

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Workplace Matters

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2019

Ecumenical Partnership Initiatives

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Ecumenical Partnership Initiatives

Reference and Administrative Details

Chief Executive Officer

Mr Des Scott

Trustees

D Sandiford (Chair)

A M Charles

L M Holmes

M J Hart (Treasurer)

Canon Mark Russell (resigned July 2019)

Other Officers

Rt Hon Alistair Burt MP, Patron

Rt Rev A Smith, Bishop of St. Albans, Patron

Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office

41 Holywell Hill

St. Albans

Hertfordshire

AL1 1HE

Company Registration Number

The charity is incorporated in England.

06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc

London Corporate Banking

Independent Examiner

Nicola Adams ACA DChA

BHP LLP

2 Rutland Park

Sheffield

S10 2PD

Ecumenical Partnership Initiatives

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 December 2019. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published in October 2019.

Objectives and activities

Objects and aims

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the wider world.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those we serve and seek to speak prophetically in different contexts.
- Hopeful:
We believe in a God who transforms lives and situations.
- Risk Taking and Bold:
We encourage our teams to work on the margins of society taking risks for the Kingdom of God.

We do this through:

- Being present and listening;
- Serving, supporting and valuing people;
- Affirming and enhancing workplace and waterways communities;
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Objectives, strategies and activities

Our core activity at Workplace Matters (WM) is chaplaincy.

Ecumenical Partnership Initiatives

Trustees' Report

Where chaplaincy is empowered and equipped to work effectively, it improves people's wellbeing and life chances, whether in the workplace or in the lives of those we work with through the airport and on the canals and waterways.

We aim to:

- Provide chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip workplace chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Equip waterways chaplains to be a voice and a presence of the church on the canals and waterways working with the poor and vulnerable.
- Make a difference in the lives of those we work with.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - Where chaplains function in the workplace, they are independent, providing care for welfare and spirituality, sharing the joys and sorrows of the workforce.
 - On the canals and waterways, we aim to work with those who are often vulnerable and in need; walking alongside them, advocating for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytise, but they are proactive in their presence - being a voice - to speaking out against poverty and injustice, teaching the design and dignity of life and work and, when invited, sharing the Christian faith. At times of significant crisis, the chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services such as health and welfare, and signpost to these services when appropriate.

Where they provide a high-quality chaplaincy service for people at work (all faiths and none); key workplace organisations are:

- Transport: London Luton Airport
- Leisure: Canals and Waterways
- The chaplaincies at Sainsbury Harpenden and Luton Casino were put temporarily on hold following the two chaplains moving on. This has enabled us to use our limited resources to develop the work in the other two areas

Good team working is critical to the success of WM. We seek to create a cohesive team of staff and chaplains built on mutual trust for all our stakeholders (supporting churches, chaplains, organisations we work with, and other chaplaincy organisations). By sharing a common purpose, this will contribute to growing mutual trust and thereby benefit all who need our support and services in good and bad times in their lives.

Ecumenical Partnership Initiatives Trustees' Report

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below.

How do we measure our success?

