



**CHURCHES TOGETHER IN ENGLAND  
(A COMPANY LIMITED BY GUARANTEE)**

**COMPANY NUMBER 05354231  
CHARITY NUMBER 1110782**

**TRUSTEES' REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED  
31 DECEMBER 2018**

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**TRUSTEES' REPORT**

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rt Revd Robert Byrne [Retired 23/11/2018] Revd Ruth Bottoms [Retired 23/11/2018] Mr Peter Hammond [Died 31/05/2018] Archbishop Doyé Agama [Retired 23/11/2018] Revd Stephen Fowler Revd Dr Callan Slipper Mr William Gabb Revd David Lavender Janet Scott Mrs Penny Thatcher Mr Richard Bradbury Amanda Allchorn [Appointed 22/11/2018] Rt Revd Noel Beasley [Appointed 22/11/2018] Rt Revd Paul Hendricks [Appointed 23/11/2018] Elizabeth Joy [Appointed 23/11/2018] James Laing [Appointed 22/11/2018] Rowena Loverance [Appointed 22/11/2018]
Company Secretary	Revd David Lavender
Chief Executive Officer/General Secretary	Revd Dr Paul Goodliff
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ  CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ  Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiners	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

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**TRUSTEES' REPORT (CONTINUED)**

The Trustees present their annual report with the accounts for the year ended 31 December 2018. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

**ABOUT CHURCHES TOGETHER IN ENGLAND**

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches, and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or – if appropriate – their County/Intermediate Body.

At a national level CTE has 48 Member Churches or Councils of Churches and a similar number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal Churches and a President nominated by the New Churches, the Religious Society of Friends and the Lutheran and German-speaking Churches. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of HM The Queen, at Windsor. This has subsequently been signed by the new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed and general fresh directions are discerned. The functions of the Forum are: to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. The Forum does

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not have other roles in the governance of CTE. During 2018 the Forum met during September, fulfilling those purposes.

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Bodies in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing Independent Examiners.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets twice a year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Revd Ruth Bottoms (Convenor until November 2018)  
Rowena Loverance (Convenor from November 2018)  
Revd David Lavender (Company Secretary)  
Mr Peter Hammond (Treasurer until his death in March 2018)  
Mr James Laing (Acting Treasurer until his appointment as Treasurer in November 2018)  
Archbishop Doyé Agama (until November 2018)  
Revd Dr Callan Slipper (co-opted until appointed in November 2018)  
Revd Stephen Fowler  
Mr William Gabb

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Janet Scott  
Mrs Penny Thatcher  
Mr Richard Bradbury  
Mrs Amanda Allchorn (from November 2018)  
Dr. Elizabeth Joy (from November 2018)  
Rt Rev'd Michael Beasley (from November 2018)  
Rt Rev'd Paul Hendricks (from November 2018)

The day-to-day management of the company is delegated to the General Secretary, Revd Dr Paul Goodliff, who reports to the Trustees and is managed by the Convenor. There are five full time staff members.

We heard with great sadness in March 2018 of the unexpected death of our long-serving Treasurer, Peter Hammond. The Board had already implemented steps to find a successor and Mr James Laing was co-opted as Acting Treasurer in May 2018 for confirmation by the 2018 AGM.

**PUBLIC BENEFIT**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

We work out our public benefit in a number of ways. It is primarily done through the service which we offer to our members (as detailed below). However, we also contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours of other faiths and beliefs.

**OBJECTIVES AND ACTIVITIES**

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales.

The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV)

**REVIEW OF THE YEAR**

Two aspects of the work of Churches Together in England dominated the year 2018. The first was the planning for, then running, the Forum from 17<sup>th</sup> to 19<sup>th</sup> September at The Hayes Conference Centre, Swanwick under the leadership of Revd Ruth Gee, Forum Moderator, and Hilary Topp, Deputy Moderator. The Forum brought together well over 250 delegates from all CTE's Member Churches, the Intermediate Bodies and Bodies in Association who were key to the vibrant Marketplace which ran throughout Forum. This was another remarkable Forum, and one marked by the excellent and relaxed quality of the relationships between the delegates. Our theme was '*I am with you always*' – *Together in God's Mission* and highlights were the public conversations between all six of CTE's Presidents, in two groups: The

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Archbishop of Canterbury, Justin Welby; the Cardinal Archbishop of Westminster, Vincent Nicholls and the Coptic Orthodox Archbishop Angaelos of London; and then Rev'd Dr Hugh Osgood, the Free Churches Moderator; Rev'd Canon Billy Kennedy, and Pastor Agu Irukwu, the Pentecostal President. Six young adults were also invited to share the platform with the Presidents and to ask them questions. Delegates were then able, in small groups, to formulate further questions which were presented to a panel of all the Presidents.

Forum is a delegate conference and it is up to our Member Churches and Intermediate Bodies to decide who attends but we did our best to encourage them to send young adults to Forum and certainly this Forum had a larger number of delegates under 35 than in the past. These young adults led worship and facilitated small groups, as well as being asked to pose questions to the Presidents. They were fully integrated into the dynamic of Forum and the feedback from them was very positive – as, indeed, it was from all delegates.

As well as workshops and a Bible Study session, this year's Forum had a Musician in Residence, Teresa Brown, who ran a workshop and also composed new music for Forum. Delegates were also invited to weave a thread into the Forum tapestry under the guidance of Rachel Parkinson.

One new development this year was to employ professional video and IT staff and this resulted in immediate videos being made available on CTE's website of the main sessions of Forum. For the first time we also had a Forum photographer, Chris Dobson, and all photos were posted in a Flickr album which was viewed 1,115 times.

