

**COMPANY REGISTRATION NUMBER 5409157**

**BLACK COUNTRY URBAN INDUSTRIAL MISSION**

**FINANCIAL STATEMENTS**

**31 MARCH 2017**

**BLACK COUNTRY URBAN INDUSTRIAL MISSION**

**FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2017**

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## **BLACK COUNTRY URBAN INDUSTRIAL MISSION**

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

**Year ended 31 March 2017**

The trustees, who are also directors of the charity for the purposes of the Companies Act, 2006 submit their annual report and the unaudited financial statements for the year ended 31 March 2017. 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.

### **Your Kingdom Come**

Every time we pray the Lord's Prayer, we ask that God's kingdom may come and that his will may be done on earth as it is in heaven. We easily lose sight of the fact that this is a revolutionary and subversive prayer: we seek God's reign and his authority in the affairs of this world. To pray for God's kingdom to come may be to say that there is a better way of ordering the affairs of the world.

The Church is intended to be a sign and foretaste of that kingdom, a working model of the principles and values of God's kingdom being lived out by ordinary people in their daily lives. The kingdom is extended as people come to faith in Christ, but the vision is a far wider one than just saved souls going to heaven, or making people more religious. If we are to be true to the Lord's Prayer, it must include transforming society into the shape of the kingdom. As David Brown writes in "Leaven" (a word he uses interchangeably with "culture"), we must ask "... how kingdom leaven can be streamed into the lostness and fragmentation of 21<sup>st</sup> century life." He urges the church to "... consider putting Jesus' big ideas about the kingdom back at the centre of its mission. This would require a massive readjustment

of priorities away from "cultivation" of religious activity and towards ethical and political engagement."

Chaplains of all disciplines will share people's positive and encouraging experiences, which can be affirmed when they correspond to kingdom values, when people are doing God's will, whatever faith or motive may have prompted them. Work itself, with its creativity and opportunities for fulfilment, is part of God's purposes for humanity in his world. But chaplains also find themselves venturing, as representatives of the kingdom, into the lostness and fragmentation that is all too often destructive of people's lives. It is then that a listening ear, and the readiness to show the love, patience and kindness which are the fruit of the Holy Spirit, will be signs of that kingdom drawing near to the people they meet. Every conversation that we have with people can be an occasion for God's grace to flow.

Chaplaincy is a vital part of the mission of the church as it prays for and works for the coming of God's kingdom, and BCUIM seeks to enable and assist the local church in its mission. We will select, train, introduce, connect and support workplace chaplains, praying that God's kingdom may come and his will may be done on earth as it is in heaven.

It is how we seek to fulfil our principal aim which is that of being "alongside people at work and those without." Reports from our current chaplains are summarised below.

**Ivor Anderson – *Shaylors Construction***

- Contacts with the business community in Aldridge Village Centre
- Shaylor Construction have now combined their sites and now operate entirely from Aldridge
- Contributes to staff induction programme
- Chairing Aldridge "Shed" – men coming together to work on individual and community projects.

**Mike Batchelor** – basic budgeting training: see note below

**Steve Bentham – *The Metal Centre and Wednesbury Automotive Park***

- Evidence of built up relationship as deeply personal situations shared.
- Recognition of 'Safe Space' in conversations, request for prayers to be said 'for' rather than 'with', largely due to the very public working conditions.
- Consistent business growth, with the attention by management to staff conditions, often asked if any issues continually crop up so that they can be addressed by management team.
- Opportunity to lead worship at Christmas.

**Allen Bower – *Walsall Bus Garage***

- A former tube train driver, so has a background in public service and passenger transport
- Recently introduced to Walsall bus garage

**Cath Brumfitt – *Student Placement at Wolverhampton Bus Garage***

- Placement as part of her final year of ordination training
- Valued opportunity for ministry among people of many different faiths and also of no faith
- A good part of preparation for ordination, being visibly identified as a Christian.
- Insights into how the church extends mission by meeting people where they are.

