



**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 2019**

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TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Mrs Amanda Allchorn Rt Revd Michael Beasley Mr Richard Bradbury Revd Stephen Fowler Mr William Gabb Mrs Doral Hayes Rt Revd Paul Hendricks Dr Elizabeth Joy Mr James Laing Revd David Lavender Rowena Loverance Revd Dr Lurliene Miller Rt Revd Moses Owusu-Sekyere Revd Dr Callan Slipper
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 2019. 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 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

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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:

Rowena Loverance (Convenor)

Mr Richard Bradbury (Trustee throughout 2019 and Deputy Convenor from September 2019)

Mrs Amanda Allchorn

Rt Rev'd Michael Beasley

Revd Stephen Fowler

Mr William Gabb

Mrs Doral Hayes

Rt Rev'd Paul Hendricks

Dr. Elizabeth Joy

Mr James Laing (Treasurer)

Revd David Lavender (Company Secretary)

Rev'd Dr. Lurliene Miller (from September 2019)

Janet Scott (until September 2019)

Bishop Moses Owusu-Sekyere (from September 2019)

Revd Dr Callan Slipper

Mrs Penny Thatcher (until September 2019)

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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.

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

After a very full year of activities in 2018, including the delivery of Forum, and anticipating 2020 and 2021 including international ecumenical gatherings in the form of The Lambeth Conference and The World Council of Churches Assembly respectively, it was agreed that in 2019 Churches Together in England would concentrate upon consolidating existing programmes of work and establish a new Strategic Plan for 2020 and thereafter. In addition to the usual meetings for governance (Trustee Boards and Enabling Group) and the sustaining of relationships (Bodies in Association and the Pentecostal Forum), a day's conference to introduce Juridical Ecumenism, addressed by Profs. Norman Doe and Mark Hill QC, with the General Secretary, was held in June, and there were transitional arrangements for phasing out the old County Ecumenical Officers Consultation in May, replaced by a broader gathering for training and consultation of all involved in intermediate ecumenism (County and Denominational Ecumenical Officers with the team of National Ecumenical Officers and CTE staff) held over 48 hours in mid-October. This latter event has become the normal gathering from hereafter.

The newly-appointed Media and Communications Officer, Lucy Olofinjana, led the work in refreshing our visual identity, to incorporate our strapline agreed in 2018. New graphics and a refreshed logo can be found on our publications, website and banners. The work to renew our website began late in the year, working with the media organisation CPO in discussing our aims and values. This work will be completed in 2020.

Church Leaders were invited to a dinner held at the residence of the Cardinal Archbishop of Westminster on 24th October, and many member churches were represented at this event. CTE was represented at the launch of the British Library's Sacred Text project in October, the General Secretary having served as one of its consultants; and at services to celebrate the

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canonisation for St John Henry Newman and the 150th Anniversary of the founding of The National Children's Home, now Action for Children.

Five of the Presidents took part in the London focus event for *Thy Kingdom Come* (9th June), while other staff members spoke at beacon events elsewhere. CTE actively supported *Thy Kingdom Come*, as well as The Week of Prayer for Christian Unity.

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 2019, 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. This was challenged in a severe way with disagreements about the status of equal marriage, but the depth of relationships held the fellowship of churches together, with grace and patience exercised on all sides.

The meeting in March concentrated on the work of the member church, The Church of England's, programme for developing dialogue around matters of human sexuality, *Living in Love and Faith*, presented by Dr. Eeva John, and used the *Embracing the Other* material on receptive ecumenism. In November, we held sessions on human sexuality in response to the questions that arose from the nomination for the Presidency of a Quaker who is married to their same sex partner. We also welcomed a presentation by Body-in-Association, Bible Society, on its recent research and programme for 2020.

In 2019 we approved the application for membership for two new member churches at the September Enabling Group: The Apostolic Church and The Presbyterian Church of Ghana, confirmed by the churches in December. Feed the Hungry became a Body in Association in 2019 also.

Website and Social Media

The most obvious change in our communications in 2019 was a refreshed logo, retaining the familiar symbols of a ship, cross and waves. This has been made available to the family of CT organisations as local and intermediate levels.

On our Website and on social media we have shared stories of churches working together in unity, inspiring churches about the great things that are possible when we work together. We have shared stories of churches uniting to feed children throughout the school holidays, partnering with police to serve their communities, holding prayer services for those affected by cancer, and hosting Christmas lunch for the lonely on Christmas Day. We have also shared news items pointing churches to resources which will help them work with other churches locally.

