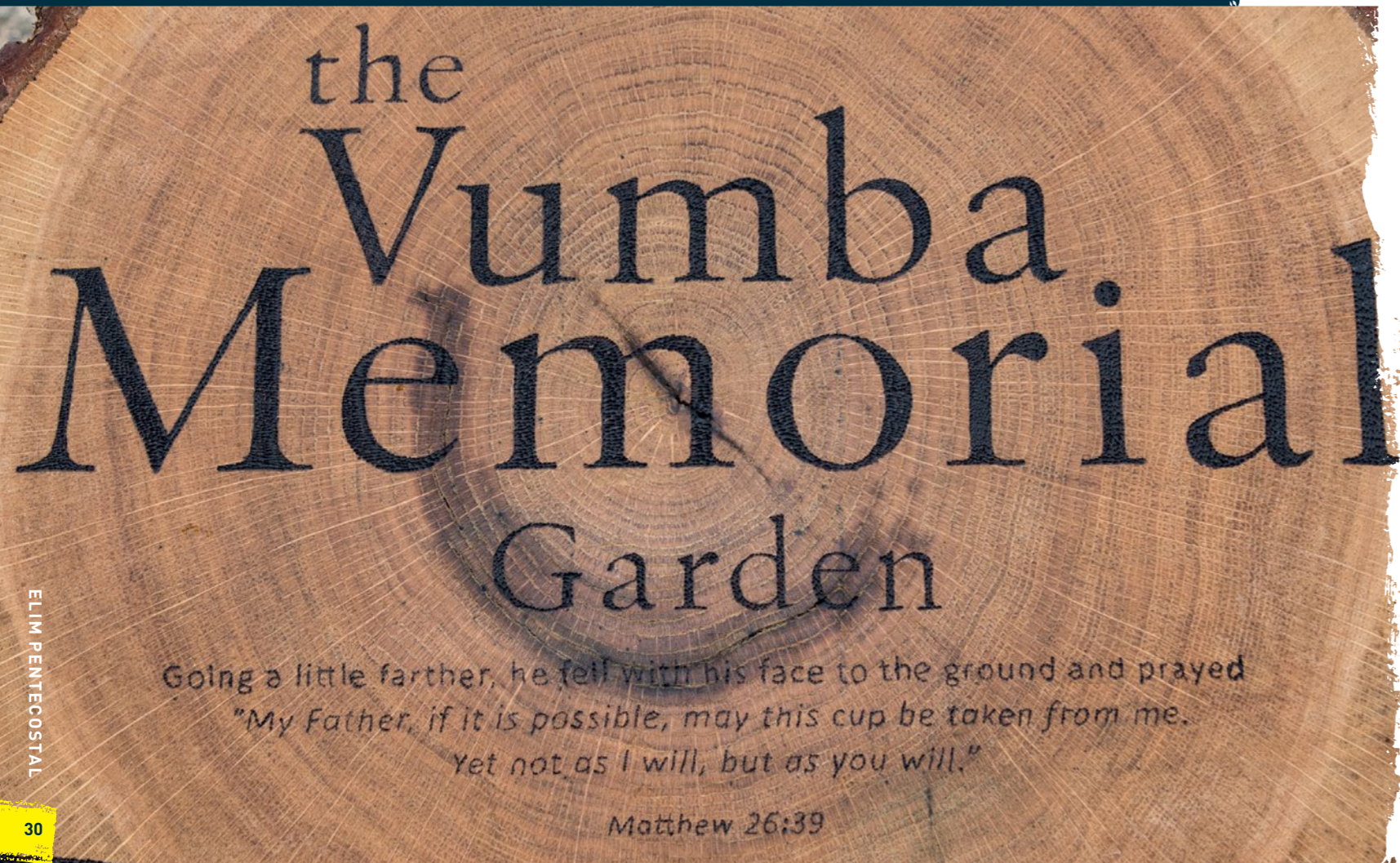
Significant growth has been seen in West Africa among the Fulani people as the church planting programme has spread across national borders. Boureima Diallo, Elim missionary in Burkina Faso, has helped establish churches in Togo, Liberia, and Ghana.

COURSE TRANSLATION

Courses have now been translated into Tamil, Hindu, Urdu, French and Chinese.