**Peter Carmody-Heaton – *Brockhouse Forge and youth related groups in West Bromwich***

- Chaplaincy at the Forge is well received, although the workforce there is reducing
- Now Chaplaincy Leader at YMCA locations in West Bromwich
- Pastoral support to staff, residents and businesses renting space at YMCA
- Passed Learn Play Foundation to Matthew Gordon when it moved to Wolverhampton
- Sandwell College – on staff roster as volunteer chaplain and supporting foundation learners
- Developing new chaplaincy at Black Country Talent Match for young apprentices

**Louise Clark – *Wolverhampton City Centre***

Chaplaincy at BHS:

- I was privileged to make a few chaplaincy visits to BHS during June and July 2016, as the Wolverhampton store was preparing to close.
- Staff were very busy, but willing to talk about their fears and their plans for the future.
- Many were very positive, and all were supportive to one another.

Chaplaincy at M+S:

- I started visiting M+S as chaplain in June 2016, where I was introduced to a few staff members by Joy Wells, the retiring chaplain.
- Good relationships with a small number of staff who are always ready to talk,
- Gradually getting to know more people at each visit.
- Staff are busy, so often conversations are interrupted, but some are obviously very pleased to be listened to.
- Particular attention to relationships with supervisors.
- I was privileged to be able to visit the store the day after the tragic fatal accident outside the store in February 2017, caused by Storm Doris, which had greatly impacted the staff.

**Gennie Evans – *Wolverhampton Science Park***

- Newly introduced to a thriving area of the local economy within her parish
- Visits public areas of the Science Park, being invited beyond security into tenants' offices as required.

### **Matthew Gordon – *Learn Play Foundation and Walsall & Dudley Mental Health Services***

- Introduced to “Learn Play Foundation” after its move to Wolverhampton, to continue Peter Carmody-Heaton’s work with them in West Bromwich
- Meets with young people referred to him by the leadership team
- Introduced to Walsall and Dudley Mental Health Services Trust “Man Up” Project.
- Providing listening and spiritual support to people involved in the project which aims to improve men’s mental health.

### **Vanetta Griffith – *West Midlands Ambulance Service HQ***

- Chaplain to all Staff, Tutors and Students.
- Introduction of Chaplaincy to classrooms.
- Offering constant support within and without the workplace.
- Regular attendance at monthly Board Meetings.
- Quiet room available within the workplace.
- Attended 3day course for chaplains in Cambs. hosted by EEAST chaplain.
- Continually updating awareness of helpful organisations, data protection and safeguarding requirements through staff meetings.
- Updated training and theology through conferences made available.

### **Anthony Harris – *Walsall Town Centre***

- Authorised lay minister in the local in central Walsall
- Extensive chaplaincy in the town centre has been operating for several years
- Makes useful links between the church and businesses
- Recently linked so as to be supported and resourced by BCUIM

### **Ian Host - *Jaguar Land Rover, i54***

- Completed two years at Jaguar Land Rover’s i54 site
- A “stimulating, exciting and welcoming” place
- The company is expanding and increasing production at this site.
- Meeting with senior associates and site director, keeping up with new developments
- Provision of counselling for employees referred by occupational health

### **Shaun Kelly – *West Bromwich Bus Garage***

- Chaplain at West Bromwich National Express Buses, West Bromwich for two years.
- Useful conversations with Managers, Drivers, Mechanics, Inspectors
- “I trust that God will allow me to deepen the relationships I have built up with the ‘client base’”.

**Bill Mash - *Marston's Brewery, Merry Hill Shopping Centre, Chamber of Commerce, Excalibur Engineering & Adullam Homes***

- Marston's at Wolverhampton continues to be profitable and to expand
- Supporting staff in various including illness and relationship issues
- Now visiting logistics depot
- Building relationships with new staff from European countries
- Supporting staff member who joined a local church
- Continuing to offer chaplaincy at Merry Hill Shopping Centre
- Each visit to Merry Hill brings new opportunities to engage with centre managers and staff as well as some retailers
- Support for Sainsbury's and BHS staff at Merry Hill before store closures
- Supervision and theological reflection with a Worcester Diocese based student on attachment
- Looking to make a permanent chaplaincy appointment at Merry Hill from local church community
- Chaplaincy with Excalibur Refreshed, a small engineering company refurbishing vending machines. Owner/manager is a church member.