The second aspect of CTE's work which required its attention this year was the retirement after ten years of distinguished service of the General Secretary of Churches Together in England, Rev'd Dr. David Cornick, and the recruitment of his successor. Tributes were paid to David Cornick at Forum, after which he retired at the end of September, and a farewell dinner was organised during that closing month at Lambeth Palace, which was attended by many leading figures in the ecumenical world, past and present. The recruitment process resulted in the appointment of Rev'd Dr Paul Goodliff as the new General Secretary, and he took up his post full-time in September, assuming the role from the beginning of October. Dr Goodliff is a Baptist minister, who had served churches in Streatham, London; Stevenage, Hertfordshire and Abingdon, Oxfordshire, as well as being General Superintendent of the Baptist Union's Central Area (1999–2004) and its Head of Ministry (2004–14.)

Towards the close of 2018 Capt. Jim Currin (evangelism and mission) also announced his retirement in June 2019, and so another recruitment process was begun in November of 2018.

**Relationships**

Our Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of our work in 2018, with an increasing sense that this is "so that the world may believe": deepening collaborative mission and evangelism between member churches is at the forefront of its concerns. At most meetings a member church gives a presentation about itself and leads night prayer according to its practice. In March, this was presented by The Methodist Church, while the meeting also considered mission strategies and received a paper reflecting upon ecumenism by the General Secretary, David Cornick, at his last Enabling Group. . At this meeting Richard Bradbury, one of CTE's Trustees, led a discussion about the New Churches and ecumenism, this being an area identified for further work in the future.

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In November, the Enabling Group considered a vision statement by the incoming General Secretary, Paul Goodliff, as well as ways in which the churches might speak more productively with one voice into the wider 'public square'. The November meeting also included our Annual General Meeting and we said farewell to Revd Ruth Bottoms, a Baptist who had served us for many years as Vice-Chair and Chair of Trustees and Deputy Convenor and Convenor of the Enabling Group. We welcomed Rowena Loverance, of the Religious Society of Friends, as our new Chair of Trustees and Convenor of the Enabling Group.

A commitment to diversity flows over into every other aspect of our work. We sustain a deliberately diverse range of networks, meetings, conferences, consultations and encounters – from Digi-Comms Officers to those who work in new housing, from encounters between Pentecostal pastors and Orthodox clergy to gatherings of County Ecumenical Officers, from meetings of Bodies in Association who reach into almost every facet of charitable life to briefing sessions for international visitors (in 2018 for a group from South Korea).

**Website and Social Media**

We invest a good deal of staff time, energy and creativity to our website, which is our on-line shop window. All staff contribute to the content and in 2018 we had an additional part time member of staff who assisted with this e.g. with the Forum conference area and general web maintenance. 2018 was another year in which resources were updated e.g. in two substantial areas: a new sub-site serving the English and Roman Catholic Dialogue Committee and all the resources, videos, reports, and photo library from the Forum conference. In 2018 there was a considerable review of web areas and there are now 883 live topic sections in the website under the four main headings of About, News, Resources and Contact. In addition, approximately 150 items of news e.g. events, jobs and reports were added to the news section in 2018 keeping that area up to date and informative.

With over 4 million page requests on the website [www.cte.org.uk](http://www.cte.org.uk) in 2018, our visitor numbers for page requests average 11,794 per day, with an average stay on site of 2 minutes 40 seconds. This is considerable up on 2017 when we had 9970 page requests per day with a similar average length of stay.

Our Twitter feed @churchesengland, which can also be accessed from the website, had 1,429 regular followers and they receive an average of 37 news items a day from across the churches and agencies of CTE.

Churches Together in England also serves the national network in England with a dedicated ecumenical News service. An email to 1307 subscribers is sent each month saying 'CTe-News' is prepared. In 2018 this included the August holiday period as there was so much news. CTe-News, it is an open access news service, with an average of twelve items of news per month and the lead piece is a Reflection of the Month, written by one of our subscribers. We also have a news bulletin for evangelists and missionaries, called *EvangelismUK* that updates about 200 specialist subscribers.

In 2018, it was decided to close down *The Black and Multi-cultural Churches Directory* as an on-line resource about that sector of English Christianity by Churches Together in England. This was for a variety of reasons but brings to a close an important service CTE provided for many years.

**Ecumenical Relationships**

Relationships are vital at every level of ecumenism. We continue to be profoundly grateful for the level of ecumenical understanding and mutual support amongst our six Presidents. 2018 saw greater continuity in the six-fold Praesidium after significant changes in 2017, with only Rev'd Canon Billy Kennedy — the so-called 'Fourth President' representing the New



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Churches, Lutherans and German-speaking churches, together with The Religious Society of Friends (Quakers) — concluding his term of office. The process to appoint his successor began in 2018, to be concluded we hope in 2019.

Both the outgoing and incoming General Secretaries, Presidents and other CTE staff, attended a service in Westminster Abbey to mark the 70<sup>th</sup> anniversary of the docking of the S.S. Windrush, beginning the fruitful (if at times fraught) arrival of many from the Caribbean seeking work at the invitation of Great Britain, and settling on these shores. The contribution of that generation of migrants, and all those who followed, has been immense in the life of the churches in England, transforming the English church scene for good and the blessing of the wider nation. The service was attended by over 2,000 people including the Queen's representative and the Prime Minister. CTE staff member, Bishop Dr Joe Aldred led in the planning and execution of the service, and this was but one event that led to his being honoured later in the year with a life-time's award for his service to faiths at the Windrush Legacy Gala sponsored by Society of Black Lawyers, Blacksox, Operation Black Vote, and A Few Good Men. Churches Together in England is justifiably proud of the way one its staff has been so singularly honoured. Dr Aldred is a man of many talents, amongst which was advising the BBC programme "Call the Midwife" about Pentecostal church life in the 1960s.

