

COMPANY REGISTRATION NUMBER 05409157

BLACK COUNTRY URBAN INDUSTRIAL MISSION

FINANCIAL STATEMENTS

31 MARCH 2019

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FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT)

Year ended 31 March 2019

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 2018. 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 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 31st 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

A retiring member of the team has written "... the 4 years that I spent [in my chaplaincy] were some of the most interesting and rewarding of my entire life. I do miss going there but it was time to pass it on." On his retirement, the senior manager who worked with us to establish the bus chaplaincy remarked that it was the most significant thing he had done in his long career. Meeting with BCUIM chaplains recently, the Bishop of Lichfield referred to the obvious enthusiasm with which we carry out our ministry.

Chaplaincy is a ministry which enriches both those who offer it and those who receive it, and in so doing contributes to the mission of the church and to the extension of the Kingdom.

DIGNITY, WORTH AND VALUE

Why are we offering workplace chaplaincy? Giving people a sense that they matter has to be high on the list of reasons. This will often be by simple appreciation, by giving them our time, as we listen to their stories, and by hearing of their hopes and aspirations, their worries and concerns. Employers may provide assistance programmes, colleagues may be very supportive, and trained counsellors may be available, but the chaplain is often the person who encourages, or provides the voice of affirmation that we all need to hear.

You could sum it up in one word: dignity. People need to feel that they have worth and value in work, family life, voluntary roles and sometimes church life. For Christians, it is an inherent part of our humanity, founded on our being created by God in his image. As the writer to the Hebrews puts it, we are created, “a little lower than the angels, ... crowned with glory and honour.”

In essence, to be treated with dignity is about being considered worthy of respect. Some things affirm us and bring out a clear, conscious sense of our own dignity. To feel dignified, one must feel that we are appreciated and that we matter to others.

Field Marshal Bernard Montgomery, one of the great allied commanders of the Second World War, said, “The most important people in the army are the nursing sisters and the padres (chaplains): the sisters because they tell the men they matter to us and the padres because they tell the men they matter to God.”

Sadly, for many, the sense of dignity and worth has been in marked decline. Many traditional industries, around which strong communities were formed, are a thing of the past. Unemployment and material poverty have contributed to a lack of purpose and personal value, while in the working world meeting targets can seem to override staff well-being. Government austerity policies, with reductions in benefits, can easily be seen to imply that people are liabilities to be managed rather than human beings with potential that can be developed, people who have as much right to lead fulfilled lives as those who are wealthy.

Part of the role of a chaplain is to bring a Christian perspective to the places we visit. Sometimes this may mean drawing attention to any occasions where we see people being treated with less than the respect that they deserve. Once again it is about dignity: people matter and must not be treated as a means to an end.

As St Paul put it succinctly, “Encourage one another.”

Our principal aim is that of being “alongside people at work and those without.” BCUIM team meetings provide an opportunity for us to encourage one another as we hear how we are contributing to that work. 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, visiting every two weeks and valued by management and staff
- Chairing Aldridge “Shed” – men and women helping to overcome loneliness and social isolation, working on individual and community projects

Mike Bachelor

- Basic budgeting training alongside his work at “Bridging the Gap”, Willenhall : see note below

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

- Metal Centre going well, continued investment in company.
- Had a good Carol Service again including members of my congregation coming along to join in.
- Good experience at Haden Cross Fire Station open day, good conversations with public and staff.
- Over later months been swirling alongside Team Leader looking at the Merry Hill Chaplaincy can move to a Multifaith Team and what this, means for us as a Christian Chaplains.

Allen Bower – *Walsall Bus Garage*

- Garage Manager spoke positively of the relationships built up amongst staff and their appreciation of this ministry.
- Reluctantly had to withdraw because of family circumstances.

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

- Supported induction of new post of a Workplace Missioner and passed on the Chaplaincy at Brockhouse Forge after a phased introduction was undertaken.
- As lead Chaplain at YMCA working to develop pastoral support to staff and residents. Also providing sessional worship and prayer opportunities and businesses renting space at YMCA
- Sandwell College – on staff roster as volunteer chaplain, providing weekly drop in sessions as well as scheduled one to one appointments. Over the last year have supported 6 students per term. Working with the college to develop community events
- New chaplaincy at Black Country Talent Match for young apprentices has developed with weekly art sessions and scheduled one to ones taking place. Also regularly supporting regional events.