**Roberta Maxfield – *Wolverhampton Grand Theatre, Royal Wolverhampton School & Paycare***

Grand Theatre:

- Involved with an Embroiderers Guild project at the theatre at Christmas.
- Provides a point of contact for visiting theatre companies

The Royal Wolverhampton School:

- Now a Free School and has many more applications than places.
- The staff have begun to settle into their new roles very well
- Building work enables the increased numbers to be accommodated
- Seven refugee children living there and being educated.
- Leading Remembrance day and other services
- Baptising children of former students and staff and marrying former students in the chapel.
- 150 gift boxes provided for the homeless at Christmas
- Street Pastors and other community groups speaking to students

Paycare: a new chaplaincy, well received, getting to know the staff

**Millie O'Connor - *Sandwell Council***

- Offering support to all staff in and outside of the workplace
- Many prayer requests by staff for themselves and also family members
- Update meetings with communication manager
- Visit to other building where council staffs work

- Attended staff employment awards
- Attended some staff retirement leaving parties
- Visit some of the other headquarters buildings
- Wrote Christmas and Easter message which is emailed to all staff
- Staffs Christmas Carol Servicer
- Attend Mayer Charity Fundraising event with Prayer

**Jeremy Parkes – Dudley Town Centre Team**

- Leads a team of chaplains, trained by BCUIM, who visit businesses in Dudley Town Centre
- Particularly helpful at times of tension between community groups in Dudley

**Ruth Reynolds-Tyson – Beatties, Wolverhampton & Wolverhampton College**

- Shortly to leave BCUIM after nine years
- A privilege to engage with people of different faiths and no professed faith
- Seeing God work outside the walls of the church has been a faith developing experience
- Developed a new chaplaincy amongst staff on two sites of a FE College
- I shall miss Chaplaincy, but look forward to a new chapter working for the Lord.

**Melissa Rose – Student placement at Merry Hill Shopping Centre**

- Challenging conversations after disasters and terrorist incidents
- Making new contacts on a regular basis
- Opening to different theological perspectives

**Tony Stone – ASDA Brierley Hill**

- Increased interest and response from the shop floor workers.
- Permission to now have Churches Together three times at the store.
- Christmas; Easter and Harvest. The help of the management has been outstanding.
- Requests for personal prayer on the increase.

**Sue Watson – Wolverhampton Courts**

- This pilot project commenced twelve months ago, with the offer of a half day's Chaplaincy support to users of the Magistrates' Court.
- The service is offered to defendants, staff- including security staff- and any other court users.
- Initially attending on Thursday mornings, I now offer the service to the Wednesday Youth Court, of which I have knowledge from my previous working life
- Days vary, but I am recognised and welcomed and I believe if I have at least one good conversation, it has been worthwhile!
- I have been able to support a variety of people by offering a 'listening ear' and a welcoming smile



- One volunteer with the Witness Service describes me as ‘the human face of the court system’, which is very positive and encouraging!
- The service is limited, but I continue to hope it could grow and extend to other days of the week, especially to the day when the Domestic Violence court sits, which I am not able to cover currently

### **John Welsby**

- being available to drivers and other staff at their places of work
- being ready to listen to whatever is on their minds, most often matters of work, family or faith
- getting to understand the demands of jobs by, for instance, accompanying drivers on bus routes
- being available to meet up away from the workplace when asked
- reminding managers about what working life is like for their staff

### **Promoting Faith for Work**

Workplace chaplains can be an encouragement to Christians who see their working life as both a challenge and an opportunity to express their Christian faith and the perspectives that this can bring to daily life. Chaplains, especially those who are volunteers, will come across issues in the workplace which will help them contribute to the life of their churches, enlarging the vision of their fellow members.

Team members who have a preaching ministry are encouraged to address workplace issues and offer this wider perspective.

Lichfield Diocese has included “Front Line Discipleship” as a key element in its Mission Action Plan, and we have worked with the Director of Mission and LICC developing specific material for churches to engage with this agenda. Simple activities such as “This Time Tomorrow” in a church service enable churches to take the working lives of their members seriously. We encourage church leaders to visit their congregation at the places where they work.

A single session “Faith at Work Taster” session, for use in churches, is available on the BCUIM and Lichfield Diocesan web sites.

To be an effective part of the mission of the church, especially in evangelistic terms, workplace chaplaincy needs to be recognised by and embedded within the life of local churches, which also take seriously equipping their members for life in the world. This will form a key emphasis of a new post which we are hoping to set up in West Bromwich Deanery.