ELIM KENYA

Elim Kenya is planning to launch Elim's Word and Spirit training programme for its churches in Kenya and neighbouring countries in English and multi translations.



“ I received my sister’s case 40 years ago but have up until now felt unable to open the case. I am returning home, to go into the attic and locate my precious sister’s case. The Time of Remembrance has helped me to find some closure following my sister’s traumatic death. I have found strength in talking with the other relatives and now we have exchanged contact details, we can continue to support each other.”

ANONYMOUS



40th Anniversary of the massacre as relatives and leaders honour those who died

ANNUAL REVIEW 2018

31

ELIM PENTECOSTAL

ELIM PENTECOSTAL

30

ANNUAL REVIEW 2018

Vumba Memorial

On Friday 23 June 1978 twelve people (eight Elim missionaries and four children) were brutally killed at the Elim Mission station in Northern Rhodesia (now Zimbabwe), and another person died a week later in hospital from their injuries. Since then over 80 Elim churches have grown up in this region of Zimbabwe.

In September 2018, Elim hosted 89 relatives of those who died on the 40th anniversary of the massacre, marked by the opening of the Vumba Memorial Garden to honour the missionaries, located in the grounds of Elim International Centre in Malvern.

“Since losing someone in such a terrible way is rare many people

found it a comfort to be together with others that had been through a similar experience. People told their stories in a rich variety of regional accents, pouring out their hearts in a welter of sorrow, mourning, love and trust. Amazingly there seemed to be no bitterness, no hatred or anger. Although overwhelming at times so many people said how healing they found it both to share with and to listen to others who had this desperately sad experience in common.

“The beautiful Vumba Memorial Garden was opened where each one who was murdered is honoured. Many family members have never had an opportunity to go to Zimbabwe and visit the graves of those they loved

and lost. It is marvellous to have a tangible physical location closer to home where they can come and remember their loved ones. We were grateful for the vision, the thoughtfulness and the sensitivity of the Elim Church Missions Director, Paul Hudson, in bringing this event to pass. Although there was mourning, Paul reminded us that in the awfulness of death it is the resurrection that has the last word for God’s servants. We long to see that hope declared across the world to ‘free those who all their lives were held in slavery by their fear of death.’”

– DR STEPHEN GRIFFITHS, SON OF THE LATE PETER GRIFFITHS, AUTHOR OF ‘THE AXE AND THE TREE’.

Dr Pious Munembe and Pastor Ephraim Satuku presented a marble plaque to Elim, to be placed in the garden. The plaque inscription honours the missionaries who served in Zimbabwe.

“This was only the second time in 40 years that Pastor Ephraim Satuku has been able to share about how he was brutally attacked prior to the Vumba massacre and labelled a traitor because he was a

friend and colleague of the Elim missionaries. Ephraim and his wife found emotional healing and strength from speaking to the families of his friends and colleagues. They had felt guilty for many years that they couldn’t protect their friends, but God ministered to them as they spoke with families and friends at the Time of Remembrance.”

– PASTOR EPHRAIM & MRS WINNIE SATUKU, ELIM PENTECOSTAL CHURCH ZIMBABWE.

“One of the greatest blessings that I received in attending ‘The Time of Remembrance’ was being able to speak with other relatives who had also lost loved ones in the Vumba Massacre. I had always felt quite alone and there was a heaviness within me not having opportunity to talk about my sister. It was a joy for me to also meet my late sister’s in-laws and we had opportunity to talk about Roy and Joyce’s wedding. I believe that the event brought some closure for me and to see the beautiful garden where my sister, her husband and baby daughter will be remembered by all visiting, has helped me as I know I will always have a place to go to where I can remember my dear sister.”

– MRS MARY HOLMES SISTER OF MRS JOYCE LYNN

Global Leaders Summit



60
Leaders from every continent attend global leaders summit

"Was a great time for spiritual awakening through the preaching of God's word, worship and fellowship of the brethren from all parts of the world. It was a new beginning for the ELIM Global family with new networks built and better understanding of the Elim Global history and on-going work around the globe; which I trust gave all of us as partners a new focus in our ministry

as nations and partners. I trust that more such meetings will continue in the future. It is my faith that as a global family, with unity of purpose, we are better placed to extend the Kingdom of God in words and deeds."