More than 1,500 people now receive our monthly e-newsletter CTe-News, and throughout 2019 we shared 86 articles on the News section of our website.

We continue to Tweet good news stories from across the churches via our Twitter account [@ChurchesEngland](#), which has 1,873 followers. We retweet content from many of our 51 Member Churches and the numerous county and local Churches Together groups across the nation, as well as sharing resources from our sister ecumenical instrument, Churches Together in Britain and Ireland. We have shared an average of 269 tweets per month, or 10.7 per day.

In 2019 our website www.cte.org.uk received 144,891 unique page views (compared to 137,224 the previous year). This is an average of 397 unique page views per day. On average people viewed 2.53 pages per session and were on our site for 2 minutes 10 seconds. The most popular pages were our home page, Member Church information, Thy Kingdom Come resource page, About page, Latest News and Education Sunday resources.

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Towards the end of 2019 we updated our About section, adding a new page to give an overview of our work: www.cte.org.uk/whoweare In 2020 we will be re-building our website in a major piece of communications work.

In 2019 our website provided churches with a range of resources to help them mark Education Sunday on 8th September. Our Education Sunday 2019 web page received 3,337 unique page views in 2019.

In June 2019, five of CTE's Presidents united to kneel in prayer for our nation at the national Thy Kingdom Come celebration in Trafalgar Square. Thousands of Christians came together for the event, which was broadcast on BBC Songs of Praise on 4th August 2019. Celebrating the sight of so many Christians from different denominations praying and worshipping together, CTE President Archbishop Welby said to BBC Songs of Praise: "This is the real deal isn't it. I mean we've got I don't know how many denominations here this afternoon, and who cares where they come from? What matters is that they know and serve and follow Jesus Christ."

Archbishop Angaelos, CTE's Orthodox President, also took part in the event and shared his joy to be part of such a gathering: "To have this kind of presence in the middle of London with all of the diversity of churches here is just breath-taking, it's wonderful."

Ecumenical Relationships

Pentecostal and Black Churches, and Multi-cultural Relations.

This year an anthology, *Pentecostals and Charismatics in Britain*, was published by SCM Press, edited by Joe Aldred, with a foreword by the Archbishop of Canterbury. CTE celebrated this with book launches in Birmingham and London. The book features twelve writers from across the Pentecostal and Charismatic streams, reflecting ethnic and gender diversity, covering historical and current developments which adds significantly to the literary genre available on this area of UK Christianity.

We convened two Charismatic and Pentecostal national leaders' Forums, participants drawn from multi-denominational and multi-ethnic Christian communities, enabling time for relationship building and information sharing.

We developed work responding to legacy of the transatlantic slave trade, working with a small Working Group and CTE and other agencies including Movement for Justice and Reconciliation creating learning material on these issues, and supported the Anglican/Pentecostal Theological Study Group which met three times and convened a conference on pneumatology and baptism at University of Birmingham and drew attendees from cross section of ecclesial organisations.

CTE staff member Joe Aldred continued to represent Pentecostal churches in England at Church of England General Synod and assisted the Government Department of Housing, Communities and Local Government to launch Windrush Day on 22 June 2019, and served on its Advisory Panel. He also supported several related organisations providing expertise about the Pentecostal and Charismatic Movements (eg to National Church Leaders Forum, Movement for Justice and Reconciliation, Thirty-one Eight, Housing Justice, London Churches Refugees Forum.)

He also contributed to promoting ecumenism through writing in magazines such as *The Preacher* and *Keep the Faith* and in Broadcasting on BBC Radio 2 and 4, Premier Christian Radio and United Christian Broadcast.

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. We continued to service the regular meetings of all NEOs in 2019 and welcomed an ecumenical officer from one of our member churches that had, hitherto, not appointed one.

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National Ecumenical Officers (NEOs) continue to meet twice a year and we continue to service their meetings. At the beginning of 2019 they spent a considerable amount of time considering how to support Intermediate ecumenism and noted the new venture in the north of England, reported in last year's annual report and supported by our Principal Officer for Intermediate Ecumenism, Governance Support and Resources. County Ecumenical Officers (CEOs) in the north had brought together Denominational Ecumenical Officers (DEOs) for a very successful overnight meeting in 2018 and this was repeated, even more successfully in the spring of 2019. NEOs decided to hold a similar conference in the autumn of 2020 for all Ecumenical Officers, DEOs, CEOs and NEOs. Entitled *Ecumenism Today*, it considered the joys and challenges of ecumenical work, was an opportunity for Ecumenical Officers (EOs) to engage with National Ecumenical Officers and explored practical tools for ecumenical working, including the mission opportunities in new housing areas.