Churches Together in England co-sponsored a service in Westminster Abbey to celebrate the canonisation of St Oscar Romero, the martyred Archbishop of San Salvador. CTE was represented by the General Secretary and staff member Jenny Bond read a lesson. The General Secretary also represented CTE at another service, recognising the suffering church in the Middle East, which was attended and addressed by HRH The Prince of Wales. The retiring General Secretary spoke during the first six months of 2018 to a number of county ecumenical gatherings.

**Pentecostal and Black Churches, and Multi-cultural Relations.**

An important area of the work of Churches Together in England is the support for the Pentecostal and Black Churches and development of their integral role in ecumenical relationships. This year further work was undertaken on an anthology, *Pentecostals and Charismatics in Britain*, that will feature twelve writers from across the Pentecostal and Charismatic streams, reflecting ethnic and gender diversity, covering historical and current developments and which will add significantly to the literary genre available on this area of British Christianity. With a foreword by the Archbishop of Canterbury, the book is due to be published by SCM in April 2019.

A national theological conference was held in the West Midlands to mark the 500<sup>th</sup> anniversary of the Protestant Reformation from Pentecostal and Charismatic perspectives. The event attracted circa 100 attendees from across the country. A report on the conference presentations and discussions was forwarded to a much wider constituency of CTE member churches and beyond.

Much of the Pentecostal and Charismatic constituency belong to Britain's Black Churches which is rooted in the Windrush Generation experience – those from the Caribbean and wider Commonwealth who migrated to the UK between 1948-1973. We led an ecumenical planning team that successfully delivered a national service of thanksgiving at Westminster Abbey to mark the 70<sup>th</sup> Anniversary of the arrival of the ship Empire Windrush reported elsewhere in this Annual Report.

Representatives of CTE member churches that identify as Pentecostal or Charismatic met twice this year as the Pentecostal Leaders Forum, chaired by the CTE Pentecostal President. The Forum received reports from its two sub-groups on a) the legacies of the transatlantic

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slave trade, and b) government legislations of particular interest to Pentecostals and charismatics. The Forum also developed a 'protocol' for greater ecumenical involvement.

Dr Joe Aldred responded to several requests for advice, consultation and input from a wide variety of organisations and individuals including:

- a. The Jamaican High Commission for which we organised two ecumenical prayer breakfasts
- b. Government departments including the Prime Minister's Office and the Department Housing Communities and Local Government on church and community matters especially youth, a Race Disparity Audit and Windrush
- c. Housing Justice in their work with churches helping homeless people
- d. As external examiner for two universities where the PhD research related to Pentecostal and Black Church studies.
- e. Provided support for research students and practitioners on Pentecostal and Black church ecclesiology, WW1 black involvement, black and Pentecostal theology, and intercultural ecumenism.
- f. Other organisations including: Churches Together in Britain and Ireland, Action of Churches in Scotland, the Interfaith Network, National Church Leaders Forum – A Black Christian Voice, Movement for Justice and Reconciliation, Interfaith Network, Thirtyone:eight and Feed The People.
- g. Media: Dr Aldred has provided written articles for journals and magazines, broadcasts for the BBC such as the Daily Service and Pause for Thought; interviews for UCB Radio and Premier Christian Radio
- h. He preached in a wide range of churches nationally, including in Northampton to mark 100<sup>th</sup> anniversary of WW1 British officer and first black professional footballer Walter Tull.

**National and County Ecumenical Officers.**

The fine working relationship and nexus of friendships which binds the National Ecumenical Officers (NEOs) together is a vital component of the English ecumenical engine. 2018 saw three new NEOs come into post and therefore, for the first time, we were able to offer them a day-long induction event, delivered by the then General Secretary David Cornick, and Jenny Bond, Officer for Training, Resourcing and Events, who works most closely with the NEOs. We continued to service the regular meetings of all NEOs in 2018.

An indispensable part of our ongoing responsibility for local ecumenism is to support the work of Intermediate Bodies and their officers (County Ecumenical Officers – CEOs – and equivalents). Jenny Bond is at the sharp end of this, keeping information flowing, dealing with queries and arranging the annual Consultation, working as usual with a group of CEOs. In 2018 she worked with officers from the East Midlands delivering a Consultation showcasing and reflecting on the work of Intermediate Bodies in the context of reflecting on spirituality and dialogue. In the autumn of 2018 work began with the West Midlands CEOs to plan the 2019 Consultation which will be more sharply focused on mission.

We have continued to provide support during County Ecumenical Officer vacancies, helped with recruitment and professional appointment procedures and with the induction of newly-appointed Officers, offering them a personalised induction session at CTE's London offices. The training course for new Ecumenical Officers and facilitators continues to be refined and

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improved in collaboration with our National Ecumenical Officer colleagues and is always well attended and well received.

CTE encourages County Ecumenical Officers to meet together in regions for mutual support and encouragement. Jenny Bond is part of the group meeting in the North West which during 2018 expanded to include other CEOs in the north who are without near neighbours. One result of this was a decision to hold an overnight meeting in May for all County and Denominational Ecumenical Officers in the north and this was a great success. Key inputs were delivered by Richard Bradbury, one of CTE's Trustees, who spoke about new Churches and by Jenny Bond, who gave a presentation on *A New Framework for Local Unity in Mission*, a key document which is changing the way Ecumenical Officers work. This meeting was such a success that it was decided to hold one again in 2019 and CTE has agreed to service this meeting.