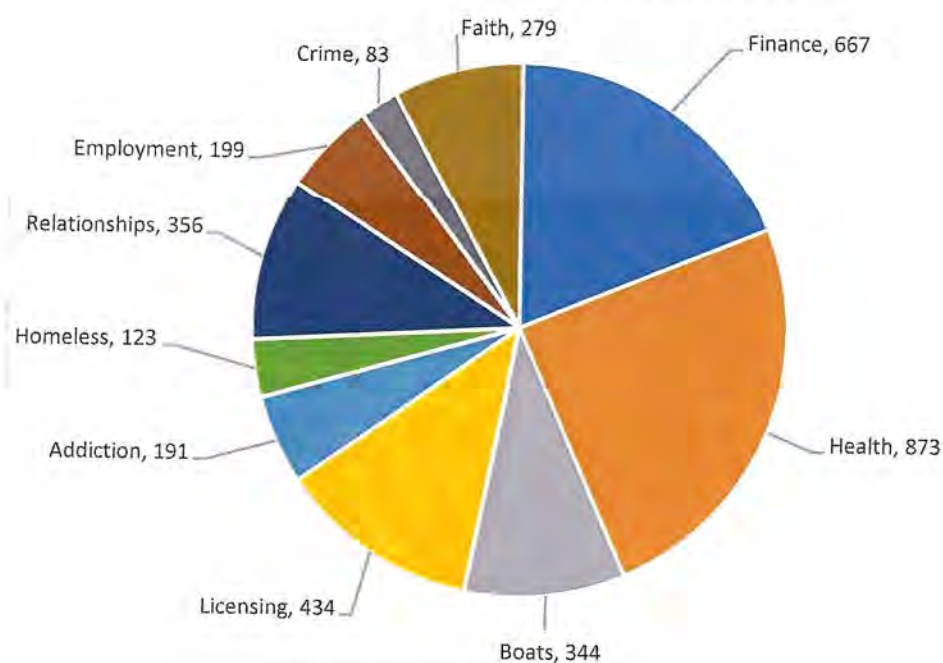
1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

1. Increasing the number of people that we are able to assist through our work

This year again, we have seen a significant increase in the number of people we worked with:

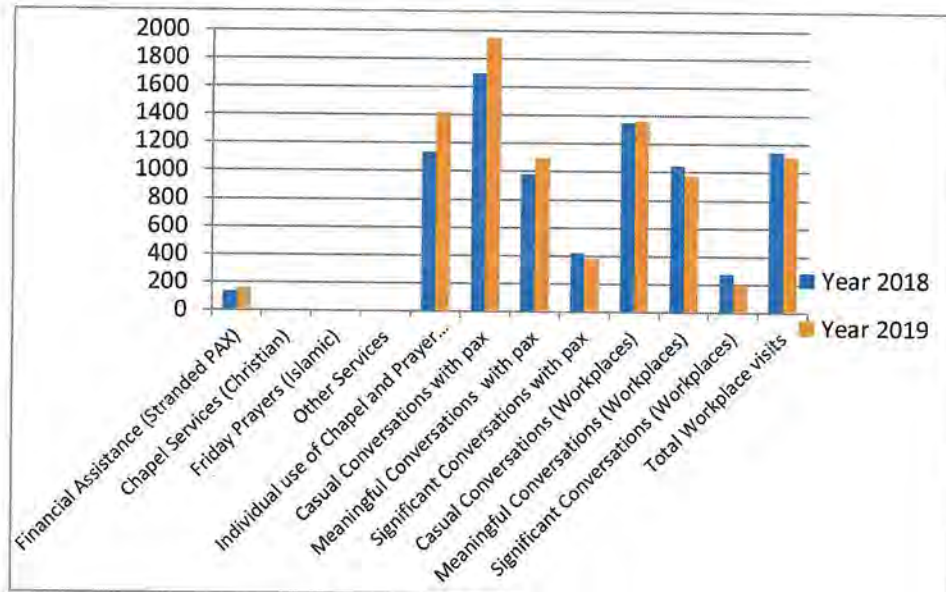
- Our waterways chaplains made over 9,000 contacts with boaters and those working around the canals and waterways, with nearly 6,000 leading to follow on conversations and help. This is an increase of 55% from last year.
- In the airport, we have supported over 6,500 passengers, an increase of 40%, from simple wayfinding and answering queries, to more significant conversations regarding worries about travelling as well as worries about the reason for travelling; bereavement, illness, relationship breakdowns or starting a new life abroad post retirement, and often issues of spirituality.

Waterways Chaplaincy Activity 2019



Ecumenical Partnership Initiatives Trustees' Report

London Luton Airport Activity during 2019



You will note that through 2019, we held no services in the chapel. During this time, because of all the building and development works going on, we only had the small prayer room airside. The new, much larger chapel is in the final stages, opening early 2020, and we will then return to regular services to serve the staff and visitors. We expect also that this will significantly increase the activity and request for chaplains, as it is in a much higher profile location and will give the chaplains a base to work from rather than simply through walkabout or depending on staff requests for assistance.