Louise Clark – *Wolverhampton City Centre*

Chaplaincy at Marks and Spencer’s, Wolverhampton:

- Regular visit which are appreciated by staff, although they are busy
- After two years, forming positive and friendly relationships with several staff.
- Aware of the pressures on retail staff generally and M&S in particular

Chaplaincy at Beatties, Wolverhampton:

- Taken over from Ruth Reynolds-Tyson, who made initial introductions
- A long established store, though one which acutely faces the economic pressures on retailing
- Fewer staff in evidence on visits, and difficult to make contact with management

Gennie Evans – *Wolverhampton Science Park*

- A difficult chaplaincy to maintain because of security and access issues
- Largely limited to leaflets in staff lounges and restaurants

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

- Young people are regularly referred to him by the leadership team at “Learn Play Foundation” Providing listening and spiritual support to people involved in the Walsall and Dudley Mental Health Services Trust “Grit” project which aims to improve men’s mental health.

Vanetta Griffiths – *West Midlands Ambulance Service HQ*

- Chaplain to all Staff, Tutors and Students.
- Introduction to Chaplaincy in the Classroom’s.
- Offering constant support within and without the workplace.
- Quiet room available within the workplace.
- Team Member of WMAS Staff Liaison Support Group – with ongoing training.
- Observing meaningful and important dates with WMAS staff and students. i.e Remembrance.
- Attendance at WMAS awareness days.
- Attended six week course on Spirituality and Prayer within Lichfield Diocese.
- Continually updating awareness of helpful organisations, data protection and safeguarding requirements through staff meetings.
- Regular attendance at Monthly Board Meetings.
- Updated training and theology through conferences made available.

Jeff Guest – *West Bromwich Workplace Missioner/Chaplain*

- Meet with Anglican, Baptist, Methodist plus Elim, AOG and Free Church ministers who pray together as they cooperate and coordinate Gospel work and events across the whole of West Bromwich.
- One of these events was my participation in an ecumenical promotional event in West Bromwich town centre on Good Friday where there were many presentations, face painting for children and lots of lively conversations with the public. Good relationships were made with the centre markets management and shops. I was involved in a number of conversations with the public who were enjoying the event.
- Join with a 7.30am prayer group interceding for the town that meets each Monday to Thursday in Holy Trinity.
- Spoken of the work of Chaplaincy at many of the Churches and participated in a number of their Sunday services, both day and evening time plus some mid-week events including a Deanery Synod and a churches together supper in West Bromwich.
- Initiated a number of new chaplaincies client plus some potential openings in a range of companies in addition to the historical Chaplaincies at the Bus Garage & Station and the Brockhouse Forge.

- I wrote a short self-bio article for a magazine that is distributed among the businesses in the West Bromwich Business Improvement District.

Some Chaplaincy Case Studies:-

- In an Incidental meeting & conversation with a young volunteer at the YMCA who is a talented artist – particularly of manga style paintings. Our conversation included sharing the Gospel – this was provoked by answers to the questions raised by this volunteer. I gave her a Manga Bible and an ESV.
- The Missioner has visited with the folk who are entrepreneurs in the Micro-Businesses attached to the YMCA. This has led to building a chaplaincy-pastoral-friendship with them. As an example – One of these is someone who suffers from a bi-polar condition and has expressed his deep appreciation of my visits to his company. He feels that something has changed since these visits began and he is feeling more positive about the future.
- In conversations with a volunteer at the YMCA the Missioner discovered that she was unable to get to a job interview because of financial constraints & the Job Centre would not help. I facilitated the requisite funds and the person got to the interview and is now gainfully employed in a job she enjoys.
- I preached at the Worker’s Memorial Day event at Sandwell Council House and led with a prayer of remembrance where 20 representatives of council departments and some councillors were present. The outcome from this was an invitation from the Unite union to participate in a number of events at a range of Council venues, including the Council House as part of the raising awareness of Mental Health / Dementia issues in a week of roll out across the council. I was on hand to be a positive presence for any members of staff who wished to discuss mental health or other issues. I spent a week in intensive placements in these Sandwell council premises and I was involved in many conversations with members of staff. Another outcome from this was that the union reps asked to be informed if a local foodbank was in need so they could initiate a food drive to supply any such need.