Intermediate Bodies constantly review their structures and while we normally do not have the capacity to participate in these reviews, we nevertheless act as consultants. In 2018, Jenny Bond attended two meetings of Swindon Churches Together as part of its attempt to refocus its work and has also been approached by Churches Together in Leicestershire for advice about their forthcoming review. Unusually, and only because it is such a pioneering area, in 2018 she and the then General Secretary, David Cornick, devoted a significant amount of time to review Churches Together in Cumbria and its relationship to the Growing Together process which is working towards being an ecumenical county. They attended several meetings as part of this process, wrote a report, which is available on our website, and then presented it to Cumbria Church Leaders and to a general meeting which brought together many Churches Together Groups in Cumbria.

2018 also saw our Bodies in Association meetings continue (a work which we share with our colleagues in Churches Together in Britain and Ireland,) under its Convenor, Doral Hayes of the Association of Interchurch Families. This Body celebrated its Jubilee with a weekend conference in October, providing an opportunity to reflect upon its essential work in supporting families united in marriage and parenthood, even if separated at the Eucharist by differing Christian traditions.

**Staff and Trustees**

CTE would be unable to work as well as it does without the good relationships within the Board of Trustees, within its staff, and between the two bodies. CTE staff meet once a month in London for staff meetings, have a weekly Skype conversation and meet for a 24 hour residential meeting each January. In 2018 staff were delighted to welcome Richard Bradbury, one of CTE's Trustees, to their meeting and to explore with him relationships with New Churches. Our staff team has been remarkably stable for the last ten years and yet transitioning from one General Secretary, David Cornick, to another, Paul Goodliff, has been effective. It was fortuitous that Forum was able to mark and celebrate this shift of leadership and we were also glad to make a more formal farewell to David at Lambeth Palace in the week following the Forum.

Ecumenism is sustained and developed by this complex web of relationships and networks, and we are grateful to all who have worked with us in 2018.

**Action for Mission**

Our work here falls into two discrete categories. We have acknowledged expertise in Pentecostal and Multicultural Relations (PMR). Our staff member in this area, Bishop Dr Joe Aldred, is also key to many initiatives within the wider black community, reported above. Dr Elizabeth Joy continued to work alongside him as a volunteer during 2018 until she was elected a Trustee at the end of the year.

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An 18-month project that researched the involvement of African and Caribbean servicemen in WW1, something scarcely mentioned in historical narratives, resulted in resources of a website, copies of a DVD and booklet and a mobile exhibition. We have continued to manage these resources distributing them on request, including the exhibition in schools, churches and community centres.

Our second main missional focus is through the work of Capt Jim Currin CA, Officer for Evangelism, Mission and Media. In 2018 we were again partners in the national prayer initiative called 'Thy Kingdom Come', between Ascension and Pentecost, encouraging and resourcing it to become more ecumenical. All our Presidents eagerly endorsed this initiative and Capt Currin was part of the core ecumenical planning team resourced from Lambeth Palace, which hosted a launch event for 200 ecumenical 'Champions' from around the nation for planning local events with groups of churches around the country.

To help resource Christians of different traditions praying together, Churches Together in England commissioned a video project called 'Pray Together'. This included people from a wide variety of member churches of Churches Together in England, including each of the six Presidents.

We were also partners with the Gather Network of 'new unity movements for mission' and in 2018 became one of the partners in 'The Collective' which networks the network leaders around the country. As part of this, Jim Currin attended an international conference for 'Movement Day' in Washington DC to hear of new unity movements in other parts of the world, to assist in our learning.

Practically, but just as importantly, we have continued to provide space and secretarial servicing for the Churches Group for Evangelisation, which brings together the evangelism officers of the churches from Roman Catholic to Pentecostal in conversations three times each year. In 2018 these conversations included being the Reference Group for the Christian Enquiry Agency, meeting the new Communications Director and advising on a revised website for [www.christianity.org.uk](http://www.christianity.org.uk). The group also started an exercise scoping various denominational resources for 'discipleship' and began initial planning for co-ordinating some of this work together.

We also hosted and serviced the Churches Group for New Housing Areas and its work coordinating across the churches, strategic planning and learning e.g. planting new churches on estates to build community where there is none. One particular project was to gather pioneer ministers and managers together, considering the second stage of church and community development when the initial pioneer minister moves on to another appointment.

During 2018 we continued to research what the member churches of Churches Together in England understood by 'mission' in their different traditions. The findings were collated and reported back to the CTE Enabling Group. We also continued providing advice to a number of local Churches Together groups about working together and undertaking mission activities together. Nationally, through Jim Currin's work with the Churches Rural Group, CTE was a planning partner with 'Germinate' which brought 150 people together to consider rural ministry and mission in England.

Mission and unity are integral parts of being the church, and a key document here is *A New Framework for Local Mission in Unity* which was published in 2017. It provides a resource for wider and more collaborative ecumenical mission activity and facilitates a much looser, nimbler enabling of ecumenical mission objectives. It continues to require work to promulgate it and promote understanding of it. National Ecumenical Officer colleagues are key to this work but Jenny Bond, our officer for Training, Resourcing and Events, who is primarily responsible for

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**TRUSTEES' REPORT (CONTINUED)**

enquiries about local ecumenism, wrote *A guide to understanding 'A New Framework'* which was published early in 2018. She also created a PowerPoint presentation explaining key aspects of the document which she delivered to the May 2018 conference for all Ecumenical Officers in the north and which will be made more widely available in due course. *A New Framework* is now an integral part of the training course for new Ecumenical Officers.