2. Being able to measure the tangible difference we make in the lives of those we meet

Stories of transformation: Waterways Chaplaincy

Boater A

An elderly gentleman who the chaplains have been supporting on the Grand Union Canal. (Severe health issues some relating to alcohol).

As one chaplain said, 'I keep a close eye on him because I don't want him to die unnoticed on his boat'. This gentleman has accepted the gift of a bible and is prayed for regularly. Several months ago, this gentleman fell into a lock in an isolated location. There was just one house in the location, a converted church with very thick walls. It was still winter. By an amazing miracle, the owner of the house opened one of his upstairs windows at exactly the time that the boater called for help. The boater was taken to hospital in Luton and remained there for over two months. The Waterways Chaplain took the boater's brother (his only relative) to visit him regularly in hospital because of poor transport links from where he lived. This boater is now much recovered and back on his boat. When he was getting out of hospital, the chaplain arranged with Canal & River Trust a suitable place for the boater to moor, accessible to his doctor and convenient for shops, while his health continued to improve.

Boater B

A Waterways Chaplain has been visiting a local marina café at a regular time each week. She joins people having coffee and chats to them. Over time, relationships have started to build. One man, after a general conversation, revealed that his wife had died some years ago and he was still grieving

Ecumenical Partnership Initiatives

Trustees' Report

for her. Another man (with three brothers) spoke of his mother facing end of life through cancer and the difficulty all brothers were having coming to terms with the situation and finding it difficult to visit and support. A lady, suffering hardship, was helped with the purchase of coal from the boaters' hardship fund. Another lady has had some very interesting conversations about labyrinths and icons! Marina staff were supported in resolving a difficult situation with a boater.

Sustainability

The stories are endless, there is something new every week. The challenge now is to take that to the next level and see how they can begin to encourage these people on a journey of faith.

Stories of transformation: London Luton Airport Chaplaincy

Story 1

Dear Liz,

Thank you so much for helping me on 21st November when I missed my flight and got myself in to such a state. You were so kind to me, like a guardian angel arriving when I really needed one.

Life is very tough for my sisters and I now, trying to look after our dad as his health declines. His recent radiotherapy treatment (the reason I was in London) has been hard on him but as of yesterday, he was able to walk to the corner shop. My sister is with him this week and booked for her and dad to fly to Belfast on Saturday, hopefully that will happen and we'll have him home where we can look after him and have some time together.

I don't know how to express my gratitude to you, you are so good at your job. I am sure there are many people like me that you have helped and who hold you in their hearts.

Your husband, son and daughter are blessed to have you.

Story 2

Tom was a young man who worked in security. He faced ill health and many operations in his life but was obviously a well-respected friend and colleague. I met him on a few occasions, but latterly he was more in hospital or at home recovering than at work.

When he died at the end of 2017, his family and his work colleagues wanted to create a lasting memorial to him. After some months of planning and negotiation, a bench in his memory has been installed in the central security area of the Airport. Last week (2019), I was asked to lead a short ceremony of dedication attended by his family and his closest colleagues.

The completion of the large airport prayer room will mean there is an opportunity to start holding regular services again and allows for the staff to be invited to things, creating opportunity for the building up of a community there.

Ecumenical Partnership Initiatives Trustees' Report

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks.
- Luton Airport Chaplaincy hosted the British Airports Chaplaincy Conference
- We have given over 20 local radio station interviews during the year.
- We were featured on BBC and other local radio programmes.
- We are featured on two of our supporting trusts websites: Westhill Foundation and Allchurches.
- We had positive articles in several boating magazines.
- We are recommended by Canal and River Trust on their website.

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Union, the United Reformed Church and the Religious Society of Friends.
- Funding for the Waterways Chaplaincy grants from the Tudor Trust, Allchurches Trust, John Ellerman Foundation, Hobson Trust, Westhill Foundation, Garfield Weston, The SMB Charitable trust, Barnabus Trust, CB and HH Taylor 1984 trust, the Insight Trusts and the Laing Foundation.
- We are also indebted to a number of churches and individuals who support the work financially and many of the chaplains themselves, who not only give of their time but claim little or no expenses.