The conference attracted about a hundred participants, despite both CEOs and the northern DEOs having had their own residential conferences earlier in the year. That is testimony to the value of such gatherings. One huge benefit of gathering all EOs together was the strengthening of the CEO/DEO team in the Intermediate Bodies – the value of this cannot be underestimated. It is also the all DEOs have been offered ongoing formation, although some NEOs have been doing that with their own DEOs over the years.

National Ecumenical Officers have continued to develop *A Flexible Framework for Local Unity in Mission* and in April 2019 invited County Officers to a day meeting in London to work on practical examples of the models within the document and to offer suggestions for a workbook. One outcome of this day was to change the title of the document, which until then had been called *A New Framework for Local Unity in Mission*. A further outcome was that Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, in collaboration with the NEOs, revised the document and its supporting documentation, also producing a PowerPoint presentation which can freely be used and adapted.

We continue to support Ecumenical Officers at Intermediate level (usually referred to as County Ecumenical Officers) in a variety of ways. All CTE staff take responsibility for this, though it is focused in the work of Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources.

What may well be the last of the annual Consultations for County and National Ecumenical Officers was held in the summer of 2019. Planned by the West Midlands County Officers, its theme was 'Re-Shaping our Ecumenical Vision around Mission', picking up on the emphasis of the 2017 Theos report on CTE. The Consultation was extremely successful, but given the development of conferences for all EOs together, it was decided not to continue with separate Consultations for CEOs. However, regional groupings of CEOs will continue to plan the sessions for CEOs alone which will be a feature of the All-EOs' conferences.

One very practical outcome of the 2019 CEOs' Consultation was the development by CEOs in the West Midlands, working with Jenny Bond, of a new and exciting vision statement of the CEO role, which has been re-cast as an Ecumenical Development Enabler. This has been agreed in consultation with all CEOs and work will be done in 2020 to create new employment templates based on this new document. These will replace the templates first created in 2005 which back then reflected the shift of the CEO role from a bureaucratic focus to a mission focus. These new templates will be even more mission focused and will emphasise even more strongly the role of a CEO as a facilitator and enabler. They will be available to all on our website, alongside our archive of CEO documentation which has been built up over the last fifteen years.

One of the most established pieces of work held under the auspices of CTE is the training course for new Ecumenical Officers and Facilitators. This is a joint enterprise of the National Ecumenical Officers with responsibility for DEOs, and Jenny Bond, our Principal Officer for

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Intermediate Ecumenism, Governance Support and Resources, works with them to deliver the course with the support of Lorraine Shannon, our Operations Manager.

Jenny Bond continues to offer induction sessions for new CEOs and in 2019 one of these was held in our London offices. Lucy Olofinjana, our Senior Communications and Media Officer, attended as part of her induction as a new CTE staff member and was able to assist with input, as did Joe Aldred, our Principal Officer for Pentecostal and Multicultural Relations and Claire Crowley, an experienced CEO in South London. A late new appointment in 2019 was for Peterborough and Rutland, working alongside the County Officer for Northamptonshire, so Jenny Bond has offered an induction session *in situ* early in 2020.

In 2019, staff members visited various Intermediate Bodies. Jenny Bond was invited early in the year to help Churches Together in Leicestershire to discuss the review they hoped to hold in 2019 and spoke to the Ecumenical Network in the Vale of York about *A Flexible Framework for Unity in Mission*. Paul Goodliff addressed the Churches Together on Herefordshire AGM, and the Churches Together in Hertfordshire 'Thy Kingdom Come' beacon event on Pentecost Sunday.