Ian Hancock – Pensnett Bus Garage

- Well received initially at garage
- First volunteer chaplain to be commissioned in home church
- Unfortunately had to withdraw as a result of increased demands of employment

Anthony Harris – Walsall Town Centre

- A chaplaincy which is a core part of the ministry of a town centre church
- Been a presence in the town
- Listening to those I encounter in the town
- Encountering people facing shop closure, town issues etc.
- Praying for the town

Ian Host - Jaguar Land Rover, i54

- The 3 week induction course was great. It centred on reinforcing the culture of respect, encouraging each other, valuing and listening to one another.
- This culture persists at the EMC and is modelled by all, especially the senior staff.

- I always had a sense of excitement when present in machining and assembly plants. I was included by the engineers who welcomed me in their discussions and problem solving.
- The relationships that I made with many were just so rewarding and I am still in contact with some of them.
- Finally the 4 years that I spent at the EMC were some of the most interesting and rewarding of my entire life. I do miss going there but it was time to pass it on.

Shaun Kelly – *West Bromwich Bus Garage*

- Chaplain at West Bromwich National Express Buses, West Bromwich for three years.
- A welcome presence at West Bromwich Bus station, engaging in conversations with people from a range of faiths and backgrounds.
- Left BCUIM for regular employment at the end of 2017

Annah Magutta – *Willenhall Town Centre*

- Willenhall is an area which needs more of our attention as chaplaincy, however in the last 12 months there have not been many visits, due to other commitments.
- Hopefully to improve my visits in the long run.
- There is great work that could come out of Willenhall.

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

- Supporting staff at Marston's at Wolverhampton at times of change – relocation and redundancy, and during relationship problems and illness
- Affirming and encouraging some positive examples of work well done.
- Continuing to offer chaplaincy at Merry Hill Shopping Centre, with new opportunities to engage with centre staff and some retailers
- Support for Maplins and Toys R Us staff when closure of stores was announced.
- Supervision and theological reflection with students on attachment
- Developing contacts with other faith communities to set up multifaith chaplaincy provision at Merry Hill, and presenting this to a meeting of retailers
- Chaplaincy with Excalibur Refreshed, a small engineering company refurbishing vending machines, Adullam Homes, West Bromwich and PayCare Wolverhampton.
- Support and theological reflection for field workers of "Hope into Action", a Christian housing charity.
-

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

Grand Theatre:

- Contact details provided to new staff and touring theatre companies

The Royal Wolverhampton School:

- Now a Free School and has many more applications than places, numbers increasing every year.
- The staff have begun to settle into their new roles very well and more staff joining the school.

- Building work enables the increased numbers to be accommodated, building work continuing this year
- Seven refugee children living there and being educated.
- Leading Remembrance Day, Founders Day, and other services, and encouraging more participation from students and staff.
- Baptising children of former students and staff and marrying former students in the chapel.
- About to start, with staff, a Christian club for sixth formers, as well as possibly visiting Christian festivals and Taize.

Lynne Morris – *Wolverhampton College (students & staff) & Shifnal Town Centre, from September 2017*

- It was with great pleasure and a privilege to begin my ministry at both Wolverhampton College and Shifnal town as chaplain in October 2017.
- Although I had initially been appointed to minister to only the staff of the college - working at the Paget Road and Wellington Road sites (I hope to be visiting the Metro Hub and Telford sites in the new academic year) it was quite clear from the start that my ministry should include the students too (and I have also had contacts with visitors). There is a faith room on both sites - Wellington Road being far easier accessible than that on Paget Road and I am working hard with the college to rectify this. During the hours that I can offer each week I trawl the sites speaking with, and coming alongside those who want to share the widespread subjects brought to me.
- I visit Shifnal about twice a week and attend St Andrews church whenever I can and also the staff meetings when I can. I tend to trawl the town, speaking to the business people - dropping in to the shops and offices and other work places and being a friendly face and a listening ear. At present I am helping the team to arrange the annual Celebrating Shifnal Awards held in October in the church in which we draw people into church for a special service to celebrate all that the town has to offer and award those who go the extra mile for the community at large.
- I have been welcomed and supported and encouraged in both ministries for which I am grateful.