Richard Parry, CEO of Canal and River Trust says:

"Waterways Chaplains make a significant difference in the wellbeing of the lives of many of our more vulnerable waterways users. Their local knowledge, together with the practical help and pastoral support they can offer, can often be the catalyst for change that enables those in need to move forward with their lives."

"Our Welfare Officer and local teams regularly refer people to the chaplains for help and often link with them in situations where we can work together in the best interest of the boater to avoid long term issues and difficulties. I believe they have become a vital part of our waterways network, reaching those most others are unable to reach."

Ecumenical Partnership Initiatives

Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefit can be found in the achievements and performance section of this report.

Use of volunteers

Workplace Matters values highly the contribution made by a large number of volunteer chaplains and associates (108 volunteers, a rise of 10%). The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

Our CEO is seconded one day a week through our partnership with Church Army. In addition to one full time and three part time chaplains, we have a part time Finance Manager and additional administration and HR support through our partnership. The Board records its profound gratitude to Church Army for its generous support.

Board changes

Mark Russell, resigned in July 2019.

Baptist Pension Scheme

The full and final settlement with the Baptist Pension Scheme has now been made and the matter is closed.

Ecumenical Partnership Initiatives

Trustees' Report

Another year of growth

This year has been one of growth, both in the number of chaplains but also in the number of people we are engaging with.

The airport chaplaincy has seen a number of chaplains retire and some new ones join. Among the many things the chaplains are called to deal with are stranded and ill passengers, safeguarding concerns and sometimes frightened passengers who just want someone to talk things through with. Often as not, many of these conversations turn into pastoral situations as people talk about the issues underlying the presenting issues. The chaplaincy has been managing through a period of significant change, as the airport physically expands. In 2019, over 18 million passengers passed through, an increase of 8%. This brings significant changes to staffing numbers, as well as passengers, and the chaplaincy will need to grow to respond to that. They are also looking at how to develop the chaplaincy to cover evenings and weekends beyond just emergency call outs. The development of the new, much larger, chapel will also bring growth in the year ahead.

Waterways Chaplaincy continues to grow in numbers and in the geographical coverage. Borne out of an identified need, the Waterways Chaplaincy supports all waterway users including the residents of boats, walkers, volunteers and workers of any faith or none. They seek to play their part in bringing about short and long-term personal transformation - emotionally, mentally and spiritually. They now have over 90 chaplains covering many of the main arteries of the UK; including the Grand Union Canal, the Kennett and Avon Canal, River Wey, Basingstoke Canal and the River Lee and Stort. Last year, we had contact with over 9,000 people on the waterways and surrounding areas, with meaningful contact with almost 6,000. This can range from boating matters to relationships, finance and homelessness, with many of these wanting to talk about faith and spirituality. This year has highlighted a number of people on our waterways suffering from PTSD, brought on by trauma of one form or other in their lives and so we have run specialised courses for the chaplains on managing these situations. The underpinning principle of this unique chaplaincy is to provide independent and confidential support, which is encouraging and ensures that people feel listened to.

Among our volunteers are a mix of retired teachers, GP's, clergy, professionals and others who are still working but find volunteering a great way to 'give back'.

Conclusion

We are most grateful to our volunteers for the service they are delivering to the public in our chaplaincies. I wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work not only to keep the Trust afloat, but to see it grow.

Financial review

Income for the year was £230,511 (2018: £186,621) and expenditure for the year was £209,691 (2018: £159,116) resulting in net income of £20,820 (2018: £27,505). The balance of unrestricted funds at the end of this financial year amounted to £25,533 (2018: £29,205) and the balance of restricted funds totalled £87,546 (2018: £63,054). The restricted funds received have increased to cover the growth of the work, particularly in the Waterways Chaplaincy. Not all the income was spent in the year. Some of this was to do with timing and also an amount was carried across to support the growth plan in the following year. The continued support of Church Army through the provision of leadership and back office support services have helped sustain the development.