2019 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. *Feed the Hungry* joined this diverse group of organisations which we call 'Bodies in Association', in 2019. Doral was appointed a Trustee in 2019, strengthening the representation of both Intermediate Bodies and Bodies in Association through her two roles with Churches Together Hertfordshire, where she is the County Ecumenical Officer, and The Association of Interchurch Families. In September 2019, Jenny Bond was one of the team of speakers to the Association of Interchurch Families' annual conference

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. During 2019 we appointed to new staff members, (Rev'd Dr. Ben Aldous — Mission and Evangelism Officer; and Mrs Lucy Olofinjana — half-time Media and Communications Officer) and said farewell to Capt. Jim Currin, who until his retirement, previously held responsibility for both areas of work. Jim had worked tirelessly for CTE for over 14 years, bringing to CTE the best of evangelical spirituality and taught us from its riches. As the churches called CTE to greater focus upon collaboration in mission and evangelisation, Jim came into his own, and leaves this dimension of its work in rude health. Jim also made available to CTE his gifts in photography — and leaves us with a vast resource of his fine photographs to use on the website — and in his writing with Dr. Colin Marsh, he drew our attention to the way in which Jesus engaged in building relationships in mission.

The Trustee Board served the organisation in many ways, especially in seeking a way forward with the challenges presented by the Fourth Presidency. Rowena Loverance completed her first full year as Convenor, and during the course of 2019 Mr Richard Bradbury was appointed by the Enabling Group as the Deputy Convenor.

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 2019.

Action for Mission

The work in mission and evangelism has taken three directions in 2019.

(i) Consolidating

Taking over the role from Capt Jim Currin, Ben Aldous set himself the task of getting to know the work of CTE and the core co-ordinating groups for which he acts as secretary. The Churches group for evangelisation needed some revival and re-imagining. The planned

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Mission 2020 conference has been helped by key members of the group acting in an advisory capacity for the planning. Exploring one another's traditions and theology around mission is planned for late 2020. The Churches group for New Housing Areas continues to be a stimulating gathering being able to reflect both theologically and practically on issues pertinent to New Housing. A good day reflecting on the work in Cambourne over 20 years provided it with deeper insights into the challenges and joys of work in larger new developments. The rural churches group continues to wrestle with issues around mission in the countryside. The fallout from Brexit has taken considerable attention with the potential of near decimation of some farming activities in the post Brexit landscape.

(ii) Encouraging

In the first 6 months of his role Ben Aldous has made it a priority to listen and ask good questions before trying to make any kind of changes to the role as it currently stands, visiting as many places as possible and simply learning about the context. This has included visiting Churches Together in Cornwall (Truro), Churches Together North East (Newcastle and Durham), Churches Together in Devon (Exeter) as well as the Gather national summit (Milton Keynes). He also visited Churches Together in Cumbria, East London and Essex and had good conversations with Ecumenical Officers in Bristol and South London. These visits were also about reflecting on good practice at county and intermediate level. This provided an opportunity to remind a number of church leaders gathered that mission shouldn't be thought of in an instrumental way but as an attempt to follow the missionary Spirit through listening, loving and serving a context together.

(iii) Initiating

One of Ben Aldous' main responsibilities has been taking the lead on the mission 2020 conference, *Discipling the whole church to reach the whole nation* at High Leigh, scheduled for 23rd-24th March. This aims to bring together member churches, charities, youth agencies and theological colleges to find ways to collaborate around the intersect of mission and discipleship. An often neglected, and vital element in effective mission, is the calibre of discipleship and this consultation seeks to not only explore mission strategies for the transformation of communities, and the means of effective evangelistic work, but also to see how we might strengthen the means of discipling Christians so that they are confident and courageous witnesses to Christ. We hope to come together to share on the pilgrimage of what Pope Francis calls being 'missionary disciples'.

A new co-ordinating group has been initiated in the CTE space: The Mission Research Network "desires to create a robust, vibrant, critical and independent mission research community in UK to resource God's Church in mission." The group comes out of the 'death' of BIAMS (British and Irish Association of Mission Studies) and its incorporation into BIAPT and the possibility now of developing something bigger than the BIAPT Mission Studies Special Interest Group – especially in the time 'after colonialism.'

Additionally, with a background in fresh expressions and church planting Ben Aldous has been keen to find ways we as CTE can have a closer relationship with the fresh expressions movement and the pioneer training on offer. Visits to CMS in January for 2 days and with Mike Moynagh and Tim Lea from fresh expressions will hopefully result in new partnerships in the future. Ben has also been writing a number of articles on mission, contextual theology, resource churches and is planning a book on how ecumenical theologians from Asia, Africa and South America which can help us rethink mission in 21st century England.

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. In 2019 this concentrated on matters of human sexuality.

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We promoted *Embracing the Other*, a resource for local groups on receptive ecumenism, 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.

