

Company Registered Number: 05409157  
Registered Charity in England & Wales number: 1110745

**BLACK COUNTRY URBAN INDUSTRIAL MISSION**  
(A company limited by guarantee)

**TRUSTEES' REPORT AND  
FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**



**BLACK COUNTRY URBAN INDUSTRIAL MISSION**  
**(A company limited by guarantee)**

**YEAR ENDED 31 MARCH 2020**

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## **BLACK COUNTRY URBAN INDUSTRIAL MISSION**

### **TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT)**

**Year ended 31 March 2020**

The trustees, who are also directors of the charity for the purposes of the Companies Act, 2006 submit their annual report and the financial statements for the year ended 31 March 2020. The financial statements have been prepared in accordance with the accounting policies set out in the 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 for smaller entities published on 16 July 2014.

### **OBJECTIVES AND ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

The charity is a charitable company limited by guarantee and was set up on 31<sup>st</sup> March 2005 taking over the activities and funds of the previously unincorporated body. It is governed by Memorandum and Articles of Association. Its objects are:

- The advancement of the Christian faith by ministering to individuals in both industrial and urban environments.
- The relief of poverty and the advancement of education and training through initiating supporting and joining in partnership with regeneration projects and programmes; building capacity support and help for those in need of training and employment and training in business.
- The advancement of education through the provision and support of information and training schemes.
- In planning and managing activities the Trustees have regard to the Charity Commission's guidance on public benefit and to how the activities meet the charitable objective.

### **PREFACE**

At the time of writing our country is in the middle of lockdown due to the Coronavirus pandemic. The impact of travel restrictions, business closures/suspensions and particularly social distancing have been and remain extremely challenging to Industrial Mission and Chaplaincy. Interaction with individuals, both socially and in the workplace, is key to effective chaplaincy. Social distancing prevents that interaction with the inevitable disastrous outcomes. Witness the impact of existing sub-conscious social distancing – social distancing between the rich and the poor, between the employed and unemployed, between the haves and the have nots, racial social distancing, religious social distancing. Imagine a world where that does not exist – God's Kingdom.

With due regard to medically advised social distancing, BCUIM's chaplains need to break those sub-conscious social distancing barriers and draw alongside, encouraging and supporting people in their work. We are there because we believe that God is present in the daily interactions of the working world, and that we can represent the values of His Kingdom.

## **INDUSTRIAL MISSION**

### **(IT'S MISSION, JIM, BUT NOT AS WE KNOW IT)**

The minister of a church suggested a title for a talk on Industrial Mission (IM), or Mission in the Economy, could be, "It's mission, Jim, but not as we know it." Devotees of Star Trek would recognise the allusion, but was he right? IM and workplace chaplaincy, its principal expression today, don't conform to the idea of mission which involves gearing up for special evangelistic activities, or inviting friends and neighbours to come to our churches. If the effectiveness of mission is simply measured by increased church attendance, then IM is not a very successful activity for churches to be carrying out or to be funding.

But is there a broader view of what mission is all about? The 2017 Church of England report "Setting God's People Free" offers:

"Whilst mission has sometimes been conceived as the work of rescuing souls from a degenerate world, a more holistic & inclusive vision understands it as the property and activity of God at work in the world as creator, redeemer and sustainer."

From beginning to end, our scriptures point to this "holistic and inclusive vision" of "God at work in the world as creator, redeemer and sustainer." This vision, with its wide and expansive understanding of the reign of God and the ultimate reconciliation of all things to God through Christ, is brought out powerfully by Paul in Colossians 1: 15 – 20 (see also Ephesians 1: 10 and Matthew 19: 28). It finds its completion in the restoration of the new heaven and earth in the book of Revelation.

When the gospel message becomes formulaic and limited to little more than moralistic rules or instructions for getting to heaven when we die, the mission of God's people is downgraded to an ecclesial recruitment strategy. It fails to deal with people's everyday lives, their feelings for the sacred and the ways in which God may already be at work in their lives. It cannot find room for their difficulties, uncertainties and doubts. Such small gospel is rarely attractive to those outside the Christian community, and has resulted in Christians drifting away from churches, even whilst retaining a faith in God.