- PASTOR SIMON GITHIGI, KENYA

Mpower Estonia

"I joined Mark Lyndon-Jones taking a team to Estonia for a men's conference in Tallin, and to make connections across their network of 35 Pentecostal churches. Estonia's population is 1.3 million but is one of the least evangelised places on the planet, so it was a privilege to minister to the men of their churches. The team split up and went into different churches for Sunday services. We also visited their mercy ministry, 'Village of Hope' where one of the key church leaders built a rehabilitation centre. The scale of the site, the incredible story of faith in God to get it to where it is today, and the remarkable year-long God-centred programme it

runs, certainly impressed the Mpower team. Connections were made with men, churches, senior leaders and ministries in Estonia, so mission accomplished. Short-term mission, I believe, is the greatest discipleship tool there is. People get thrown in at the deep end and learn to expect the unexpected, and this brings rapid discipleship growth. Plans are afoot for a larger UK-wide Mpower team to visit in 2019. The door is wide open to propagating the gospel in one of the least reached nations on earth. Will you join us?"

- ALAN OSBORN, ELIM OASIS CHURCH



School of Worship International

"This was an incredible opportunity to serve our international leaders as we led those who had gathered from around the world in worship. There were some very powerful moments in the worship and prayer where you could tangibly feel the presence of God in the room. A beautiful sense of unity as the sound of the nations was stirred by our attention and focus on the Father, Son and Holy Spirit. Great conversations about future possibilities in the discussion sessions and over the dinner table. We are looking forward to seeing how we can best serve Elim Global in the area of training and equipping."

- SAM BLAKE, ELIM SOUND

As we hosted worship leaders from Chile, Brazil, India, Spain and Northern Ireland, we realised that the power of music is a global language. We are aiming to inspire them to go back to their nations and think strategically about national training for their countries. It's biblical to train one another, but worship side-by-side.

7 International worship leaders hosted



20+
Ministered to at the Village of Hope - Estonia

**“I lift my eyes up to the
my help come from?
Lord, the Maker of**

**mountains – where does
My help comes from the
heaven and earth.”**

Psalm 67:1-2 (NIV)

**ONE family, one
movement, working...**

**...to equip, encourage and enable
prayer across the Elim Movement.**

Sarah Whittleston was appointed this year as the Director for Elim's national prayer ministry, and said:

“My mission is to champion and mobilise life transforming prayer across the movement, re- envisioning what we are called to do in prayer. Prayer has the power to change our nation and our world, advancing the Kingdom. The God we pray to is powerful and transformative. We need to keep tuning in to the voice of God as part of our personal discipleship. Our aim is to resource and facilitate prayer, enabling us to do what we are called to. Prayer is that place of connection, getting to know Him and who He has called us to be. It is integral to the life of every disciple and vital to mission.”

**– SARAH WHITTLESTON, ELIM LIFE
CHURCH NORTH BIRMINGHAM.**

Since taking up her new role, Sarah has helped to organise Uprising Europe 2019, gathering 51 nations together to contend for a youth awakening across Europe. In addition she has provided prayer ministry support for The Gathering and spoken at various conferences including 'For the Sake of the World'.

The Prayer Room

Everyday a place has been made for God in His glory to come and dwell. Everyday hearts have set aside other pursuits and activities (mostly sleep) to come and meet with the living God...

We are forever changed in His presence. We are marked by encounter with the King of Kings and Lord of Lords, never to be the same again. And one thing is for sure once we've caught a glimpse of how holy, beautiful, majestic and glorious He is, we are wasted for all other pursuits. Our hearts fully belong to Him.

**– THE ENGINE HOUSE CHURCH,
ELIM REDRUTH**

**“The fire must be kept
burning on the altar
continuously; it must not
go out.”**

LEVITICUS 6:13 (NIV)

The Engine Room

“I had been away for a conference of non-stop worship, spending hours in God's presence, and I remember thinking how much I would miss this when I returned home. Then I heard God whisper to me that we would have a prayer room at The Engine House. God had originally given this vision to our church leader, Tiva, back in November 2010 but it awaited an appointed time. After months of prayer and people sowing money towards the project, we now have a purpose-built House of Prayer on-site. I never knew prayer could be like this; worship saturated prayer and then prayer from the Bible following the leading of the Holy Spirit. We seem to open the Bible and receive revelation like never before, and we fall in love with Jesus all over again. 'This one thing I desire, this one thing I seek, to dwell in the house of the Lord forever.' The House of Prayer has changed our lives and we will never be the same again. We don't start any of our meetings without worship and prayer, waiting on God, seeking Him for who He is, not for what He can do for us, and we have been ruined for anything else.”