Millie O'Connor - *Sandwell Council*

- As a Chaplain to Sandwell Council, I visit and walk around the buildings one morning per week, speaking to staff and listening
- I am available at other times when needed and by appointments and also offer prayer request via e mail.
- I am enjoying meeting everyone in their various roles, and to learn of the very important job they are doing.
- I am truly blessed to serve in such a unique way.

Jeremy Parkes – *Dudley Town Centre Team*

- Ministry sustained by local pastors and team members who maintain the contacts made
- The chaplaincy needs a relaunch with a new vision

Angela Partoon – *Bloxwich Town Centre*

- Started with the vision of engaging with the staff and managers of the small businesses along Bloxwich High Street
- Found myself engaging with staff, managers, customers and passers-by along the High Street and Bloxwich Market
- Uplifted that people are pleased to see me and growing confident in sharing their lives and concerns
- Feeling privileged to feel and see God working outside the church buildings
- Looking forward to continuing to share time with the people of Bloxwich. Employers, employees, volunteers and anyone else that needs an ear to share and a heart to carry their prayers to the Lord

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

- Placement concluded in June 2017
- Developed some very positive contacts: people enquire after her months after she left

Tony Stone – *ASDA Brierley Hill*

- Past 12 months a great encouragement as relationships with Management have been at a high standard.
- Churches Together in Brierley Hill have had their opportunity to sing inside store 3 times in past year.
- Good relationship been nurtured with the staff within the store.
- Prayer requested as we begin to look at openings for Chaplaincies in other Asda stores in our region.

Sue Watson – *Wolverhampton Courts*

- I have been offering a limited Chaplaincy service to Wolverhampton Magistrates' Court for just under two years and I've received a warm welcome from many folks.
- People seem to like 'the idea': I've been described as 'the human face of the conveyer belt system' and although surprised, many people have said they think it's a good thing to be doing.
- It's not the easiest place to get into conversation: people attending court (defendants, petitioners, family etc.) are usually seated on a circular system in the (very public) foyer or in a row outside their particular court room, so talking about anything sensitive can be problematic, but I do my best! There isn't a coffee room or anything similar, but I have been able to find some quiet space for those who have asked for time to talk or a prayer.
- I am still trying to discern which day is likely to be most productive in terms of offering that 'listening ear' and my hope has always been that the level of take-up would be such that we could perhaps engage the services of volunteers, and, indeed, develop a Multi-faith service. So far, this hasn't come to fruition, but I continue to hope and think about this and would very much welcome prayers for guidance as to how we might proceed.

John Welsby – *Wolverhampton National Express Bus Station*

- Having been the chaplain for National Express Wolverhampton for 3 years, I feel I am more often treated as 'part of the furniture'. More people, of any faith or none, seem at ease with me and willing to talk beyond a quick hello.
- I have made deeper relationships with practising Christians while continuing to listen to and engage with those of other religions who form the majority of those living out a faith.
- Coping with loss, bereavement and ill-health are frequent areas for discussion while I have been involved in some conversations around coping with common workplace tensions between colleagues.
- I have become more aware of the challenge of simply representing Christ; when somebody who does not know God shares part of their life with me, how do I speak into that being faithful to the 'God who sees' and is always able to speak into our lives?
- Every 6 months I try to think through what I have experienced of the lives of those at the front-line of the company's business and to formulate some comments for the consideration of my link manager and her colleagues. I generally prepare a written report prior to arranging a meeting in January and July every year. My last report focused on issues around the experience of staff of different ethnicities – a key issue for a diverse workforce in a public-facing company.

PROMOTING FAITH FOR WORK

In his book, "The Invisible Church", Steve Aisthorpe gives voice to people – and there are many of them – who have faith, but who have left, or never attended churches. People found nothing in churches which fulfilled their spiritual needs, or answered the questions that arose in their daily lives. He writes, "I suspect that we often make church too important and, consequently become too precious about "church stuff."

This is understandable. The people in church obviously like "church stuff" and church ministers preach to the people who are there, not those who are not. But the preponderance of retired and elderly people in our churches is a reminder that, if churches are to grow, we must speak to working age people about the issues that concern them. We must encourage and equip working Christians to be consistent disciples Monday – Saturday as well as on Sundays.