IM places a high value on human creativity and interaction in the workplace, and sees where people's daily work potentially shares in the provision and sustaining activity of God. It helps people to recognise God in their everyday activities. We meet people with real faith, who may have left our churches or have not yet found a place in them.

IM and chaplaincy play a part in mission in its fullest sense, and should continue as a constant reminder to the church to grasp that "holistic and inclusive vision... of God at work in the world as creator, redeemer and sustainer" – and, we might add, as restorer.

## CHAPLAINS AND CHAPLAINCIES

A list of our chaplains for the year ended 31 March 2020, with selected reports are summarised below:

**Mike Batchelor** (Basic Budgeting Training, "Bridging the Gap" Willenhall)

**Steve Bentham** (The Metal Centre & West Midlands Fire Service)

- **The Metal Centre**

- Visits at the Metal Centre have been maintained.
- Working over two sites has meant that visits have been less frequent to each site. It is also a hope that we might find someone to come alongside me with this the possibility of them taking over the Metal Centre work.
- The ongoing concern over Brexit has been evident by high stock levels due to the time frame of order to delivery.
- Morale generally seems to be good and when I speak to the Metal Centre MD and the Group Company Secretary they are both very positive about visits.

- **West Midlands Fire Service**

- My main focus has been on the developing relationship with West Midland Fire Service. A MOU has been drawn up and signed, in conjunction with Workcare and CIGB.
- Very successful Induction and Training held at HQ most Chaplains in attendance.
- In the Black Country we have over 50% of stations covered with 2 more hoping to be brought on when we return to more regular work!
- I have attended New Recruit training courses on Induction day so that all new recruits hear about Chaplaincy from Day 1, it has also been a privilege to attend a passing out Parade. The next course will be going ahead in May but I have been asked to present remotely!
- Finally, following many months work and planning with the Gideons, just as lockdown was starting, so was the delivery of Gideon testaments to local Gideon branches. These will be distributed and offered to all Staff who would like them, 2300 have been printed.

**Matt Brookes** (Netherton shops and businesses)

**Mauvoren Braithwaite** (Willenhall Fire Station)

- **Willenhall Fire Station**

- My 1<sup>st</sup> year at Willenhall Fire Station has been very rewarding for me. You may not see it as rewarding but simple things such as they respect you as chaplain make it so. The people know who you are, know your name but I sometimes feel that there is no connection with God. But this particular day when someone died and the wife of a fire fighter at Willenhall died, it was different – a touch on the shoulder, saying Hi Mauvoren, I haven't seen you for a long time, listening to their worries.
- This is a God send to me, little things mean a lot. Just watching, feeling the atmosphere is important. To me that is what it is all about, all these skills as an advocate.

- Chaplaincy is an important role.

**Peter Carmody-Heaton**                    (Sandwell YMCA)

**Louise Clark**                            (Marks and Spencers and Beatties, Wolverhampton)

**Michael Cronogue**                    (Bloxwich Fire Station & National Express West Midlands, Walsall Town Centre, Midland Freewheelers Motorcycle Club)

- **National Express West Midlands**

- Changes to management personnel at NXWM have resulted in a new Operations Manager at Walsall Bus Depot. Phil Bowen is the new manager and he is a practicing Anglican from Birmingham. I have struck up a good working relationship with Phil and once the current crisis is over am looking forward to resuming my weekly visits to both the depot and to the Bus Stations at St Paul’s and Bradford Place.

- **Midland Freewheelers Motorcycle Club**

- Further outreach work has also been undertaken through my relationship with some of the NX staff in my “appointment” as Chaplain to the Midland Freewheelers Motorcycle Club who engage in many charitable activities. Highlight of the year had to be the *Big One* last December where the Freewheelers took toys and gifts from Streetbike in Halesowen to Ronald McDonald House in Birmingham which provides respite facilities for families of children who are in-patients at the Children’s Hospital. This year not only did I give the blessing and send off but also got to ride pillion on the ride itself. Unless you have been on a Yamaha 1200cc through the tunnels in the A38 you haven’t lived!!! Some 250-300 bikes of all shapes and sizes took part and as we approached the rear of the hospital we were greeted by six Fire Engines with their Blues on as part of the reception committee. Needless to say I have been booked for this and other events the Freewheelers do. One of the best comments I had was from one of the Blood Bike Marshalls who said to me about my being a Chaplain, “I’m not a believer myself but fair play for what you do!” I’ll take that every time as I’m sure would my other Chaplaincy colleagues.