Workplace Matters do not accept funding from organisations or activities that are materially inconsistent with Christian values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

Policy on reserves

The trustees are working towards a target level of free reserves equal to three months' expenditure to ensure a smooth cessation of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £58,000. Free reserves at 31 December 2019 total

Ecumenical Partnership Initiatives

Trustees' Report

Policy on reserves- continued

£25,533. Funds continue to be monitored carefully with the aim of growing them towards our target reserves and that the designated funds could be used to support this until they are required for the designated purpose.

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board review the risks annually at their spring meeting and monitor them every quarter. They are content that the controls in place are adequate.

The COVID-19 pandemic has created additional risks for the charity. The main risks for the charity were:

1. Chaplains catching the virus leading to serious illness or death
 - We undertook a specific risk assessment and issued guidance in line with government guidelines and additional specific guidance around our work as Chaplains
 - Those in the vulnerable category were encouraged to shield
 - We kept in contact with those we were supporting by phone rather than face to face
 - Where deliveries such as food parcels were delivered, they were left a safe distance away for the recipient to pick up
 - We held team meetings over zoom
2. Transmitting the virus to others
 - Chaplains wore masks and gloves when undertaking visits
 - If they met with anyone it was in public space and socially distanced
3. Loss of funding
 - Much of our funding is multiyear funding from trusts and not individuals and therefore the impact was minimal. We did incur some additional costs, and these were underwritten by one of the supporting trusts through an additional grant

Going concern

Two years ago the charity was at a stage of facing closure due to a shortage of funds and having to make the CEO redundant. Church Army offered support to the charity and helped raise the funding necessary to stabilise the organisation and grow the various chaplaincies. (The vast majority of the income we receive, and expenditure, is restricted for the specific areas of chaplaincy). We are now working on raising non restricted funds to enable us to build up the three months reserves as set out by the trustees. We have already had some successes in this for 2019/20.

The Trustees have considered the impact of COVID-19 on the charity's activities. Whilst it is not considered practical to accurately assess the duration and extent of the disruption, the Trustees are confident that they have in place plans to deal with any operational and financial risks that may arise.

The charity has prepared forecasts of income and expenditure which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Ecumenical Partnership Initiatives Trustees' Report

Structure, governance and management

Nature of governing document

Workplace Matters is the working name of Ecumenical Partnership Initiatives which is a registered Charity and a company limited by guarantee. The Company is governed by its Memorandum and Articles of Association (the governing documents). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As at 31 December 2019, the Board comprised four trustees who are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board give their time voluntarily and receive no benefits from the Charity. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of Workplace Matters, regular review of the finances, risk management and monitoring of any projects.

The period of appointment is for three years and is renewable for further terms. One-third of members retire by rotation and are appointed or re-appointed each year.

The Board have delegated management of Workplace Matters to the CEO who reports on the performance of the organisation. Management accounts are received quarterly by the trustees.

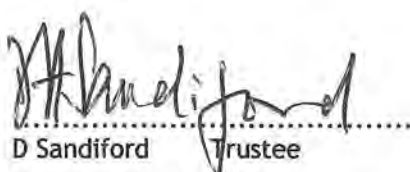
Organisational structure

The CEO has responsibility for planning and developing the services and strategies for Workplace Matters within the policies and procedures set by the board of Directors. The CEO ensures that the staff team is recruited and supported to provide the skills and expertise needed to run a successful organisation and that Workplace Matters' goals and values are observed. The CEO is also responsible for Fundraising, PR and External and Internal Communications.

The CEO has direct line management responsibility for the Core Team of Chaplains and the Assistant Management Accountant. The Core Team are responsible for recruiting and team leading the Chaplains, training and developing of the Chaplains and for maintaining the key relationship with their allocated 'area of chaplaincy'. The Assistant Management Accountant is responsible for office purchases and financial book-keeping. Church Army HR and administration team manage volunteer recruitment processes, databases and website management in conjunction with the chaplains. The CEO manages the administration of the Workplace Matters Board of Directors and provides first-contact information and advice and acts as Company Secretary.