**– DEB BONNER, THE ENGINE HOUSE
CHURCH, ELIM REDRUTH**

“Whilst worshipping and enjoying the Presence in the Prayer Room one morning, I was contemplating the vastness of God, His majesty, how He created the vast universe and yet is so very personal and up close. As I meditated on this, I saw in my mind's eye Jesus reading a book. I asked Him what He was reading, and He said, 'Your book'. I was so overwhelmed, undone. I had been writing a book for my daughter to help her with the process of transitioning after moving to Cornwall but had continually felt like I shouldn't be so stupid as to think I could write a book. Who do I think I am? I would often feel guilty for not being more 'productive' with my time. I had so little self-belief that I had given up writing despite being most of the way through the story. I knew I was being faithful to a desire to write yet I battled continually with doubts. But at that moment in the Prayer Room I realised that my creativity, however less impressive than others, was of great value to Jesus. It's so easy for me to write myself off, especially knowing people who are so gifted and talented. But I was so deeply moved when I encountered the most creative, talented, powerful God of the universe, interested in what I had created – taking me seriously and not comparing me. Because of that encounter, I had the confidence to finish the story and even self-publish through Amazon. Every time I doubted, I would remember seeing Him reading my book.”

**– A STORY FROM THE HOUSE OF PRAYER,
THE ENGINE HOUSE CHURCH**

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



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 and Governance Committee (AGC)



The Audit and Governance Committee was established by the National Leadership Team in September 2017 to support its trusteeship and governance function, ensuring proper accountability, as well as monitoring the adequacy of management response to key issues of trusteeship and corporate governance practice. The committee also has a mandate to review the Annual Report prior to submission to External Auditors and, subsequently, to The Elim Conference and the Charity Commission.

- The AGC reviewed the engagement of Elim's External Auditors last year, which led to the appointment of Messrs Kingston Smith LLP in June 2018.
- The AGC delivered a successful induction training for the new members of the NLT appointed in May 2018.
- In October 2018, the Committee also delivered training on "Strategic Leadership and Governance" to the NLT, and Budget and Budgetary Control training to Heads of Departments.

Working in partnership with Olivia Amartey, Elim's new Executive Director, the Committee's priorities for 2019 are to strengthen the financial and administrative capacity within Elim's Central Administration function, identifying and assessing risk, and supporting the NLT in more effective strategic planning and governance in line with the established key priorities of Making Disciples, Growing Churches, Developing Leaders and Reaching Nations.

The AGC is 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 2019 will be duly reported in the AGC Report to Conference in May 2019.

– KOJO WOOD,
CHAIRMAN, AUDIT AND GOVERNANCE COMMITTEE

Finance Director's report

As will be evident from reports in recent years, a fresh approach as to vision and strategy for the future development of Elim has been evolving. It is natural that processes for managing and reporting must also evolve. Centrally some changes have already been introduced which are bringing wider engagement in financial responsibility and performance at all levels.

During the coming year we will be considering similar strategic aspects which impact Elim's financial operations on a national scale, such as capital project management and related funding arrangements, as well as management of, and reporting on, local church funds.

The financial statements confirm yet another busy, but solid performance across the Alliance in 2018. The year ended with a surplus of almost £4.5m, increasing reserves to £144.35m.

Voluntary income remained very static for the year at almost £47m. We are extremely grateful to our members and friends whose faithful support generated 68% of total income for Elim. It is important for the future that churches increase digital facilities for use by donors and supporters. 23% of voluntary income was donated under Gift Aid generating £5.4m of tax rebate.

Church engagement with their community is clearly increasing. Income from various programs rose by £1.5m during the year. Testimonies to the blessing and impact of Elim in the community are represented elsewhere in this Review.

As will be seen from the charts, income to Elim is substantially applied through ministry and service in spreading the good news of the Gospel, and 94% of revenue is expended in fulfilment of our charitable purpose. Governance and management costs take less than 5% of this!