BCUIM has been involved with Lichfield Diocese in their partnership with LICC (London Instituted for Contemporary Christianity) to produce material and provide courses for churches who wish to take this agenda seriously, moving beyond the "Life on the Front Line" and "Fruitfulness on the Front Line" material. Take up has been limited.

We support the "Setting God's People Free" agenda, which was first presented as a paper to General Synod (GS2056) and then presented and discussed at Lichfield Diocesan Synod. At that meeting, BCUIM's resources, "Called to New Life – Stories of Working People" were acknowledged and endorsed by the visiting presenters. These are available on the BCUIM web site, as is a summary of "Setting God's People Free."

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.

Encouraging Christians in the workplace is a key part of the ministry of the new Workplace Missioner/Chaplain in West Bromwich, and team members who have the opportunity to preach are encouraged to address workplace issues and offer this wider perspective.

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 12 participants, 6 were Anglican, 4 Methodist, 1 from Wolverhampton Pioneer Ministries (joint project) and 1 from the Salvation Army. 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, and Phil Challenor, from Sandwell Council provoked a lively response with a board game about the priorities of local government.

Many people find the workplace is a community, perhaps the only one that they truly identify with. Many of the staff we have met at shops which have been closing have worked in the same place for twenty years or more, and see them as an extension of their family. The presence of a chaplain can be a positive and encouraging factor for all involved. Even simple, everyday conversations with a chaplain can be significant in helping people appreciate their personal value.

As a group "Connecting Church and the Economy", we believe that God is interested in our commercial activities and in the people who carry them out. We are members of the Black Country Chamber of Commerce, and through attending their meetings pastoral opportunities have arisen. The new Workplace Missioner/Chaplain post in West Bromwich enhances our ability for involvement here, and a Board Member has attended business meetings in the Stourbridge area, representing BCUIM. The Team Leader represented the Bishop of Wolverhampton at Partners in Progress, a group committed to raising the profile of Wolverhampton, until it concluded in December 2017. He has convened 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

Increasing numbers of people are under severe financial pressure. This affects both those in work and those without employment. The film "I Daniel Blake" provides a dramatic commentary on the way government austerity policies impacts upon people's lives.

A BCUIM Board member organised a showing of this film in Stourbridge, and the Team Leader spoke at a subsequent meeting of local churches. A number of areas of action were identified. As a result of an @BCUIM tweet, Churches Together in Penn used the book "Feast or Famine, how the Gospel Challenges Austerity" as their Lent course, with 7 groups involving around 50 people. The book was produced by "Ekklesia", and we have invited their director to address a follow up meeting.

A presentation at a Lichfield Diocesan Synod included "Help and relief are no substitute for questioning the political, economic and social systems which produce the problems." A wide ranging preaching ministry in the Black Country shows that most churches support their local food bank. That is a good thing, but unless something changes, our children will be giving to or receiving from food banks in 20 years and our grandchildren will be there in 40 years. It is a mark of shame for successive governments that we have food banks and increasing levels of poverty early in the 21st Century.

Mike Bachelor continues to deliver budget training, his work being financed by a Church Urban Fund grant. His base in Willenhall is a charity shop and food bank outlet which he is also able to use to offer advice and help to those in need.

Pressure on our MPs, with their legislative agenda dominated by Brexit, meant that we were unable to convene our usual meeting with them. This was unfortunate. Several of them identify as Christians and it would have provided an opportunity for the BCUIM team and board members, and local clergy, to make our concerns known.

There are many positive signs. The BCUIM induction course included a visit to JLR, where we were able to see highly automated manufacturing, in an environment where employees, recruited for their positive, flexible and open attitudes, were encouraged and affirmed in their work. The Black Country remains a centre of high value manufacturing industry, with aerospace and scientific industries, and we must hope that Brexit does not impede complex supply chains and onward distribution.

We also organised a seminar on Modern Slavery Awareness. Several hard hitting videos, including one which showed West Bromwich Clock Tower in the background, brought the issues very much home to those who attended.

The Church “is God’s gift to the world whose purpose is to be a sign of God’s Kingdom” (Worcester Diocese’s “Kingdom People”). That sign must be visible. The church’s task is to bring the kingdom values of “love, compassion, justice and freedom” to every area of the world’s life. There are no exceptions in the prayer, “Your kingdom come, your will be done on earth...” Wherever we see policies and conditions which are not in line with our understanding of God’s kingdom purposes, it is our duty to speak out, challenge and work constructively with our partner churches.