The CEO, together with the Treasurer, is responsible for the financial management and maintenance of accounts, budgets and reports. The CEO, in conjunction with the Treasurer, prepares and presents quarterly reports to the Board and other reports as required.

The annual report was approved by the trustees of the charity on 18th August 2020 and signed on its behalf by:


D Sandiford Trustee

Ecumenical Partnership Initiatives
Statement of Trustees' Responsibilities

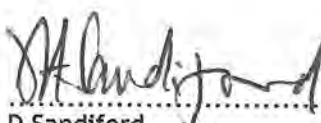
The trustees (who are also the directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees 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 charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 18th August 2020 and signed on its behalf by:


.....
D Sandiford
Trustee

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2019 which are set out on pages 16-28.

Responsibilities and basis of report

As the charity 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').

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 your company's accounts as 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

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 in respect of the company 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.



Nicola Adams ACA DChA
BHP LLP
2 Rutland Park
Sheffield
S10 2PD

Date: 25 August 2020

Ecumenical Partnership Initiatives

Statement of Financial Activities for the Year ended 31 December 2019 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total Funds 2019 £
Income and Endowments from:				
Charitable activities	3	11,294	157,880	169,174
Investment income	4	398	-	398
Other income	5	60,939	-	60,939
Total Income		<u>72,631</u>	<u>157,880</u>	<u>230,511</u>
Expenditure on:				
Charitable activities	6	(76,303)	(133,388)	(209,691)
Total Expenditure		<u>(76,303)</u>	<u>(133,388)</u>	<u>(209,691)</u>
Net income/(expenditure)		<u>(3,672)</u>	<u>24,492</u>	<u>20,820</u>
Net movement in funds		(3,672)	24,492	20,820
Reconciliation of funds				
Total funds brought forward		29,205	63,054	92,259
Total funds carried forward	13	<u>25,533</u>	<u>87,546</u>	<u>113,079</u>
	Note	Unrestricted funds £	Restricted funds £	Total Funds 2018 £
Income and Endowments from:				
Charitable activities	3	622	164,482	165,104
Investment income	4	187	-	187
Other income	5	21,330	-	21,330
Total Income		<u>22,139</u>	<u>164,482</u>	<u>186,621</u>
Expenditure on:				
Charitable activities	6	(18,000)	(141,116)	(159,116)
Total Expenditure		<u>(18,000)</u>	<u>(141,116)</u>	<u>(159,116)</u>
Net income/(expenditure)		<u>4,139</u>	<u>23,366</u>	<u>27,505</u>
Net movement in funds		4,139	23,366	27,505
Reconciliation of funds				
Total funds brought forward		25,066	39,688	64,754
Total funds carried forward	13	<u>29,205</u>	<u>63,054</u>	<u>92,259</u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2018 is shown in note 13.

Ecumenical Partnership Initiatives
(Registration number: 06951383)
Balance Sheet as at 31 December 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	10	-	-
Current assets			
Debtors	11	457	783
Cash at bank and in hand		<u>167,374</u>	<u>160,245</u>
		167,831	161,028
Creditors: Amounts falling due within one year	12	<u>(54,752)</u>	<u>(68,769)</u>
Net current assets		<u>113,079</u>	<u>92,259</u>
Net assets		<u>113,079</u>	<u>92,259</u>
Funds of the charity:			
Restricted funds		87,546	63,054
Unrestricted income funds			
Unrestricted funds		<u>25,533</u>	<u>29,205</u>
Total funds	13	<u>113,079</u>	<u>92,259</u>

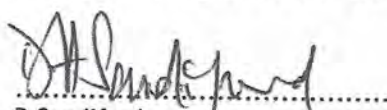
For the financial year ending 31 December 2019 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small company's regime and in accordance with FRS102 SORP.