## **Transforming Local Communities**

The annual induction course aims to give new clergy and church workers an opportunity to appreciate the history, potential and problems of the communities in which they will minister. Of the 16 participants, 2 were Baptists, 3 were Methodists, 3 were from Lichfield Diocese, 5 from Worcester Diocese, 1 from Birmingham Diocese, and 2 from the Pentecostal Churches. We thank church leaders who encouraged their new ministers to sign up and are especially grateful to the Black Country Living Museum, the Black Country Consortium and to the industries and local authorities who contributed to the programme.

Once again Paul Quigley provided an excellent introduction with his keynote talk on the recent social history of the Black Country. Sarah Middleton, of the Black Country Consortium gave her usual wide ranging overview of the social, industrial and demographic elements of today's Black Country. Lowell Williams (Dudley College) and Rachel Fearniehough (King's School) gave some very helpful views on the issues and the opportunities facing young people, especially in terms of apprentice training.

The workplace is an important community for many people, perhaps the only one that they truly identify with. The presence of a chaplain can be a positive and encouraging factor for all involved. Conversations with a chaplain, for whatever reason, can be significant in helping people appreciate their dignity and value.

The Team Leader maintains regular contact with local Chambers of Commerce, as an indication that God is interested in our commercial activities and in the people who carry them out. Some pastoral opportunities have arisen through this. He attended meetings of Partners in Progress, a group committed to raising the profile of Wolverhampton. He also attends the Black Country Chamber of Commerce Transport Policy Group and BCUIM coordinates the Wolverhampton City Centre Churches Engaged Group, supporting the work of a number of initiatives aimed at improving the life of people in the city centre.

## **Challenging the Church and the World with a prophetic voice**

We have maintained good links with local MPs, organising a meeting at which church leaders could meet them and exchange of views, participating in public discussions in the run up to the June 2016 referendum, including sharing a platform with a local MP and joining with other MPs and Councillors in social activities. This informs our prayers for those in authority (1 Timothy 2:2)

BCUIM is included amongst partner organisations by the DWP locally, providing opportunities for discussion with their staff, and receiving their bulletins.

We were awarded a grant to allow sessional training to be given to people who can then help individuals and families in budgeting skills. Mike Batchelor has delivered this training to around 50 people.

As a team working amongst the people and communities of the Black Country, we are acutely aware of the increasing levels of inequality in our society. It is something which receives widespread

attention in academic works, including the unusually popular “Capital in the Twenty First Century” by Thomas Piketty, but we see it in the lives of ordinary people. Younger people are especially affected: many find themselves repaying student loans, in precarious employment often with zero hours contracts, and seeing an increasingly unaffordable housing market, even in this area.

The ONS Economic Well Being Dashboard, published in July, tells us, “Despite improvements in both GDP per head and Net National Disposable Income (NNDI) per head, real household disposable income (RHDI) per head declined by 2.0% in Quarter 1 2017 compared with the same quarter a year ago – the largest decrease since the end of 2011, driven by increasing prices of goods and services.” Money difficulties are a major cause of relationship breakdowns, and affect a wide range of people. Research by YouGov for *The Times* found 31% of middle class workers including professionals, junior managers and those in administrative jobs would find it difficult to pay a surprise bill, of £500.

Traditionally, the pastoral work of churches has been about visiting those who are elderly, sick or infirm. Today, churches which take the needs of their people seriously pastoral will need to draw alongside people who, for one reason or another, struggle with finances. Mike Batchelor’s budgeting work makes a real contribution to this.

There are many positive signs, with many major employers, including INTU and JLR, making substantial investments in the area, and new industries being attracted. The Black Country is remains a centre of high value manufacturing industry, with aerospace and automotive manufacturing, with their supply chains providing employment for many. Other industries, notably heavy engineering, continue to decline – anchors can now be made of plastic.

We will never turn the clock back, neither should we try to. Older Black Country residents will remember areas of grim industrial buildings with molten slag lighting up the night sky. We live in a cleaner world, where the fruits of technological innovation and human creativity worldwide are available to us.

Community remains important, but where people often travel to work, to shop and for their leisure, effort must be put into developing it. INTU, the owners of Merry Hill shopping centre, have a progressive Corporate Responsibility programme that is committed to making a difference to their communities. They encourage staff to volunteer for local projects.

The challenge to us is to see where God is at work in the world we live in today, not the world as it was. As those who worship a creative God, we will find much to celebrate in human creativity displayed in the huge range of goods in a shopping centre. But they are not ends in themselves, and the gospel connects human achievement with ultimate meaning. It connects people with the God who loves them, the God who is just as likely to be met in the new and unfamiliar as in the annual round and routine, the God who deals with us in grace rather than requiring us to fulfil duties.