Elim employs 1,978 individuals at a total salary cost of £31.2m. A growing number of our ministers are engaged on a bi-vocational basis and over a third of all paid staff are part-time. We are thankful for their high level of commitment and also to our many volunteers. We estimate that about 10,000 people are directly involved on a weekly basis. THANK YOU all.

The Consolidated Balance Sheet continues to affirm the solidity of the Alliance's financial position. Much of this strength is vested in property, namely about just over 300 Church buildings, and 64 manses alongside the central properties at Malvern. As we are not in business as property developers, these assets represent pockets of ministry and activity across the country.

In the last year Churches expended approximately £11 million (2017: £12 m) on property maintenance and refurbishment, absorbing 15.5% of the total Elim income. Included in these costs, £1.9m related to 47 capital projects. All the relevant finance was provided from Elim funds without recourse to any external borrowing.

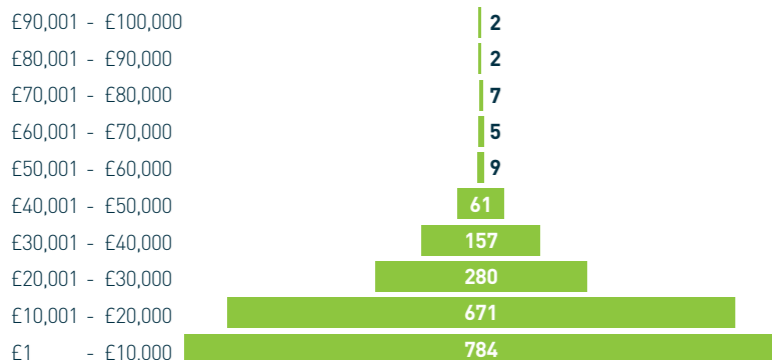
The major liabilities currently £48.6m (2017: £51.4m), in the form of bank loans, continue to be serviced within agreed terms. By the end of the 2018 financial year we are £5m ahead of schedule.

We thank God for His faithfulness and blessing on Elim. Continue to pray for His guidance as we seek to progress our developments and to align with His strategy for leading the movement from strength to strength.