We continue to provide 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. It held a Theological Conference on Pneumatology and Baptism in April 2019 reported on elsewhere.

The day conference on juridical ecumenism marked a fresh opportunity to engage in theological exploration of a largely unexplored dimension of ecumenism and introduced The Christian Law Project (a European venture) to an English audience.

Paul Goodliff, Joe Aldred and Ben Aldous have been active in publications with an ecumenical dimension. Paul Goodliff has been co-editing a volume on translocal ministry, due for publication in 2020, as is a chapter on ecumenical spirituality in a forthcoming collection of papers to celebrate the work of a colleague with extensive ecumenical experience. Joe Aldred edited the book on Pentecostals and Charismatics in Britain (SCM, 2019) and this was launched in the summer. Ben has been active in writing about mission and especially Fresh Expressions.

In 2019 Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, was invited to join the national committee of the Society for Ecumenical Studies. This is one of CTE's Bodies in Association and it organises events of interest to those working ecumenically. In 2019 it ran study afternoon 'Saints and Celebrities', with Revd Dr Sarah Hall and Fr Dominic Robinson SJ, both of whom serve on the Roman Catholic/United Reformed Church Dialogue in the UK. Further events are planned for 2020, with CTE's General Secretary, Paul Goodliff, one of the speakers for the February 2020 day conference which will be held at Westminster Abbey.

CTE continues to work alongside its sister Ecumenical Instrument, Churches Together in Britain and Ireland, on the material for the Week of Prayer for Christian Unity. Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, is a member of the writers' group and in 2019, Anne Clifford became our second nominee on the group, after consultation with CTE's Pentecostal constituency. CTE staff respond to requests to preach at various unity services and in 2019 both Paul Goodliff and Jenny Bond preached during the Week of Prayer.

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.

The Enabling Group appointed three new Trustees in 2019, deepening the representation from Pentecostal churches and Intermediate Bodies/Bodies in Association. Evaluation of representation in terms of ethnicity, gender, tradition and skills/experience was maintained throughout the year, and in general, we believe that we are representative of the churches.

The Board, through its Finance Committee, continue to exercise careful financial control as they enter (as planned) a period of deficit financing. That is sustainable in the short term, but clearly not in the long term, and after engaging with Member Churches about that during 2019, revised subscription amounts were invited from those member churches which contribute relatively small subscriptions. During the year we concluded negotiations about a large pension debt owed upon the retirement of Dr David Cornick, a minister of the United Reformed Church and a member of its pension scheme, (a so-called 'cessation event' under pension law) and anticipate sharing some of those financial liabilities during 2020 with our partner organisation, The Free Churches Group.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

TRUSTEES' REPORT (CONTINUED)

During 2019 we welcomed the Apostolic Church (a historic British Pentecostal Church) and the Presbyterian Church of Ghana (European Synod based in London) as member churches. We also welcomed Feed the Hungry as a Body in Association.

We continue to work in partnership with the Inter-Faith Network of the United Kingdom, the British Trust for Tantor, 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. Ben Aldous has been appointed a research fellow at Queen's Theological Foundation.

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. A regular meeting between the General Secretaries of the five instruments was initiated in 2019, held three times.

Financial stability remains an overriding concern and this was shared with member churches during 2019, with increased subscription amounts proposed to member churches separately. These amounts will be first requested in early 2020., and it is anticipated that this will increase our income from this source. All CTE organised conference events throughout 2019 aimed to be revenue neutral, and this was largely successful. This policy continues into 2020.

The major mission conference described above will be held in March, and events to explore human sexuality and its implications for ecumenism are also planned. In addition, a one-day seminar will be held in April 2020, exploring the experiences of the persecuted church and how mission is being done in challenging circumstances around the world. CTE Presidents Pastor Agu Irukwu and Archbishop Angaelos will co-chair the day.

It is anticipated that the work on a Strategic Plan for 2020 will be completed in the first quarter and this guide the working priorities for both staff and Trustees from henceforth.

2020 marks the 30th anniversary of the establishment of Churches Together in England, and we will be marking this with a service of celebration for all the various ecumenical groups, local, intermediate and national, in England.

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 2019 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

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

TRUSTEES' REPORT (CONTINUED)

environment in which there is an awareness to 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.

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 surplus in the year on the General Fund of £49,549 (2018: £100,824) leaves the general fund with a balance of £498,545 (2018: £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.