## **BREXIT**

The referendum in June 2016, which produced a narrow vote in favour of leaving the European Union, has cast enormous uncertainty over many areas of our national life. Not least of them is the economy.

In the Black Country, which continues as a major centre of high value manufacturing, and which attracts high levels of foreign direct investment, this uncertainty will have direct and real effects on people's lives. The complexity of the task ahead of our negotiators is immense. It is not, for example, a case of importing and exporting finished goods: basic components which are assembled into an aircraft or car can cross national boundaries five times during the process.

Whatever our views on the outcome of the referendum, it will be our task, as Christians connecting church and the economy, to stand alongside people on both sides of the argument, to point to the unchanging love of God in a time of uncertainty and to uphold our politicians in prayer.

#### **Other activities:**

- Organised and facilitated a successful meeting for church leaders and MPs.
- Played a full part in Black Country Chamber of Commerce, Business Breakfasts and other events, maintaining and encouraging a Christian presence.
- Developed the work of the Ethical Money Churches project, leading its new Bible study course for a church.
- Led the "Chaplaincy Everywhere" Course as part of Lichfield training programme.
- Supported & encouraged the work of "Bluefish Chaplaincy" by Wolverhampton Pioneer Ministries for young people in Wolverhampton.
- Supervised two student placements in workplace chaplaincy.
- Contributed to annual Workers' Memorial Day observances.
- Fulfilled numerous preaching and speaking engagements, offering a "Mission in the Economy" emphasis.
- Hosted visit by Bishop of Lichfield to Marston's Brewery.
- Organised the Wolverhampton Shoppers' Carol Service, together with workplace Remembrance and Christmas services.
- Prepared for the placement of a chaplain in Willenhall town centre.
- Linked with existing chaplaincy in Walsall town centre.
- Organised a seminar on domestic abuse.
- Trained new chaplains.
- Organised study day for West Midlands Industrial Mission Association.
- Used social media constructively to promote BCUIM's work.

#### **Thanks**

BCUIM will increasingly rely on volunteers to be chaplains if we are to maintain our characteristic ministry. We are grateful to those who have volunteered, and those who have come forward recently. It is a challenging ministry, but one which our chaplain team tell us is immensely rewarding. Regular team meetings are encouraging and affirming times for us all.

Our stipendiary ministers continue to combine their chaplaincy with the demanding work of church leadership. Their chaplaincy and other tasks that they have fulfilled within BCUIM have provided stability in rapidly changing times. Ruth Reynolds-Tyson has been a valued member of the team for

nine years, and has made a considerable contribution to our work and that of the Wolverhampton and Shrewsbury Methodist District. Over the last year she has embraced a new opportunity with the staff at Wolverhampton College. We will miss her as she moves to a new ministry in Watford, but she goes with our prayers and best wishes.

The Methodist Church is short of ministers nationally and her post – both in her local churches and with BCUIM - will not be filled in the near future. We hope the Methodist Church will continue to be involved with the work of BCUIM and will explore ways in which this may be carried forward.

We are also grateful to our board members for the time they give to further this work. Their commitment, wisdom and guidance come from immense experience both in the church and in industry, and ensure that we continue our work in ways which benefit both these sectors. Some board members have been looking at our future options, especially for financing our work. Our sponsoring churches have provided support throughout this year, and we hope that, even when their own resources are constrained, they will continue to support an outward looking ministry which provides them with points of engagement in the world which God created, loves and is redeeming.

We also thank the speakers who have given their time and shared their specialist experience on our Induction Course and in team study meetings.

Susanna Somerville supports the team administratively. She brings her wisdom to our publications and team meetings, and helps us think about our identity and future course. Focused, with us, on our bringing the principles of the Kingdom into the working world, she is a key member of the team. She is especially adept at finding the information and resources we need.

## **FINANCIAL REVIEW**

The Black Country Urban Industrial Mission incurred a deficit for the year of £7,804 (2016: surplus £3,113) and has unrestricted funds at 31 March 2017 of £67,107 (2016: £74,911).

### **Reserves policy**

The Black Country Urban Industrial Mission have assumed responsibility for funding half of the salary costs of the team leader post from January 2016 for a period of four years. 2016/17 accounts include the first full year of these costs which explains the deficit and resulting diminution in funds. BCUIM therefore needs to retain reserves adequate to meet this commitment in future years and in addition to regular on-going costs.