- **West Midlands Fire service**

- Relations with Bloxwich Community Fire Station continue to develop with a new Station Commander in Charge – Andy Rainey – who I have yet to meet officially but hope to again when this crisis is finally beyond us. I attended the re-launch of the Chaplaincy service at WMFS Hq in February which was well attended and got a good overview of what they do particularly when they set up for emergency incident procedures. I am glad to say I was proud to wear my recently issued uniform of fleece and polo which made me feel part of the support service to our Firefighters we clearly are. I also met John Butcher the multi-faith lead chaplain for WMPS and since then have taken steps – currently on hold due to COVID-19 – in becoming a volunteer Police Chaplain to complement my existing work with BCUIM. Next on the to-do list is to try and get in at Wolverhampton or another Fire Station again once something like normality returns. I took part in Bloxwich Open Day last June and was able to explain to those who were curious enough to ask what a Fire Service Chaplain does!

- **Walsall Town Centre**

- Proposed expansion of Walsall Town Centre Chaplaincy is also on hold but I was able to meet with Emma Holton back in February and have made my contribution to the proposal document on how the stakeholders – now including BCUIM – envisage making this work. One specific idea is to seek a presence in one of the vacant retail units in the town although I have also suggested using pop-up facilities in places like the Old Sq or in Digbeth near the new Primark store. Plenty of work to do still but for now still on hold.

- **General**

- Met with Journalist James from the Express & Star in February as part of a series featuring Black Country Bus Chaplains (Alex, John & Jeff were also involved) including an interview of how we got involved and what we gain from it. Not sure when it will be published now but hopefully it will be soon.
- BCUIM were nominated for an award in the Walsall Community Awards for Inter-faith relations. A reception was due to take place on March 19th but was postponed due to Corona Virus outbreak and will be held we're told, as soon as practicable once things get back to normal.

**Christine Davidson**                      *(Sedgeley Town Centre)*

**Emily Donovan**                              *(Bilston Fire Station)*

**Alex French**                                      *(National Express West Midlands, Pensnett)*

**Matthew Gordon**                              *("LearnPlay" Foundation)*

**Vanetta Griffiths**                              *(West Midlands Ambulance Service HQ)*

- Chaplain to all Staff, Tutors and Students, offering constant support to individuals and groups, within and without the workplace.
- Introduction to Chaplaincy in the Classroom's.
- Active team member of WMAS Staff Liaison Support Group, including participation of 4 full days training, for this year.
- 2 days Mental Health First Aid training, leading to qualification of Mental Health First Aider, provided by WMAS.
- Full attendance of WMAS Mental Health awareness days.
- Full attendance of WMAS Monthly Board Meetings.
- Experience of emergency call out, 'on the ambulance'.
- Meetings with WMAS Chairman and HR to further chaplaincy.
- Invitation to meet and introduce chaplaincy to new WMAS Governor's on their Induction day.
- Meeting with staff/ student to observe meaningful and important dates i.e Remembrance, Christmas.
- Visits to various ambulance hubs to meet with Senior Operational Managers and their staff.
- Attendance at Staff/Student Funerals.
- Prayer room continues to be very well frequented and appreciated by all staff – for prayer and also 'Quiet Space'.
- Participation of BCUIM Induction Days – which included presentation and attendance from WMAS HR staff.

- Attendance of Pastoral, Spiritual and religious symposium in Leeds.
- Attendance 'Responding to Trauma' Diocesan Training Day in Stafford.
- Nominated and accepted the invitation to the Queen's Royal Garden Party.
- 23<sup>rd</sup> March 2020 - First day of maintaining chaplaincy from home due to COVID-19.