The financial statements on pages 16-28 were approved by the trustees and authorised for issue on 18 August and signed on their behalf by:



 D Sandiford
 Trustee

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

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) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees have considered the potential impact on the activities of the charity of the Covid-19 pandemic as set out in note 16 and do not believe that any impact will be significant due to the following factors:

- For the Waterways Chaplaincy much of our funding is multi year funding from trusts all of whom continued their normal support through lockdown. Two of these carry on until the end of 2021 & 2024 respectively. We are currently applying for funding to replace the funding ending at the end of 2020 but if not successful there is also enough additional funding in the restricted reserves to see that through the whole of 2021
- The Airport Chaplain funding is guaranteed to the end of 2021
- The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019.

Going concern - continued

The charity has prepared forecasts of income and expenditure which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Exemption from preparing a cash flow statement

The charity has applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, the amount can be measured reliably, and it is probable that the income will be received.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services 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.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Fundraising costs

Although this is a key area, it has become of integral part of a number of roles and it is not practical to separately measure the time spent or attach a cost to it.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Computer equipment 33% straight line

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

Debtors

Debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Trustees agreed in 2018 to create a designated fund from the unrestricted funds reflecting the extent to which unrestricted donations have been committed to support the arrears of the Baptist Pension Fund. This is now settled.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gift in kind

The office at 41 Holywell Lodge, St. Albans, is rent free, the equivalent of £6,500. The time spent by Des Scott working as CEO is a gift in kind through the partnership with Church Army the equivalent of £10,000.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

3 Income from charitable activities

	Unrestricted funds General	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
London Luton Airport	-	74,188	74,188	73,422
Luton Casino Chaplaincy	-	-	-	10,000
Waterways Chaplaincy	-	83,692	83,692	81,060
General Unrestricted	11,294	-	11,294	622
	<u>11,294</u>	<u>157,880</u>	<u>169,174</u>	<u>165,104</u>
2018	<u>622</u>	<u>164,482</u>	<u>165,104</u>	

4 Investment income

	Unrestricted funds General £	Total 2019 £	Total 2018 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>398</u>	<u>398</u>	<u>187</u>
2018	<u>187</u>	<u>187</u>	

5 Other income

	Unrestricted funds		Total 2019	Total 2018
	Designated £	General £	£	£
Other income	<u>44,439</u>	<u>16,500</u>	<u>60,939</u>	<u>21,330</u>
2018	<u>4,830</u>	<u>16,500</u>	<u>21,330</u>	

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

6 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2019 £	Total 2018 £
London Luton Airport	-	70,263	70,263	66,215
Luton Casino Chaplaincy	-	-	-	7,440
Waterways Chaplaincy	-	63,125	63,125	67,461
General	76,303	-	76,303	18,000
	<u>76,303</u>	<u>133,388</u>	<u>209,691</u>	<u>159,116</u>
2018	<u>18,000</u>	<u>141,116</u>	<u>159,116</u>	

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 December 2019

7 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2019 £	2018 £
Depreciation of fixed assets	-	46
Independent examiner's fees	1,200	1,200

8 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2019 £	2018 £
Salaries	94,670	96,502
National insurance	4,215	3,999
Pension	8,745	8,739
	107,630	109,240

No employee received remuneration amounting to more than £60,000 in either year.

The average number of persons employed by the charitable company during the year was 5 (2018: 5).

During the year the key management personnel received pay of £10,000 representing benefit in kind (2018: £10,000).

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. (2018: £Nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the year. (2018: £Nil)

9 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 December 2019

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 January 2019 and 31 December 2019	4,519	4,519
Depreciation		
At 1 January 2019	4,519	4,519
At 31 December 2019	4,519	4,519
Net book value		
At 31 December 2019	-	-
At 31 December 2018	-	-

11 Debtors

	2019 £	2018 £
Prepayments	457	433
Other debtors	-	350
	457	783

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 December 2019

12 Creditors: amounts falling due within one year

	2019 £	2018 £
Other taxation and social security	1,143	-
Deferred Income	45,000	61,000
Accruals	8,609	7,769
	<u>54,752</u>	<u>68,769</u>