The Covid-19 Pandemic which began to impact in 2020 has resulted in there being an effect on the income from and the valuation of investments. The Trustees believe that this will be a short to medium term effect and continue to monitor the investments with their advisors.

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.

The Covid-19 Pandemic which began to impact in 2020 has resulted in certain activities, mainly conferences, not taking place in 2020. However, creative ways have been found to allow the charity to continue much of its normal work and to allow it to engage in new activities which have arisen as a result of the pandemic. There will be an impact on the income from and the valuation of investments in the short to medium term and on certain streams of income and expenses which would have arisen from activities. However, the Trustees do not expect these to significantly affect the level of reserves which Charity holds.

At the year end the charity held restricted funds of £2,356 (2018: £3,094), designated funds of £233,044 (2018: £216,089) and general funds of £498,545 (2018: £448,996) of which £Nil (2018: £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 31st 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

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

TRUSTEES' REPORT (CONTINUED)

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 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 2019**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2019 set out on pages 15 to 27.

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 2019**

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated	2019	2019	2018
		2019	2019	2019	2019	2018
		£	£	£	£	£
INCOME						
Donations and legacies	2	348,864	-	-	348,864	367,739
Charitable Activities	3	30,144	16,955	-	47,099	66,571
Investments	4	10,647	-	-	10,647	6,300
Total		<u>389,655</u>	<u>16,955</u>	<u>-</u>	<u>406,610</u>	<u>440,610</u>
EXPENDITURE						
Charitable activities	5	368,311	27	738	369,076	531,624
Total expenditure		<u>368,311</u>	<u>27</u>	<u>738</u>	<u>369,076</u>	<u>531,624</u>
Net Income/(Expenditure) before gains/(losses) on investments						
		21,344	16,928	(738)	37,534	(91,014)
Gains / (Losses) on investments		<u>28,232</u>	<u>-</u>	<u>-</u>	<u>28,232</u>	<u>(17,761)</u>
Net Incoming/(Expenditure)						
		49,576	16,928	(738)	65,766	(108,775)
Transfers between funds		<u>(27)</u>	<u>27</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in Funds		<u>49,549</u>	<u>16,955</u>	<u>(738)</u>	<u>65,766</u>	<u>(108,775)</u>
Reconciliation of Funds						
	13					
Balances at 1 January		448,996	216,089	3,094	668,179	776,954
Net movement in Funds		<u>49,549</u>	<u>16,955</u>	<u>(738)</u>	<u>65,766</u>	<u>(108,775)</u>
Balances at 31 December		<u>498,545</u>	<u>233,044</u>	<u>2,356</u>	<u>733,945</u>	<u>668,179</u>

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
AS AT 31 DECEMBER 2019**

	Notes	2019 £	£	£	2018 £
Fixed Assets					
Tangible assets	8	-		-	
Investments	9	278,012		256,330	
		<u> </u>	278,012	<u> </u>	256,330
Current Assets					
Debtors	10	1,726		3,769	
Cash at bank and in hand		486,352		544,415	
		<u> </u>		<u> </u>	
		488,078		548,184	
Current Liabilities					
Amounts falling due within one year	11	<u>(14,570)</u>		<u>(96,884)</u>	
Net Current Assets			473,508		451,300
Creditors: amounts falling due in more than one year	12		<u>(17,575)</u>		<u>(39,451)</u>
Net Assets			<u><u>733,945</u></u>		<u><u>668,179</u></u>
Funds					
Unrestricted:					
General	13		498,545		448,996
Designated	13		233,044		216,089
Restricted	13		2,356		3,094
Total Funds			<u><u>733,945</u></u>		<u><u>668,179</u></u>

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:

James Laing, Director
Company Number: 05354231

Date:

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019	2018
	£	£
Net income/(expenditure) for the year	65,766	(108,775)
Adjustments for:		
Purchases/disposals of investments	6,550	(248,600)
(Gains)/losses on investments	(28,232)	17,761
Dividends, interest and rents from investments	(10,647)	(6,300)
(Increase)/decrease in debtors	2,043	4,534
(Decrease)/increase in creditors	(82,314)	63,594
Increase/(decrease) in creditors over one year	<u>(21,876)</u>	<u>(5,414)</u>
	<u>(134,476)</u>	<u>(174,425)</u>
Cash flows from operating activities	(68,710)	(283,200)
Cash flows from investing activities		
Dividends, interest and rents from investments	<u>10,647</u>	<u>6,300</u>
Cash provided by investing activities	<u>10,647</u>	<u>6,300</u>
Change in cash and cash equivalents in the year	(58,063)	(276,900)
Cash and cash equivalents at the beginning of the year	<u>544,415</u>	<u>821,315</u>
Total cash and cash equivalents at the end of the year	<u>486,352</u>	<u>544,415</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

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.