<b>Jeff Guest</b>	<u><i>(West Bromwich Missioner / Chaplain)</i></u>
<b>Samantha Hagerman</b>	<u><i>(Fallings Park Fire Station)</i></u>
<b>Emma Holton</b>	<u><i>(Walsall Town Centre)</i></u>
<b>Annah Magutta</b>	<u><i>(Willenhall Town Centre)</i></u>
<b>Bill Mash</b>	<u><i>(Marston's Brewery, Merry Hill Shopping Centre, Chamber of Commerce, Excalibur Engineering, Paycare &amp; Adullam Homes)</i></u>

- **Marston's Brewery**

- Completed nine years as chaplain in a forward looking company that is a key part of the local and national economy.
- Particularly good relationships made with manual workers in the brewery
- Privileged to share people's life stories – the pressures on finances and family life – and to see careers develop
- "You do more good than you ever realise" – an unsolicited and encouraging comment.

- **INTU Merry Hill Shopping Centre**

- Over five years, becoming a familiar face to centre staff and up to 30 retailers, building a positive relationship with the centre management team.
- Support for shop staff at a time when retail is under considerable pressure – as shops shut and, in some cases reopened (HMV, Thomas Cook reappearing as Hayes Travel)
- Support of small independent businesses – being asked to officiate at a wedding for a member of staff
- Many examples of good practice affirmed and encouraged

- **Excalibur Refreshed**

- A Christian owned business which refurbishes drinks and vending machines. The workforce is made up of a committed group who have been with the company for many years and shorter term staff, including a number of eastern European workers.
- Visits are positive: there's a good atmosphere even as demand, and with it staffing levels, fluctuates.

- **Paycare**

- A long established health care and employee benefit provider.
- A workplace with a very positive atmosphere



- An opportunity to support those who support others.

**Roberta Maxfield**                      *(The Royal Wolverhampton School & Grand Theatre)*

**Millie O'Connor**                      *(Sandwell Council)*

**Angela Partoon**                      *(Bloxwich High Street in Walsall)*

**Ron Shaw**                                *(Brierley Hill Town Centre)*

**Iain Templeton**                      *(Walsall Fire Station)*

**Nicola Turner**                         *("LearnPlay" Foundation)*  
*(Pioneer Ministries)*

**John Welsby**                            *(National Express, Wolverhampton)*

- At time of writing I have just renewed limited face-to-distanced-face(!) chaplaincy as lockdown begins to ease. Most of the period above saw chaplaincy at NX Bus Wolverhampton continue as previously:
  - Weekly sessions at Wolverhampton bus station, chatting with drivers around the station, in the canteen etc.
  - Year ended 31 March 2020 Some weeks, visiting the bus garage in Wolverhampton to see drivers there along with other transport and office staff.
  - Being available via email/telephone or to meet staff by appointment to discuss specific issues.
  - Submitting a 6 monthly report to my link manager in NX alerting her to issues raised by staff with me where these are general rather than specific to individuals.
  - Occasionally advocating with my link manager when appropriate and at the expressed wish of staff.
  - Being available to talk with drivers and other staff about issues on their minds which tend to major on: the job (feeling about, coping with etc.); family issues; personal issues (including health, managing personal problems) as well as matters of faith (which in a multi-faith setting, often includes reflections on each other's faith, and may include requests for or offers of prayer).
  - Continuing training programme including on bereavement provided by BCUIM and more general reflections on chaplaincy practice as part of a CofE Diocesan programme for chaplains in various settings.
- At the end of March NX requested that face-to-face chaplaincy ceased as part of their virus management processes. This meant I had only very limited contact with staff via email, telephone or Facebook (NX sent out chaplains' telephone numbers and email addresses though my contact has primarily been with staff who had my details anyway). I also had some contact with staff whom I met outside shopping etc. Via these links I was able to get a bus driver involved in a national CofE online service on vocation focusing on keyworkers which also led to him speaking on local radio.

- By the end of June, NX had agreed to us resuming face-to-face chaplaincy as long as this was in public places (e.g. the bus station) and was socially distanced. Following an encouraging first session, I hope that this is encouraging for the year to come.