	2019 £	2018 £
Deferred income		
Deferred income at 1 January 2019	61,000	52,100
Resources deferred during the year	45,000	61,000
Amounts released from previous periods	(61,000)	(52,100)
Deferred income at 31 December 2019	<u>45,000</u>	<u>61,000</u>

The deferred income relates to grant funding received in advance to be spread across a number of years.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

13 Funds	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec-19 £
Unrestricted funds				
General	16,275	28,192	(18,934)	25,533
Designated	12,930	44,439	(57,369)	-
Total	29,205	72,631	(76,303)	25,533
Restricted funds	63,054	157,880	(133,388)	87,546
Total funds	92,259	230,511	(209,691)	113,079

Unrestricted funds	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec-19 £
Donations from charitable activities	9,564	11,294	(2,434)	18,424
Interest receivable from investments	211	398	-	609
Benefit in Kind; CEO salary and Office rent	6,500	16,500	(16,500)	6,500
Designated -(Baptist Pension Provision)	12,930	44,439	(57,369)	-
	29,205	72,631	(76,303)	25,533

Restricted funds	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec -19 £
London Luton Airport	20,512	74,188	(70,263)	24,437
Luton Casino Chaplaincy	7,474	-	-	7,474
Waterways Chaplaincy	30,921	83,692	(63,125)	51,488
Rural Chaplaincy	2,400	-	-	2,400
Big Lottery	18	-	-	18
Stranded Traveller	1,729	-	-	1,729
	63,054	157,880	(133,388)	87,546

Restricted and Unrestricted funds are for the running and development of the chaplaincy.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

2018	Balance at 1 Jan 2018 £	Incoming resources £	Resources expended £	Balance at 31 Dec-18 £
Unrestricted funds				
General	15,466	17,309	(16,500)	16,275
Designated	9,600	4,830	(1,500)	12,930
Total funds	25,066	22,139	(18,000)	29,205

	Balance at 1 Jan 2018 £	Incoming resources £	Resources expended £	Balance at 31 Dec-18 £
Unrestricted funds				
Donations from charitable activities	8,942	622	-	9,564
Interest receivable from investments	24	187	-	211
Benefit in Kind; CEO salary and Office rent	6,500	16,500	(16,500)	6,500
Designated -(Baptist Pension Provision)	9,600	4,830	(1,500)	12,930
	25,066	22,139	(18,000)	29,205

	Balance at 1 Jan 2018 £	Incoming resources £	Resources expended £	Balance at 31 Dec-18 £
Restricted funds				
London Luton Airport	13,305	73,422	(66,215)	20,512
Luton Casino Chaplaincy	4,914	10,000	(7,440)	7,474
Waterways Chaplaincy	17,322	81,060	(67,461)	30,921
Rural Chaplaincy	2,400	-	-	2,400
Big Lottery	18	-	-	18
Stranded Traveller	1,729	-	-	1,729
	39,688	164,482	(141,116)	63,054

14 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at Dec-19 £
Current assets	80,285	-	87,546	167,831
Current liabilities	(54,752)	-	-	(54,752)
Total net assets	25,533	-	87,546	113,079

2018				
Current assets	85,044	12,930	63,054	161,028
Current liabilities	(68,769)	-	-	(68,769)
Total net assets	16,275	12,930	63,054	92,259

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2019

15 Related party transactions

There are no related party transactions during the period other than the £10,000 gift in kind for Des Scott's time as mentioned in the accounting policies note (2018: £10,000).

16 Post balance sheet events

Since 31 December 2019, the spread of COVID-19 has severely impacted many local economies around the globe. As part of their assessment of the going concern basis of preparation, the trustees have considered the impact of the COVID-19 pandemic on the charity's activities and the wider economies in which it operates. It is the view of the trustees that the events which have significantly impacted the charity are the direct result of Government and international policy in response to the pandemic (for example restrictions on travel, trade and personal interactions) and such policy only arose after the balance sheet date. The trustees therefore consider the impact of the COVID-19 on the business to be a non-adjusting post-balance sheet event. Accordingly, the financial position and results of activities as of and for the year ended 31 December 2019 have not been adjusted to reflect their impact.