A significant piece of work was begun in 2018 with the Milton Keynes Mission Partnership (MKMP) and those Member Churches involved with it. CTE hosted a meeting between MKMP, the National Ecumenical Officers and legal officers of those Member Churches, exploring what new legal structures would be appropriate and acceptable. This is an ongoing piece of work which we hope will be concluded during 2019 and which will release energy and enable mission in the future.

**Theology**

Theological reflection and bible study inform all that we do in CTE. In particular, the Enabling Group devotes one session at each meeting to this, alternating between theological reflection and bible study. It goes without saying, too, that all our meetings begin and end with prayer and worship is a key component of the life of CTE.

For many years CTE has supported the work of Receptive Ecumenism and in 2018 a key resource on this was completed by Callan Slipper, National Ecumenical Officer for the Church of England, David Tatem, former National Ecumenical Officer for the United Reformed Church, and David Cornick, then CTE General Secretary. *Embracing the Other* is a resource for local groups which is available as a download from our website. It can be delivered as a stand-alone session, either as a day or half-day, or as a five-session course.

As we have done in past years, we provided Pentecostal ecumenical representation to the General Synod of the Church of England and we supported the working of an Anglican and Pentecostal Theological Steering Group, that considered a wide range of mutual interests and is planning a Theological Conference on Pneumatology and Baptism in April 2019.

**Governance issues and general remarks**

The Theos report, delivered in July 2017, continues to set the broad parameters of the work of the staff and Board of Churches Together in England.

During the course of the year Rev'd David Lavender, Company Secretary, on behalf of the Board, revised the Rules for the Company, and after consultation with the Churches, these were accepted at the Enabling Group in November 2018. This confirmed the appointment of six Presidents, ensured that language was consistent throughout and clarified the manner of the appointment of the Chair of the Trustee Board and the Convenor of the Enabling Group, together with their respective Deputies.

The Board, through its Finance Committee, continue to exercise careful financial control as it enters (as planned) a period of deficit financing. That is sustainable in the short term, but clearly not in the long term, and it will be engaging with Member Churches about that during 2019.

Key Performance Indicators for an umbrella body must include the number and influence of those who wish to join it or remain in its embrace. It is a pleasure to report that we are dealing with applications from churches who wish to join, and that during 2018 we welcomed the Order of St Leonard and The Serbian Orthodox Church as members, while anticipating the successful conclusion of the application process of The Wesleyan Reformed Union early in 2019. We also welcomed Together for the Common Good, The Churches Child Protection Advisory Service (now called 'Thirtyone:eight'), The Christian Police Association and The Association of Church Accountants and Treasurers as Bodies in Association.

**CHURCHES TOGETHER IN ENGLAND  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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**TRUSTEES' REPORT (CONTINUED)**

We continue to work in partnership with the Inter-Faith Network of the United Kingdom, the British Trust for Tantar, the *Gather* network and the Evangelical Alliance, Hope Together and the National Church Leaders' Forum (amongst others), as well as the other National Instruments and Churches Together in Britain and Ireland. In particular, Jenny Bond is a member of the writers' group for the Week of Prayer for Christian Unity, convened by CTBI. Joe Aldred remains an Honorary Research Fellow at Roehampton University and Paul Goodliff an Associate Research Fellow at Spurgeon's College and a member of the World Council of Churches Pentecostal Joint Consultative Group in its third round of meetings.

**PLANS FOR THE FUTURE**

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us.

Financial stability remains an overriding concern which will be shared with member churches during 2019.

We will continue to seek all avenues for using our expertise in mission, education, theology and multicultural issues to the benefit of our members.

In particular, in 2019, to replace Jim Currin who is taking early retirement, we have appointed a full-time Evangelism and Mission Co-ordinator and also a part-time Communications and Media Officer. Following on these appointments, we plan to hold a conference on Evangelism, Mission and Discipleship in 2020.

**RISK REVIEW**

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible. Clearly the reception of the Theos review by the Churches and the ensuing decisions they will make about structures of funding for 2018 onwards are critical to the shaping of CTE's future work.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness of the vital importance of health and safety. This encourages all staff to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is regarded seriously.

**CHURCHES TOGETHER IN ENGLAND  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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**TRUSTEES' REPORT (CONTINUED)**

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner.

**FINANCIAL REVIEW**

The result for the year is shown in the Statement of Financial Activities on page 17, and is considered satisfactory by the Trustees. The level of income is consistent with the previous year, but expenditure has increased due to additional projects being undertaken and the pension liability in respect of previous employees in a multi-employer scheme crystallised during the year. The deficit in the year on the General Fund of £100,824 (2017: £1,850) leaves the general fund with a balance of £448,996 which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

**INVESTMENT POLICY & PERFORMANCE**

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was disappointing but this was in line with a significant downturn in the market at the year end.

**RESERVES POLICY**

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs.

At the year end the charity held restricted funds of £3,094 (2017: £4,432), designated funds of £216,089 (2017: £222,702) and general funds of £448,996 (2017: £549,820) of which £Nil (2017: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

**INDEPENDENT EXAMINERS**

On 31<sup>st</sup> March 2019, Knox Cropper, the Charity's Independent Examiners transferred its business to Knox Cropper LLP, a limited partnership incorporated under the Limited Liability Partnerships Act 2000. The Trustees have consented to treating the appointment of Knox Cropper as extending to Knox Cropper LLP. Knox Cropper LLP were appointed as Independent Examiners of the Charity at the last Annual General Meeting and a resolution proposing their reappointment will be put to the next Annual General Meeting.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of

**CHURCHES TOGETHER IN ENGLAND  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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**TRUSTEES' REPORT (CONTINUED)**

affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board

Rowena Loverance (Convenor/Chair)

Dated:



**REPORT OF THE INDEPENDENT EXAMINERS  
TO THE MEMBERS OF  
CHURCHES TOGETHER IN ENGLAND  
FOR THE YEAR ENDED 31 DECEMBER 2018**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2018 set out on pages 17 to 29.