**Paul Watson** (Marston's Brewery)

**Lindi Winnerman** (Coseley)

#### **SUMMARY OF MAIN ACTIVITIES:**

- Maintained chaplaincy visits to over 50 locations, including fire stations, drawing alongside people, providing opportunities for prayer, support and affirmation.
- Developing relationship with West Midland Fire Service. A MOU has been drawn up and signed, in conjunction with Workcare and CIGB. In the Black Country we have over 50% of stations covered with 2 more hoping to be brought on when we return to more regular work.
- Introduced new chaplaincies in the Black Country.
- Continued to strengthen and develop wide contacts with local businesses in West Bromwich
- Offered informed comments to employers (management) about general working conditions
- Played a full part in Black Country Chamber of Commerce, Business Breakfasts and other events, maintaining and encouraging a Christian presence
- Supported businesses (staff & Management) going through closure/re-structuring processes
- Our Chaplain at West Midlands Ambulance Service was nominated by them to attend a Buckingham Palace garden party.
- Our Chaplain to the Midland Freewheelers Motorcycle Club, who engage in many charitable activities, together with the Freewheelers took toys and gifts from Streetbike in Halesowen to Ronald McDonald House in Birmingham which provides respite facilities for families of children who are in-patients at the Children's Hospital.
- Run the 31<sup>st</sup> annual Black Country Induction Course for Clergy & church workers new to the Black Country, from various denominations
- Supervised student placements in workplace chaplaincy in selected areas
- Contributed to annual Workers' Memorial Day observances
- Fulfilled numerous speaking and preaching engagements, offering a "Mission in the Economy" emphasis and led sampler courses in chaplaincy skills to encourage new chaplains.
- Organised and ran "Doing Good Business", a meeting as part of the May 2019 Black Country Festival of Business
- Organised and shared in workplace Christmas services and Remembrance events.
- Two chaplains attended an Emergency Services summit in Leeds which involved leaders and active participants from the NHS, ambulance, fire, police and prison services to explore the challenges in the provision of pastoral, spiritual and religious support needs.
- Supported people in bereavement, participating in funeral and memorial services

## **HEALTH & SAFETY and MANAGEMENT OF RISK**

The Black Country Urban Industrial Mission does not employ anyone. Those who provide chaplaincy or other services under its auspices may be paid ministers of our constituent churches or volunteers. Ministers or lay people may be seconded for various proportions of their working week from the supporting churches which employ them, or for which they are office holders.

BCUIM upholds a Christian concern for the well-being of all people. Health and Safety provisions are therefore important both for our own personnel and those among whom we work. To this end each person fulfilling duties on behalf of BCUIM will be expected to be familiar with and observe our Health & Safety policy.

Much of the work carried out under the auspices of BCUIM is as people fulfil the duties of chaplains in various industrial and commercial workplaces. Each chaplain must:

- Attend a suitable induction, including a Health and Safety briefing, before any new chaplaincy work is undertaken, or any new premises are visited.
- Be fully aware of, and abide by, the Health and Safety Policy of the organisation they are visiting.
- Obtain and wear such high visibility or protective clothing as may be required in the places they visit, either from BCUIM or from the organisation they visit.
- Attend any appropriate Health and Safety training and be aware of any changes being made to the Health and Safety Policy in the places they visit.
- Be vigilant as to potential hazards in the workplace and draw them to the attention of local management.

Significant accidents or 'near-misses' are reported in writing both to the management of the local workplace and to BCUIM.

Chaplains may often find themselves working alone. Guidelines for "Lone Workers" are available within BCUIM's policies and procedures.

BCUIM organises activities and meetings at various venues. We will ascertain that there is a local Health and Safety policy in force for each of these venues, and we will abide by it. We will perform a basic risk assessment at any new venue.

Those working at or visiting the BCUIM office will observe the Health and Safety Policy of the Lichfield Diocesan Board of Finance, with BCUIM being an "Outer Office". A first aid kit and accident book will be maintained there.

BCUIM has appropriate safeguarding procedures in place with a policy to vet all those who have responsibilities towards children and vulnerable adults as part of their chaplaincy duties.

## **FUTURE PLANS**

It remains a priority for us to further develop chaplaincy within the Black Country, working closely with local churches and encouraging church members to join us as volunteer chaplains.

The impact of social distancing has changed the way we do chaplaincy. Our chaplains have risen to the challenge, developing innovative and unique ways to ensure that chaplaincy can continue even if only in a limited way.