The Covid-19 Pandemic which began to impact in 2020 has resulted in certain activities, mainly conferences, not taking place in 2020. However, creative ways have been found to allow the charity to continue much of its normal work and to allow it to engage in new activities which have arisen as a result of the pandemic. There will be an impact on the income from and the valuation of investments in the short to medium term and on certain streams of income and expenses which would have arisen from activities. However, the Trustees do not expect these to affect the Charity's ability to continue its activities for the foreseeable future.

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.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

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.

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	Total	Total
	General	Designated	Funds	Funds	Funds
	2019	2019	2019	2019	2018
	£	£	£	£	£
Donations:	74	-	-	74	16
Grants:	350	-	-	350	20,583
Contributions from Member Churches	348,440	-	-	348,440	347,140
Total	348,864	-	-	348,864	367,739

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2019	2019			
	£	£	£	£	£
Subscriptions from intermediate	9,450	7,000	-	16,450	16,800
Conference fee income	19,480	9,955	-	29,435	42,913
Sales of publications	1,075	-	-	1,075	-
Miscellaneous income	139	-	-	139	6,858
Total	30,144	16,955	-	47,099	66,571

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2019	2019			
	£	£	£	£	£
UK Listed Investment	8,126	-	-	8,126	3,791
Use of premises	100	-	-	100	-
Bank interest received	2,421	-	-	2,421	2,509
Total	10,647	-	-	10,647	6,300

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted	Total	Total
	General	Designated	Funds	Funds	Funds
	2019	2019	2019	2019	2018
	£	£	£	£	£
Staff costs:					
Charitable activities	246,132	-	-	246,132	347,168
Total Staff costs	<u>246,132</u>	<u>-</u>	<u>-</u>	<u>246,132</u>	<u>347,168</u>
Support costs:					
Rent	15,000	-	-	15,000	14,125
Office costs	16,855	-	-	16,855	14,769
Staff welfare, training and recruitment	7,965	-	-	7,965	10,475
Computer consultancy and running costs	3,005	-	-	3,005	4,638
Travel expenses	22,064	-	-	22,064	21,462
Insurance	4,459	-	-	4,459	4,297
Legal fees, HR and financial consultancy	14,170	-	-	14,170	17,800
Conference expenses	35,001	27	738	35,766	83,995
Investment management fees	80	-	-	80	320
Website	810	-	-	810	-
Bad debts	(2,445)	-	-	(2,445)	3,180
Total Support costs	<u>116,964</u>	<u>27</u>	<u>738</u>	<u>117,729</u>	<u>175,061</u>
Governance Costs					
Independent Examination Fee	72	-	-	72	2,460
Other Governance costs	5,143	-	-	5,143	6,935
Total Governance costs	<u>5,215</u>	<u>-</u>	<u>-</u>	<u>5,215</u>	<u>9,395</u>
Total	<u>368,311</u>	<u>27</u>	<u>738</u>	<u>369,076</u>	<u>531,624</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 £2,437 (2018: £2,525).

7) Staff Costs

Staff costs during the year were:	2019	2018
	£	£
Wages and salaries	223,960	228,991
Social security costs	21,012	21,706
Pension contributions	1,160	96,471
Total	<u>246,132</u>	<u>347,168</u>

No employees received remuneration greater than £60,000.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

7) Staff Costs (Continued)

The average number of employees during the year was:

	2019	2018
	Number	Number
Direct charitable activities	3.0	3.5
Management and administration	2.0	2.0
Total	5.0	5.5

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 £21,876 in the current year (2018: release of £5,414).

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 £49,197 (2018: £64,649).

8) Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 January 2019	2,776
At 31 December 2019	2,776
Depreciation	
At 1 January 2019	2776
Charge for the year	-
At 31 December 2019	2,776
Net Book Value	
At 31 December 2019	-
At 31 December 2018	-

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

9) Investments

	UK Listed 2019 £	UK Listed 2018 £
Market Value		
At 1 January 2019	256,330	25,491
Additions	223,323	255,600
Disposals	(229,873)	(7,000)
Increase on revaluation in year	28,232	(17,761)
At 31 December 2019	<u>278,012</u>	<u>256,330</u>
Historic Cost	<u>259,484</u>	<u>268,663</u>

The UK listed investments are as follows:

	UK Listed 2019 £	UK Listed 2018 £
COIF Charities Investment Fund	29,152	24,896
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	26,618	27,426
Epworth UK Equity Fund	149,688	-
Epworth Global Equity Fund	11,478	-
Epworth Sterling Sovereign Bond Fund	23,062	-
Epworth Corporate Bond Fund	38,014	-
	<u>278,012</u>	<u>256,330</u>

10) Debtors

	2019 £	2018 £
Other debtors	252	825
Prepayments	1,474	2,944
Total	<u>1,726</u>	<u>3,769</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2019 £	2018 £
Other creditors	8,405	82,637
Tax and NI creditor	6,165	6,760
Accruals	-	7,487
Total	<u>14,570</u>	<u>96,884</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 £794.9m, liabilities of £926.4m and a deficit of £131.5m. 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 £3,845 (2018: £5,520) 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 £3,347 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 1.13% (2018: 1.75%). The unwinding of the discount rate is recognised as a finance cost.

	2019	2018
	£	£
Provision as at 1 January	39,451	44,865
Unwinding of the discount factor	327	582
Deficit contributions paid	(3,845)	(5,520)
Re-measurements – impact of any change in assumptions	526	(476)
Re-measurements – amendments to the contribution schedule	(18,884)	-
Provision as at 31 December	<u>17,575</u>	<u>39,451</u>

b) The United Reformed Church Ministers' Pension Fund.

One former employee who retired during the 2018 was 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 agreed and paid at £72,900 but some of it refers to staff who worked for the Free Church Federal Council who may be liable for some of the deficit.

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13) Funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	448,996	389,655	(368,311)	28,232	(27)	498,545
Designated funds:						
Windrush Commemoration	-	-	(27)	-	27	-
Forum	16,089	16,955	-	-	-	33,044
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>665,085</u>	<u>406,610</u>	<u>(368,338)</u>	<u>28,232</u>	<u>-</u>	<u>731,589</u>
Restricted Funds						
They also served	<u>3,094</u>	<u>-</u>	<u>(738)</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>668,179</u>	<u>406,610</u>	<u>(369,076)</u>	<u>28,232</u>	<u>-</u>	<u>733,945</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 £	Investment: £	Net Current £	Total £
Unrestricted Funds				
General funds	-	278,012	220,533	498,545
Designated funds:				
Forum	-	-	33,044	33,044
Special Projects Fund	-	-	200,000	200,000
Total designated funds	<u>-</u>	<u>-</u>	<u>233,044</u>	<u>233,044</u>
Restricted Funds				
They also served	<u>-</u>	<u>-</u>	<u>2,356</u>	<u>2,356</u>
Total Funds	<u>-</u>	<u>278,012</u>	<u>455,933</u>	<u>733,945</u>

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15) Operating lease commitments

At 31 December 2019 the charity had no (2018: nil) annual commitments under operating leases.

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted	Total
	General	Designated	Funds	Funds
	2018	2018	2018	2018
	£	£	£	£
INCOME				
Donations and legacies	348,589	19,150	-	367,739
Charitable Activities	30,845	35,726	-	66,571
Investments	6,300	-	-	6,300
Total	<u>385,734</u>	<u>54,876</u>	<u>-</u>	<u>440,610</u>
EXPENDITURE				
Charitable activities	467,522	62,764	1,338	531,624
Total expenditure	<u>467,522</u>	<u>62,764</u>	<u>1,338</u>	<u>531,624</u>
Net Income / (Expenditure) before gains / (losses) on investments	(81,788)	(7,888)	(1,338)	(91,014)
Gains / (Losses) on investments	<u>(17,761)</u>	<u>-</u>	<u>-</u>	<u>(17,761)</u>
Net Income / (Expenditure)	(99,549)	(7,888)	(1,338)	(108,775)
Transfers between funds	<u>(1,275)</u>	<u>1,275</u>	<u>-</u>	<u>-</u>
Net movement in Funds	<u>(100,824)</u>	<u>(6,613)</u>	<u>(1,338)</u>	<u>(108,775)</u>

17) Related Party Transactions

There are no related party transactions during the year.