**Responsibilities and basis of report**

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Richard Billingham FCA  
Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall Street, London, EC3A 2AD

Date:

**CHURCHES TOGETHER IN ENGLAND  
STATEMENT OF FINANCIAL ACTIVITIES  
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2018	2018	2018	2018	2017
		£	£	£	£	£
<b>INCOME</b>						
Donations and legacies	2	348,589	19,150	-	367,739	375,676
Charitable Activities	3	30,845	35,726	-	66,571	45,587
Investments	4	6,300	-	-	6,300	2,253
<b>Total</b>		<b>385,734</b>	<b>54,876</b>	<b>-</b>	<b>440,610</b>	<b>423,516</b>
<b>EXPENDITURE</b>						
Charitable activities	5	467,522	62,764	1,338	531,624	543,394
<b>Total expenditure</b>		<b>467,522</b>	<b>62,764</b>	<b>1,338</b>	<b>531,624</b>	<b>543,394</b>
<b>Net Income / (Expenditure) before gains / (losses) on investments</b>		<b>(81,788)</b>	<b>(7,888)</b>	<b>(1,338)</b>	<b>(91,014)</b>	<b>(119,878)</b>
Gains / (Losses) on investments	9	(17,761)	-	-	(17,761)	2,034
<b>Net Income / (Expenditure)</b>		<b>(99,549)</b>	<b>(7,888)</b>	<b>(1,338)</b>	<b>(108,775)</b>	<b>(117,844)</b>
Transfers between funds		(1,275)	1,275	-	-	-
<b>Net movement in Funds</b>		<b>(100,824)</b>	<b>(6,613)</b>	<b>(1,338)</b>	<b>(108,775)</b>	<b>(117,844)</b>
<b>Reconciliation of Funds</b>	13					
Balances at 1 January		<b>549,820</b>	<b>222,702</b>	<b>4,432</b>	<b>776,954</b>	<b>782,191</b>
Net movement in Funds		(100,824)	(6,613)	(1,338)	(108,775)	(117,844)
<b>Balances at 31 December</b>		<b>448,996</b>	<b>216,089</b>	<b>3,094</b>	<b>668,179</b>	<b>664,347</b>

**CHURCHES TOGETHER IN ENGLAND  
BALANCE SHEET  
AS AT 31 DECEMBER 2018**

	Notes	2018			2017
		£	£	£	£
Fixed Assets					
Tangible assets	8	-		-	
Investments	9	256,330		25,491	
		<u>                    </u>	256,330	<u>                    </u>	25,491
Current Assets					
Debtors	10	3,769		8,303	
Cash at bank and in hand		544,415		821,315	
		<u>                    </u>		<u>                    </u>	
		548,184		829,618	
Current Liabilities					
Amounts falling due within one year	11	(96,884)		(33,290)	
Net Current Assets			451,300		796,328
Creditors: amounts falling due in more than one year	12		(39,451)		(44,865)
<b>Net Assets</b>			<u>                    </u>		<u>                    </u>
			668,179		776,954
Funds					
Unrestricted:					
General	13		448,996		549,820
Designated	13		216,089		222,702
Restricted	13		3,094		4,432
<b>Total Funds</b>			<u>                    </u>		<u>                    </u>
			668,179		776,954

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard FRS 102.

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2018.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and were signed on its behalf by:

The Revd David Lavender, Director  
Company Number: 05354231

Date:

**CHURCHES TOGETHER IN ENGLAND  
CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 DECEMBER 2018**

	2018	2017
	£	£
<b>Net income/(expenditure) for the year</b>	<b>(132,175)</b>	<b>(5,237)</b>
Adjustments for:		
(Purchases)/disposals of investments	<b>(248,600)</b>	-
(Gains)/losses on investments	<b>17,761</b>	(2,034)
Dividends, interest and rents from investments	<b>(6,300)</b>	(2,253)
(Increase)/decrease in debtors	<b>4,534</b>	18,441
(Decrease)/increase in creditors	<b>86,994</b>	(913)
Increase/(decrease) in creditors over one year	<b>(5,414)</b>	(4,603)
	<b><u>(151,025)</u></b>	<b><u>8,638</u></b>
<b>Cash flows from operating activities</b>	<b>(283,200)</b>	<b>3,401</b>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	<b><u>6,300</u></b>	<b><u>2,253</u></b>
<b>Cash provided by investing activities</b>	<b><u>6,300</u></b>	<b><u>2,253</u></b>
<b>Change in cash and cash equivalents in the year</b>	<b>(276,900)</b>	<b>5,654</b>
Cash and cash equivalents at the beginning of the year	<b><u>821,315</u></b>	<b><u>815,661</u></b>
<b>Total cash and cash equivalents at the end of the year</b>	<b><u>544,415</u></b>	<b><u>821,315</u></b>

**CHURCHES TOGETHER IN ENGLAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

**1) Accounting Policies**

**a) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

**b) Going Concern**

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

**c) Grants receivable, donations and subscriptions**

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

**d) Investment income**

Investment income is recognised on the receipts basis.

**e) Grants paid**

Grants paid are recognised on a payments basis.

**f) Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

**g) Pension costs**

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

**CHURCHES TOGETHER IN ENGLAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

**h) Tangible fixed assets and depreciation**

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- i) Office furniture - 10% / 20% straight line
- ii) Office equipment - 20% straight line
- iii) Computer equipment - 50% / 33% straight line

All assets costing more than £1,000 are capitalised.