BCUIM's chaplains draw alongside people, encouraging and supporting them in their work. Our key priority will be to develop plans to re-open "face-to-face" chaplaincy in a Covid secure way. Training plans covering communication methods, risk assessments and means of social cohesion are being developed to ensure chaplaincy continues effectively in the future.

This future model of chaplaincy will be based around local churches and volunteer chaplains.

## **THANKS**

BCUIM relies on volunteers from local churches to be chaplains, and we are grateful to each for the time they give to this ministry.

The ordained ministers in our team continue to combine their chaplaincies with their work in churches and their preaching ministry.

Our sponsoring churches have supported us throughout this year, even when their own resources have been constrained. It is important to support an outward looking ministry, one which provides them with connections to the economic activity in which we work and pray for God's kingdom to come.

We value our Executive Committee members' commitment of time and energy to further our work. They have immense experience both in the church and in industry and help us to work in ways which benefit both these sectors.

As of 31<sup>st</sup> December 2019, our Team Leader, Revd. Bill Mash, retired from Lichfield Diocese. Bill has led BCUIM for some 10 years, overseeing many changes and guiding BCUIM to where it is today. We give thanks to God for Bill's leadership, guidance, wisdom, faithfulness and humility over that period. An unsolicited comment from one of Bill's chaplaincy responsibilities said, "You do more good than you ever realise". We would wholeheartedly echo that comment in Bill's leadership of BCUIM – "you did more good than you will ever realise".

## **FINANCIAL REVIEW**

The Black Country Urban Industrial Mission incurred a deficit for the year of £9,897 (2019: deficit £7,490) made up of a deficit of £9,706 £ in the general fund and a small deficit of £191 in the restricted fund (West Bromwich Workplace Missioner's costs supported by the Walter Stanley Trust). The deficit arises predominantly as a result of funding the team leader position and a shortfall in donations.

The charity has total funds at 31 March 2020 of £48,250 (2019: £58,147), made up of unrestricted funds of £47,479 -and restricted funds of £771.

### **Reserves policy**

The Black Country Urban Industrial Mission continued to have responsibility for funding half of the salary costs of the team leader post from January 2016 for a period of four years. 2019/20 accounts include the impact of these costs up to 31 December 2019, when the team leader retired. BCUIM no longer therefore needs to retain reserves adequate to meet this specific commitment in future years.

The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately twelve months of unrestricted charitable income (donations, legacies, grants). The trustees consider that this level will provide sufficient funds to respond to any loss of income sources and to ensure that future team leader costs and support and governance costs are covered.

Forecasts/Budgets are prepared and presented for review and discussion at meetings of the Executive Committee, highlighting in particular, the anticipated diminution of funds without additional fund raising.

During the year approaches continued to be made to local trusts and firms with the long term aim of preserving unrestricted reserves from falling below £25,000.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The organisation is a charitable company limited by guarantee, incorporated on 31<sup>st</sup> March 2005 and registered as a charity on 5<sup>th</sup> August 2005. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under the Articles of Association. In the event of the company being wound up each member is required to contribute an amount not exceeding £1.

### **Recruitment and appointment of new directors**

BCUIM seeks to recruit and appoint as trustees Black Country Church leaders from Christian denominations, and lay people from management, trades unions and employment bodies with appropriate gifts and experience.

### **Responsibilities for the Executive Committee**

Company and charity law requires the Executive Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the Executive Committee have:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that are reasonable and prudent;
- Studied whether applicable accounting standards have been followed, subject to any material departure disclosed and explained in the financial statement; and
- Prepared the financial statements on a going concern basis.

The Executive Committee has overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **REFERENCE AND ADMINISTRATIVE DETAILS**

Charity name:	Black Country Urban Industrial Mission
Charity registration number:	1110745
Company registration number:	05409157
Registered office and operational address:	BCUIM Office St Peter's House Exchange Street Wolverhampton WV1 1TS

### **Trustees/Executive Committee/Directors**

Rev. A Argile	Mr J Green	Rev. R Parkinson
Rt. Rev. C Gregory	Mr T Russell (Chair)	Ms. V M Birch
Mr A Hewines	Mr S L Brooks	Rev. Fr. J N Latham
Rev. B Welch	Ms. C Crolley	Mr. A D Owen OBE
Rev Dr JB Suray	Rev Dr D Primrose	Mr H E Williams OBE (Company Secretary)

### **Secretary**

H E Williams OBE

### **Independent Examiner**

Divine Kekozukunia, Heart of England Baptist Association Finance Team  
24 Weoley Park Road, Selly Oak, Birmingham B29 6QX

### **Bankers**

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ  
Santander UK Plc, Bridle Road, Bootle, Merseyside L30 4GB.  
Central Finance Board of the Methodist Church, 9 Bonhill Street, London EC2A 4PE.