A five-year forecast is prepared and presented for review and discussion at each meeting 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 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 statement 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:	5409057
Registered office and operational address:	BCUIM Office St Peter's House Exchange Street Wolverhampton WV1 1TS

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

Rev. A Argile	A Hewines
Rev. Dr. P Beetham	Very Rev. Canon D C McGough STL, LSS
VM Birch	A D Owen OBE
P M Bradbury MBE, JP, DL	Rev. R Parkinson
S L Brooks	Rev B Welch
C Crolley	H E Williams OBE
Rt. Rev. C Gregory	

## **Secretary**

H E Williams OBE

## **Independent Examiner**

Barry Roberts, Cotterell & Co. The Curve, 83 Tempest Street, Wolverhampton, WV2 1AA.

## **Bankers**

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.

## **FUTURE PLANS**

We aim to increase our numbers of voluntary chaplains. Last year we set out to restore chaplains to all four Black Country bus garages, and this was achieved after the year end. We have a number of other contacts which we hope will result in productive partnerships with employers.

Discussions with clergy in the West Bromwich Deanery and with trustees of the Walter Stanley Trust have led to a submission for a full time Workplace Missioner post in the Deanery. This will build on the good work done by Peter Carmody-Heaton, the Minister for Young Adults there. The post will be partly that of a workplace chaplain, but will develop contacts within the economic life of the area and encourage churches to take the working lives of their members seriously. It offers an exciting opportunity to embed this ministry in the lives of local churches.

We plan to introduce a chaplain to the shops and businesses in Willenhall Town Centre and to develop this ministry in other areas.

With expected turnover of staff and volunteers, there remains the challenge of replacing those who have started and continued their valuable ministries.

Lichfield Diocese, with its aim of “Following Christ in the footsteps of St Chad” has endorsed missional chaplaincy as a key element of its future strategy, and we look forward to playing a full part in this, working with another group “Ministry at Work” and helping to introduce new chaplains amongst larger employers in other areas of the diocese.

A BCUM publication “Workplace Missional Chaplaincy” lists twenty six ways in which our work contributes to the mission of the church.

We will continue to use social media to promote the church’s mission in the economy with our web site publishing the reflections of chaplains and items which relate the Christian faith and economic issues.

We will continue to take every opportunity to encourage Christians to see their “Front Line” as a place for practical Christian discipleship, living lives which demonstrate something of God’s kingdom. This is also part of the Lichfield diocesan strategy. In the words of 1 Peter 3: 15: “In your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.” It is encouraging to see churches taking this up, both as part of the Lichfield Diocesan LICC programme and as local initiatives, simply because they see it as a vital part of Christian mission today.

#### **INDEPENDENT EXAMINER**

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2017 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.

Mr B Roberts of Cotterell & Co. will continue in office as Independent Examiner for the ensuing year.

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

H E Williams OBE  
**Company Secretary**

**Approved by the trustees .....**



## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BLACK COUNTRY URBAN INDUSTRIAL MISSION FOR THE YEAR ENDED 31 MARCH 2017**

I report on the accounts of the company for the year ended 31 March 2017, which are set out on pages 18 to 24.

### **Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The 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.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(B) of the 2011 Act; and
- state whether particular matters have come to my attention.

### **Basis of independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
  - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met, or
2. to which, in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