**i) Listed investments**

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

**j) Funds**

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

**k) Financial Instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**l) Cash and cash equivalents**

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

**m) Judgements and key sources of estimation uncertainty**

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

**2) Grants and Donations**

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2018	2018	2018	2018	2017
	£	£	£	£	£
Donations:	16	-	-	16	936
Grants:	1,433	19,150	-	20,583	33,450
Contributions from Member Churches	347,140	-	-	347,140	341,290
<b>Total</b>	<b>348,589</b>	<b>19,150</b>	<b>-</b>	<b>367,739</b>	<b>375,676</b>

**CHURCHES TOGETHER IN ENGLAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

**3) Charitable Activities**

	Unrestricted Funds		Restricted	Total	Total
	General	Designated	Funds	Funds	Funds
	2018	2018	2018	2018	2017
	£	£	£	£	£
Subscriptions from intermediate	9,800	7,000	-	16,800	17,150
Conference fee income	14,187	28,726	-	42,913	28,014
Sales of publications	-	-	-	-	205
Miscellaneous income	6,858	-	-	6,858	218
<b>Total</b>	<b>30,845</b>	<b>35,726</b>	<b>-</b>	<b>66,571</b>	<b>45,587</b>

**4) Investments**

	Unrestricted Funds		Restricted	Total	Total
	General	Designated	Funds	Funds	Funds
	2018	2018	2018	2018	2017
	£	£	£	£	£
UK Listed Investment	3,791	-	-	3,791	-
Use of premises	-	-	-	-	156
Bank interest received	2,509	-	-	2,509	2,097
<b>Total</b>	<b>6,300</b>	<b>-</b>	<b>-</b>	<b>6,300</b>	<b>2,253</b>

**CHURCHES TOGETHER IN ENGLAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

**5) Expenditure: Charitable activities**

	Unrestricted Funds		Restricted	Total	Total
	General	Designated	Funds	Funds	Funds
	2018	2018	2018	2018	2017
	£	£	£	£	£
<b>Staff costs:</b>					
Charitable activities	347,168	-	-	347,168	263,177
<b>Total Staff costs</b>	<u>347,168</u>	<u>-</u>	<u>-</u>	<u>347,168</u>	<u>375,784</u>
<b>Support costs:</b>					
Rent	14,125	-	-	14,125	5,000
Property expenses	-	-	-	-	-
Office costs	14,769	-	-	14,769	16,712
Staff welfare, training and recruitment	10,475	-	-	10,475	1,470
Computer consultancy and running costs	4,638	-	-	4,638	7,016
Travel expenses	21,462	-	-	21,462	18,762
Insurance	4,297	-	-	4,297	4,019
Legal fees, HR and financial consultancy	17,800	-	-	17,800	69,949
Conference expenses	19,893	62,764	1,338	83,995	35,159
Investment management fees	320	-	-	320	-
Publications	-	-	-	-	-
Bad debts	3,180	-	-	3,180	155
Depreciation	-	-	-	-	-
<b>Total Support costs</b>	<u>110,959</u>	<u>62,764</u>	<u>1,338</u>	<u>175,061</u>	<u>158,242</u>
<b>Governance Costs</b>					
Independent Examination Fee	2,460	-	-	2,460	2,400
Other Governance costs	6,935	-	-	6,935	6,968
<b>Total Governance costs</b>	<u>9,395</u>	<u>-</u>	<u>-</u>	<u>9,395</u>	<u>9,368</u>
<b>Total</b>	<u>467,522</u>	<u>62,764</u>	<u>1,338</u>	<u>531,624</u>	<u>543,394</u>

**6) Trustees' Emoluments**

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £2,525 (2017: £2,810).

**7) Staff Costs**

Staff costs during the year were:

	2018	2017
	£	£
Wages and salaries	228,991	218,955
Social security costs	21,706	20,914
Pension contributions	96,471	23,308
<b>Total</b>	<u>347,168</u>	<u>263,177</u>

No employees received remuneration greater than £60,000.



**CHURCHES TOGETHER IN ENGLAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

**7) Staff Costs (Continued)**

The average number of employees during the year was:

	<b>2018</b>	<b>2017</b>
	<b>Number</b>	<b>Number</b>
Direct charitable activities	3.5	3.5
Management and administration	2.0	1.5
<b>Total</b>	<b>5.5</b>	<b>5.0</b>

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £5,414 in the current year (2017: release of £4,603).

**Key Management Personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel in the year amounted to £64,649 (2017: £54,435).

**8) Tangible Fixed Assets**

	<b>Office Equipment £</b>
<b>Cost</b>	
At 1 January 2018	2,776
At 31 December 2018	2,776
<b>Depreciation</b>	
At 1 January 2018	2776
Charge for the year	-
At 31 December 2018	2,776
<b>Net Book Value</b>	
At 31 December 2018	-
At 31 December 2017	-

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**9) Investments**

	<b>UK Listed 2018 £</b>	<b>UK Listed 2017 £</b>
<b>Market Value</b>		
At 1 January 2018	25,491	23,457
Additions	255,600	-
Disposals	(7,000)	-
Gains / (losses) on investments	(17,761)	2,034
At 31 December 2018	<u>256,330</u>	<u>25,491</u>
<b>Historic Cost</b>	<u>268,663</u>	<u>20,000</u>

The UK listed investments are as follows:

	<b>UK Listed 2018 £</b>	<b>UK Listed 2017 £</b>
COIF Charities Investment Fund	24,896	25,491
Epworth Affirmative Corporate Bond Fund	26,306	-
Epworth Affirmative Fixed Interest Fund	30,679	-
Epworth Affirmative Equity Fund	147,023	-
Epworth Property Income Trust for Charities Fund	27,426	-
	<u>256,330</u>	<u>25,491</u>