### **Solicitors**

FBC Manby Bowdler LLP, 1 St. Leonard's Close, Bridgnorth, Shropshire WV16 4EL.

### **INDEPENDENT EXAMINER**

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with section 476 of the Companies Act 2006. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities and in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

Mrs.D.Kekozukunia HEBA, will act as Independent Examiner for the ensuing year.

### **By order of the Trustees**

H E Williams OBE  
**Company Secretary**

**Approved by the trustees 28<sup>th</sup> July 2020**

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BLACK COUNTRY URBAN INDUSTRIAL MISSION**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2020, which are set out on pages 16 to 21.

### **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 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.

### **DIVINE KEKOZUKUNIA AICB**

Heart of England Baptist Association  
24 Weoley Park Road, Selly Oak,  
Birmingham B29 6QX

03 September 2020



**BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157**

**STATEMENT OF FINANCIAL ACTIVITIES  
(Including summary income and expenditure account)**

**FOR THE YEAR ENDING 31 MARCH 2020**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019/20 £	Unrestricted Funds £	Restricted Funds £	Total 2018/19 £
<b>INCOME</b>							
Donations & Legacies:	2						
- Religious Organisations		15,950	-	15,950	21,800	-	21,800
- Commercial Orgs. / Trusts		1,000	-	1,000	4,750	-	4,750
Charitable Activities	3	-	-	-	600	-	600
Investment Income	4	335	-	335	286	-	286
Other Income Sources	5	155	-	155	200	-	200
<b>Total Income</b>		<b>17,440</b>	<b>-</b>	<b>17,440</b>	<b>27,636</b>	<b>-</b>	<b>27,636</b>
<b>EXPENDITURE</b>							
Raising Funds	6	50	-	50	1,407	-	1,407
Charitable Activities:	7						
- Stipend Recharge		19,418	-	19,418	25,365	-	25,365
- Others		4,546	191	4,737	3,730	1,516	5,246
Others	8	3,132	-	3,132	1,261	1,847	3,108
<b>Total Expenditure</b>		<b>27,146</b>	<b>191</b>	<b>27,337</b>	<b>31,763</b>	<b>3,363</b>	<b>35,126</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(9,706)</b>	<b>(191)</b>	<b>(9,897)</b>	<b>(4,127)</b>	<b>(3,363)</b>	<b>(7,490)</b>
Transfers between funds		-	-	-	-	-	-
Other recognised gains		-	-	-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(9,706)</b>	<b>(191)</b>	<b>(9,897)</b>	<b>(4,127)</b>	<b>(3,363)</b>	<b>(7,490)</b>
<b>RECONCILIATION OF FUNDS</b>							
Fund balances brought forward		57,185	962	58,147	61,312	4,325	65,637
<b>FUND BALANCES CARRIED FORWARD</b>		<b>47,479</b>	<b>771</b>	<b>48,250</b>	<b>57,185</b>	<b>962</b>	<b>58,147</b>

**BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157**

**BALANCE SHEET AS AT 31 MARCH 2020**

	Notes	2020		2019	
		£	£	£	£
<b>Current Assets</b>					
Cash at bank		49,436		65,162	
Cash at hand		14		51	
		<u>49,450</u>		<u>65,213</u>	
Creditors: amounts falling due within one year	11		(1,200)		(7,066)
<b>Net Current Assets</b>			<u><b>48,250</b></u>		<u><b>58,147</b></u>
<b>Funds</b>					
Unrestricted fund			47,479		57,185
Restricted Fund			771		962
<b>Total Funds</b>			<u><b>48,250</b></u>		<u><b>58,147</b></u>

For the year ending 31 March 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2019 in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which 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 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 company.