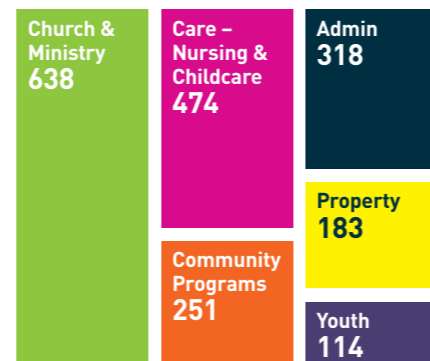
– ROB MILLAR
FINANCE DIRECTOR

Finance summary

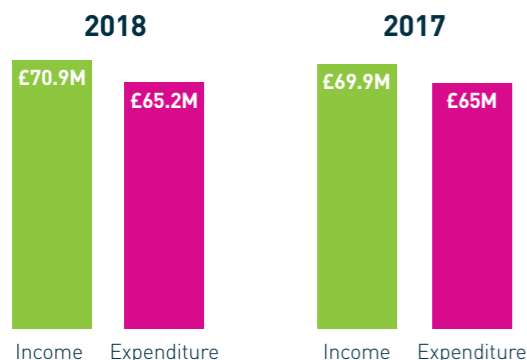
STAFF BY PAY



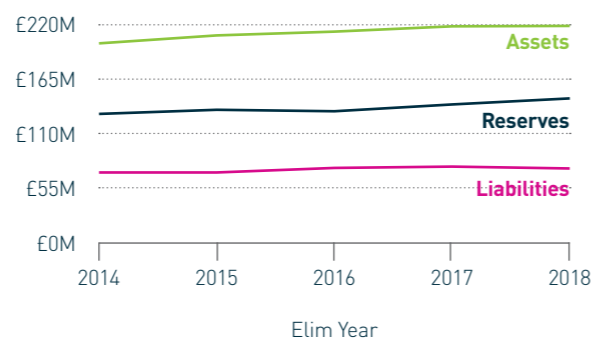
STAFF BY ROLE



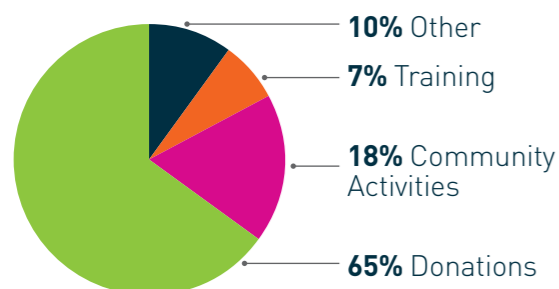
INCOME STATEMENT



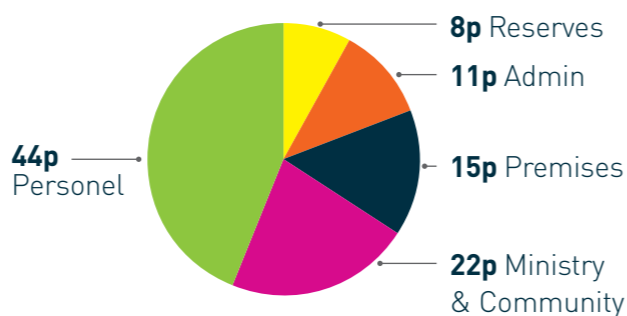
BALANCE SHEET



WHERE INCOME CAME FROM: 2018



WHERE INCOME WENT PER POUND: 2018



EXPENDITURE BY ACTIVITY: 2018



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 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 2018

Consolidated statement of financial activities

	Unrestricted Funds 2018	Restricted Funds 2018	Total Funds 2018	Total Funds 2017
	£	£	£	£
INCOMING RESOURCES				
Activities for generating income				
Voluntary Income	45,836,582	2,140,014	47,976,596	47,867,002
Income generated by ancillary programs	20,497,415	-	20,497,415	18,973,777
Income from charitable activities	1,965,849.51	-	1,965,850	1,465,339
Other Income resources	449,696.00	-	449,696	(249,730)
Total incoming resources	68,749,543	2,140,014	70,889,557	68,056,389
RESOURCES EXPENDED				
Costs of generating income	1,188,791	-	1,188,791	1,330,599
Charitable Activities	62,946,745	2,260,459	65,207,204	63,018,848
FRS17 Costs	0	-	0	677,000
	64,135,537	2,260,459	66,395,996	65,026,447
Net incoming resources for the year	4,614,006	(120,445)	4,493,561	3,029,942
Actuarial Gain on Defined Benefit Scheme	-	-	-	1,838,000
Fund balances at 1 October 2018	139,236,915	621,369	139,858,284	134,990,342
Fund balances at 30 September 2018	143,850,921	500,924	144,351,845	139,858,284

All of the activities of the charity are classed as continuing

Consolidated balance sheet as at 30 September 2018

	Unrestricted Funds 2018	Restricted Funds 2018	Total Funds 2018	Total Funds 2017
	£	£	£	£
FIXED ASSETS				
Tangible fixed assets	194,241,929	-	194,241,929	194,480,661
Long term loans advanced	793,528	-	793,528	943,558
	195,035,457	0	195,035,457	195,424,219
CURRENT ASSETS				
Stocks	43,429	-	43,429	42,042
Debtors	2,387,585	-	2,387,585	2,366,746
Cash at bank and in hand	20,968,866	500,924	21,469,790	18,538,712
	23,399,880	500,924	23,900,804	20,947,499
CURRENT LIABILITIES				
Creditors	1,345,951	-	1,345,951	1,442,583
Current portion on long term loans	2,740,000	-	2,740,000	1,740,000
	4,085,951	0	4,085,951	3,182,583
Net current assets	19,313,929	500,924	19,814,853	17,764,917
Total assets less current liabilities	214,349,386	500,924	214,850,310	213,189,136
Long term loans and other liabilities	48,610,467	-	48,610,467	51,442,856
Pension obligations	21,888,000	-	21,888,000	21,888,000
	143,850,919	500,924	144,351,843	139,858,280
RESERVES				
General free reserves	44,735,542	-	44,735,542	41,715,105
General property reserves	121,003,377	-	121,003,462	119,409,805
Restricted funds	-	500,924	500,924	621,369
Pension Reserve	(21,888,000)	-	(21,888,000)	(21,888,000)
	143,850,919	500,924	144,351,843	139,858,280