### **BARRY ROBERTS FCA**

Cotterell & Co

The Curve, 83 Tempest Street

Wolverhampton WV2 1AA

**BLACK COUNTRY URBAN INDUSTRIAL MISSION**

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

**FOR THE YEAR ENDING 31 MARCH 2017**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2017 £	Total 2016 £
<b>INCOME</b>					
Donations and legacies:	2				
-Religious Organisations		17,800	-	17,800	17,800
-Commercial Organisations/Trusts		4,800	-	4,800	-
Charitable activities	3	610	-	610	500
Investment income	4	260	-	260	243
Other incoming resources	5	-	4,000	4,000	-
<b>Total income</b>		<b>23,470</b>	<b>4,000</b>	<b>27,470</b>	<b>18,543</b>
<b>EXPENDITURE</b>					
Raising funds	6	746	-	746	1,252
Charitable activities:	7				
-Stipend Recharge		24,541	-	24,541	6,095
-Others		3,243	-	3,243	5,691
-Training Fees (Bridging the Gap)		-	4,000	4,000	-
Others	8	2,744	-	2,744	2392
<b>Total expenditure</b>		<b>31,274</b>	<b>4,000</b>	<b>35,274</b>	<b>15,430</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(7,804)</b>	<b>-</b>	<b>(7,804)</b>	<b>3,113</b>
<b>Transfers between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>NET MOVEMENTS IN FUNDS</b>		<b>(7,804)</b>	<b>-</b>	<b>(7,804)</b>	<b>3,113</b>
<b>RECONCILIATION OF FUNDS:</b>					
<b>Fund balances brought forward</b>		<b>74,911</b>	<b>-</b>	<b>74,911</b>	<b>71,798</b>
<b>FUND BALANCES CARRIED FORWARD</b>		<b>67,107</b>	<b>-</b>	<b>67,107</b>	<b>74,911</b>

**BLACK COUNTRY URBAN INDUSTRIAL MISSION - 5409157**

**BALANCE SHEET AS AT 31 MARCH 2017**

	Notes	2017 £	£	2016 £	£
<b>Current Assets</b>					
Cash at bank		86,185		81,675	
Cash at hand		43		6	
		<u>          </u>	86,228	<u>          </u>	81,681
Creditors: amounts falling due within one year	11		(19,121)		(6,770)
<b>Net Current Assets</b>			<u><b>67,107</b></u>		<u><b>74,911</b></u>
<b>Funds</b>					
Unrestricted fund			67,107		74,911
<b>Total Funds</b>			<u><b>67,107</b></u>		<u><b>74,911</b></u>

For the year ending 31 March 2017 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 2017 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 1<sup>st</sup> September 2017

.....  
**A D Owen OBE**  
**CHAIRMAN**

## **BLACK COUNTRY URBAN INDUSTRIAL MISSION**

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

**YEAR ENDED 31 MARCH 2017**

#### **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 2017**

<b>2. Donations and legacies</b>	2017	2016
	£	£
Grants from religious organisations	17,800	17,800
Grants from commercial Organisations/Trusts	4,800	-
	<b>22,600</b>	<b>17,800</b>
<b>3. Charitable activities</b>		
Events	<b>610</b>	<b>500</b>
<b>4. Investment income</b>		
Interest received	<b>260</b>	<b>243</b>
<b>5. Other income sources (Restricted Funds)</b>		
Training Grant – “Bridging the Gap”	<b>4,000</b>	-
<b>6. Raising funds</b>		
Events	<b>746</b>	<b>1,252</b>
<b>7. Charitable activities</b>		
Team leader costs	24,541	6,095
Travel	1,666	2,846
Training Fees – “Bridging the Gap” (Restricted Funds)	4,000	-
Events	464	371
Publicity	267	1,324
Communications	179	687
Miscellaneous	666	463
	<b>31,784</b>	<b>11,786</b>
<b>8. Other</b>		
Governance:		
Premises costs	1,650	981
Legal and professional	240	48
Examiners fees	675	675
Communication	179	688
Miscellaneous	-	-
	<b>2,744</b>	<b>2,392</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 Methodist Church, £9220, being 0.4 of the stipend of a chaplain working within the area covered by BCUIM and the Wolverhampton and Shrewsbury Methodist District.
- b) by the Diocese of Lichfield and BCUIM itself, sharing equally a stipend cost of £35,832, the provision of team leader working within the Diocese. Salary costs of the BCUIM secretary amounting to £5,547 were also met by the Diocese.
- c) by Heart of England Baptist Association at a cost of £7,124 the provision of a chaplain (0.32 of working time) working within the area covered by BCUIM.
- d) 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, £2,390.

The total costs associated with these staff were:

	2016-17	2015-16
	£	£
Wages and salaries	60,113	61,415
National Insurance	5,021	5,456
Pension costs	14,095	14,172
Expenses payments	-	-
	<b>79,229</b>	<b>81,043</b>

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

The reduction reflects the reduced time of the West Bromwich Minister, net of salary increases

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

	2017	2016
	Number	Number
Administration	0.25	0.25
Outreach work	1.82	2.17
	<b>2.07</b>	<b>2.42</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 trustees of 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 (2016 none).

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

	2017	2016
	£	£
Accruals	<b>19,121</b>	<b>6,770</b>