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

These financial statements were approved and signed by the members of the Executive Committee on

28<sup>th</sup> July 2020

.....  
**T Russell**  
**CHAIRMAN**

## **BLACK COUNTRY URBAN INDUSTRIAL MISSION**

### **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2020**

#### **1. ACCOUNTING POLICIES**

##### **General information and basis of preparation**

Black Country Urban Industrial Mission is a company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the administrative details on page 14 of these financial statements, and the nature of the charity's operations on page 3.

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

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

The charity adopted SORP (FRS 102) in the current year. No adjustments arise as a result to the financial position.

##### **Funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

##### **Income**

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

No amounts are included in the financial statements for services donated by volunteers.

**Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

**Fixed assets**

The cost of office equipment is written off in the year of purchase.

**BLACK COUNTRY URBAN INDUSTRIAL MISSION  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 31 MARCH 2020**

	2020		2019	
	Unrestricted Funds £	Restricted Funds £	Unrestricted Funds £	Restricted Funds £
<b>2. Donations and legacies</b>				
Grants from religious organisations	15,950	-	21,800	-
Grants from commercial Orgs. / Trusts	1,000	-	4,750	-
	<b>16,950</b>	-	<b>26,550</b>	-
<b>3. Charitable activities</b>				
Events	-	-	600	-
<b>4. Investment income</b>				
Interest received	335	-	286	-
<b>5. Other income sources</b>				
Ecumenical Council	-	-	-	-
Others	155	-	200	-
	<b>155</b>	-	<b>200</b>	-
<b>6. Raising funds</b>				
Events	50	-	1,407	-
<b>7. Charitable activities</b>				
Team leader costs	19,418	-	25,365	-
Travel	1,682	191	1,391	556
Events	922	-	1,557	415
Publicity	300	-	165	-
Communications	184	-	159	-
Miscellaneous	1,459	-	458	544
	<b>23,965</b>	<b>191</b>	<b>29,095</b>	<b>1,516</b>
<b>8. Other</b>				
Governance:				
Premises costs	2,261	-	377	1,847
Legal and professional	-	-	-	-
Examiners fees	600	-	720	-
Communication	184	-	159	-
Misc	88	-	4	-
	<b>3,132</b>	-	<b>1,261</b>	<b>1,847</b>

## 9. Staff costs and numbers

The charity does not directly employ any staff and did not incur any salary costs during the year, however the services of a number of people were provided as follows:

- a) by the Diocese of Lichfield and BCUIIM itself, sharing equally a stipend cost of £28,526, the provision of team leader working within the Diocese. The team leader retired at 31 December 2019. Salary costs of the BCUIIM secretary amounting to £5,694 were also met by the Diocese.
- b) by Heart of England Baptist Association at a stipend cost of £5,897 the provision of a chaplain (0.25 of working time) working within the area covered by BCUIIM.
- c) By the Walter Stanley Trust, a portion estimated now at 0.1, of the time of the Minister for Young Adults in the West Bromwich Deanery, £2,520.
- d) By the Walter Stanley Trust being a full time Workplace Missioner in the West Bromwich Deanery at a salary cost of £24,617.

The total costs associated with these staff were:

	<b>2019-20</b>	<b>2018-19</b>
	<b>£</b>	<b>£</b>
Wages and salaries	67,354	75,052
National Insurance	5,476	6,342
Pension costs	9,280	11,459
Expenses payments	-	-
	<b>82,110</b>	<b>92,853</b>

No employee earned more than £60,000 per annum.

The average number of full-time equivalent employees (including part-time staff) during the year was made up as follows:

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Administration	0.25	0.25
Outreach work	1.35	2.35
	<b>1.60</b>	<b>2.60</b>

Having no paid employees of its own, the charity does not operate any pension scheme.

## 10. Trustees Remuneration and Related Party Transactions

No member of the Executive Committee received any salary during the year. Travel costs amounting to £nil were reimbursed to members of the Committee.

No other trustees or other person related to the Charity had any personal interest in any contract or transaction entered into by the charity during the year.

There were no transactions with related parties in the year (2019 none).

## 11. Creditors: amounts falling due within one year

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Accruals	<b>1,200</b>	<b>7,066</b>