Notes to the financial statements

	Central Funds 2018	Churches 2018	Total 2018	Total 2017
	£	£	£	£
GRANTS MADE				
Individuals	186,283	372,276	558,559	677,495
Other ministries and institutions	11,703	774,169	785,872	452,083
Other charities	225,969	314,781	540,750	566,208
	423,955	1,461,226	1,885,181	1,695,785

Grants to other ministries and charities were mainly made by Churches. Specific details of each grant have not been collated but it is known that over 100 churches made such payments. The Trustees are satisfied that Churches are adequately advised as to the parameters relative to the making of grants and that any misapplication would not have created any material misrepresentation in the financial statements.

	Central Funds 2018	Churches 2018	Total 2018	Total 2017
	£	£	£	£
GOVERNANCE COSTS				
Central and Regional Salaries	1,623,494	-	1,623,494	1,485,330
Central office premises	145,942	-	145,942	166,707
Central Equipment	108,911	-	108,911	99,470
Central administration costs	268,962	-	268,962	192,453
Principal auditor fee	118,823	-	118,823	107,607
Consultancy fees	41,780	-	41,780	44,692
Legal and advisory fees	536,350	401,803	938,153	972,830
Trustee and management committees	32,463	1,219	33,682	33,083
	2,876,726	403,023	3,279,748	3,102,172

	Freehold property & leasehold improvements	Assets in the course of Construction	Fixtures, fittings & equipment	Total 2017
	£	£	£	£
TANGIBLE FIXED ASSETS				
Cost as at 30 September 2017	209,055,201	-	4,467,203	213,522,404
Additions	1,815,579	-	175,579	1,991,158
Disposals	(536,597)	-	(25,240)	(561,837)
Cost as at 30 September 2018	210,334,184	-	4,617,541	214,951,725
Accumulated depreciation as at 30 September 2017	15,215,381	-	3,826,361	19,041,742
Charge in the year	1,392,500	-	294,078	1,686,578
Depreciation on disposals	-	-	(18,524)	(18,524)
Accumulated depreciation as at 30 September 2018	16,607,881	-	4,101,915	20,709,796
Net book value at 30 September 2018	193,726,302	0	515,627	194,241,929
Net book value at 30 September 2017	193,839,820	0	640,842	194,480,661

On 31 October 1998, the freehold property in England, Scotland, Wales and the Channel Islands was revalued by Messrs GVA Grimley (RICS). The basis of the valuation used was depreciated replacement cost for the specialised properties, existing use value assuming vacant possession for non-specialised properties and open market value assuming vacant possession for properties, which are surplus to requirements. This valuation was included in the 1998 financial statements and the surplus arising transferred to the general reserve.

Notes to the financial statements

	Central Funds 2018	Churches 2018	Total 2018	Total 2017
	£	£	£	£
LONG TERM LOANS RECEIVED				
Unsecured liabilities:-				
Amounts due to other trusts	1,651,720	-	1,651,720	1,947,819
Amounts due to individuals	260,657	1,527,329	1,787,985	1,457,077
Amounts repayable within one year	-	(890,000)	(890,000)	(890,000)
	1,912,376	637,329	2,549,705	2,514,896
Secured liabilities:-				
Bank loans	47,910,762	-	47,910,762	49,777,960
Bank loan portion payable within one year	(1,850,000)	-	(1,850,000)	(850,000)
Individual loan portion payable within one year	-	-	-	-
Total Long Term Loans	47,973,138	637,329	48,610,467	51,442,856
Bank loan projected repayments				
Within one year			1,850,000	850,000
After one and within two years			3,000,000	5,000,000
After two and within five years			7,000,000	7,000,000
After five years			36,060,762	36,927,960
Total Long Term Loans			47,910,762	49,777,960

£27.25m is provided by Lloyds as a Fixed Rate loan

The balance is governed by roll-over arrangements with Lloyds/TSB and RBS/NatWest.

CONTINGENT LIABILITIES

There are no contingent liabilities (2017 : £nil)

CAPITAL COMMITMENTS

The Alliance has no major capital commitments other than for church building projects contracted as at 30 September 2018.

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.



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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