**10) Debtors**

	<b>2018 £</b>	<b>2017 £</b>
The Free Church Federal Council (Incorporated)	-	2,934
Other debtors	825	2,458
Prepayments	2,944	2,911
Total	<u>3,769</u>	<u>8,303</u>

**11) Current Liabilities: Amounts Falling Due Within One Year**

	<b>2018 £</b>	<b>2017 £</b>
Other creditors	82,637	20,863
Tax and NI creditor	6,760	6,087
Accruals	7,487	6,340
Total	<u>96,884</u>	<u>33,290</u>

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**12) Pension Obligations**

a) The Pension Trust Growth Plan

Past and some current employees of CTE are entitled to membership of the Pension Trust Growth Plan (“the Plan”). This is a multi-employer pension plan which in most respects is a money purchase arrangement, although it does include certain guarantee elements as described below.

Contributions paid into the Plan up to and including September 2001 (Series 1 and Series 2) were converted to defined amounts of pension payable from normal retirement dates. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed total scheme assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme. During the year this amounted to £5,520 (2017: £5,359) in respect of CTE.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities. From 1 April 2019 to 31 January 2025: the additional contributions will be £5,520 per annum (payable monthly and increasing by 3% each on 1st April).

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using an appropriate discount rate of 1.75% (2017: 1.39%). The unwinding of the discount rate is recognised as a finance cost.

	<b>2018</b>	2017
	£	£
Provision as at 1 January	<b>44,865</b>	49,468
Unwinding of the discount factor	<b>582</b>	670
Deficit contributions paid	<b>(5,520)</b>	(5,359)
Re-measurements – impact of any change in assumptions	<b>(476)</b>	86
	<hr/>	<hr/>
Provision as at 31 December	<b>39,451</b>	44,865

b) The United Reformed Church Ministers’ Pension Fund.

One former employee who retired during the year is a member of the United Reformed Church Ministers’ Pension Fund (URCMPF). At that point there ceased to be any CTE employees in the URCMPF resulting in a liability for past service deficits in respect of a number of retiring and other past employees who have been members of the Fund. The amount of the deficit was estimated at £73,800 but this is under dispute since some of it refers to staff who worked for the Free Church Federal Council who may be liable for some of the deficit. In addition, £23,400 is under dispute since it refers to a charity which has been wound up with no legal relationship to CTE.

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**13) Funds**

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
<b>Unrestricted Funds:</b>						
General funds	549,820	385,734	(467,522)	(17,761)	(1,275)	448,996
Designated funds:						
Windrush Commemoration	-	19,150	(20,425)	-	1,275	-
Forum	22,702	35,726	(42,339)	-	-	16,089
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>772,522</u>	<u>440,610</u>	<u>(530,286)</u>	<u>(17,761)</u>	<u>-</u>	<u>665,085</u>
Restricted Funds						
They also served	<u>4,432</u>	<u>-</u>	<u>(1,338)</u>	<u>-</u>	<u>-</u>	<u>3,094</u>
<b>Total Funds</b>	<u>776,954</u>	<u>440,610</u>	<u>(531,624)</u>	<u>(17,761)</u>	<u>-</u>	<u>668,179</u>

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

**14) Analysis of net assets between funds**

	Tangible Fixed Assets £	Investments £	Net Current Assets £	Long Term Liabilities £	Total £
<b>Unrestricted Funds</b>					
General funds	-	256,330	232,117	(39,451)	448,996
Designated funds:					
Forum	-	-	16,089	-	16,089
Special Projects Fund	-	-	200,000	-	200,000
Total designated funds	<u>-</u>	<u>-</u>	<u>216,089</u>	<u>-</u>	<u>216,089</u>
Restricted Funds					
They also served	<u>-</u>	<u>-</u>	<u>3,094</u>	<u>-</u>	<u>3,094</u>
<b>Total Funds</b>	<u>-</u>	<u>256,330</u>	<u>451,300</u>	<u>(39,451)</u>	<u>668,179</u>

**15) Operating lease commitments**

At 31 December 2018 the charity had no (2017: nil) annual commitments under operating leases.

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**16) Comparative Statement of Financial Activities by fund type**

	Unrestricted Funds		Restricted	Total
	General Designated	Designated	Funds	Funds
	2017	2017	2017	2017
	£	£	£	£
<b>INCOME</b>				
Donations and legacies	342,226	-	33,450	375,676
Charitable Activities	38,587	7,000	-	45,587
Investments	2,253	-	-	2,253
<b>Total</b>	<u>383,066</u>	<u>7,000</u>	<u>33,450</u>	<u>423,516</u>
<b>EXPENDITURE</b>				
Charitable activities	375,610	18,025	37,152	430,787
<b>Total expenditure</b>	<u>375,610</u>	<u>18,025</u>	<u>37,152</u>	<u>430,787</u>
<b>Net Income / (Expenditure) before gains / (losses) on investments</b>	7,456	(11,025)	(3,702)	(7,271)
Gains / (Losses) on investments	<u>2,034</u>	<u>-</u>	<u>-</u>	<u>2,034</u>
<b>Net Income / (Expenditure)</b>	9,490	(11,025)	(3,702)	(5,237)
Transfers between funds	<u>(11,340)</u>	<u>11,340</u>	<u>-</u>	<u>-</u>
Net movement in Funds	<u>(1,850)</u>	<u>315</u>	<u>(3,702)</u>	<u>(5,237)</u>

**17) Related Party Transactions**

There are no related party transactions during the year.