SUMMARY OF MAIN ACTIVITIES:

- Maintained chaplaincy visits to around 38 locations, including fire stations
- Introduced new chaplaincies for Bloxwich and Willenhall Town Centres and Bloxwich Fire Station
- Appointed a Missioner/Chaplain to work with the churches in West Bromwich
- Offered informed comments to managers about general working conditions
- Organised a training session on Modern Slavery
- Played a full part in Black Country Chamber of Commerce, Business Breakfasts and other events, maintaining and encouraging a Christian presence
- Supported staff at branches of Toys R Us and Maplin after their insolvency
- Appointed a new development officer for the Ethical Money Churches project
- Led the “Chaplaincy Everywhere” Course as part of Lichfield training programme
- Run the annual Black Country Induction Course for Clergy
- Supported & encouraged the work of “Bluefish Chaplaincy” by Wolverhampton Pioneer Ministries for young people in Wolverhampton
- Delivered basic budget training for 49 people
- Supervised two student ordinand placements in workplace chaplaincy
- Coordinated Wolverhampton City Centre Churches Engaged Group
- Contributed to annual Workers’ Memorial Day observances
- Fulfilled numerous speaking and preaching engagements, offering a “Mission in the Economy” emphasis
- Organised workplace Remembrance and Christmas services
- Attended “Ordinary Working Families” seminar with presentation to team
- Initiated Penn churches Lent study groups on “Feast or Famine - How the Gospel Challenges Austerity”, leading one group

- Trained new chaplains
- Worked with LICC through Lichfield Diocese on “Faith on the Front Line”
- Organised study day for West Midlands Industrial Mission Association, “The Precarious Working World and Our Response”
- Three radio interviews
- Faith based support for field workers of “Hope Into Action” housing charity
- Commenced the development of multifaith chaplaincy at Merry Hill Shopping Centre
- Used social media constructively to promote BCUIM’s work

FUTURE PLANS

BCUIM will continue to develop and support workplace chaplaincy, particularly where this is an initiative of local churches. This will be particularly valuable in town centres around the Black Country where people working in retail are under real pressure as shops, both major chains and independents, are closing.

The move from ordained paid chaplains to volunteers has emphasized chaplaincy as a ministry of the church. This is valuable, but it has also meant that we are less able to offer a prophetic voice to challenge the church and the world. We need to address this, and hope to organise a training event to address it.

A new development officer has been appointed for the Ethical Money Churches project of the Ecumenical Council for Corporate Responsibility. We will continue to provide local contacts and advice for that project which aims to encourage local churches and members to use their resources wisely and ethically.

THANKS

BCUIM relies on volunteers from local churches to be chaplains. Around 20, including placement students, fire chaplains and chaplains from Wolverhampton Pioneer Ministries, gathered recently for a meeting with the Bishop of Lichfield, and several spoke of how rewarding this ministry was, one which they were privileged to carry out. Our regular team meetings are encouraging and affirming times for us all, and we are grateful to all who share in our ministry.

The ordained ministers in our team continue to combine their chaplaincies with their work in churches and their preaching ministry. Their chaplaincy and other tasks that they have fulfilled within BCUIM have been significant in our work. Ruth Reynolds-Tyson, Shaun Kelly and Ian Host moved on, after their valuable work with the team. Ian had established the chaplaincy at JLR’s i54 site, starting with full participation in their induction programme. He writes, “I am eternally grateful to Bill Mash for setting it up and supporting me through my journey.”

We have been pleased to welcome new board members during the year, especially strengthening our engagement with the Roman Catholic Church. We value their commitment of time and energy to further our work. Their guidance and wisdom come from immense experience both in the church and in industry, and help us to work in ways which benefit both these sectors. We are reminded of the need to speak prophetically to both. 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, one which provides them with points of engagement in the world in which we pray for God's kingdom to come.

We also thank the speakers who have given their time and shared their specialist experience on our Induction Course and in team study meetings. We were especially grateful to Evelyn Williams, Wolverhampton Poverty Truth Coordinator who attended a conference on "Ordinary Working Families" on our behalf and presented on this to the team.

Susanna Somerville supports the team administratively. She is a key member of the team, with perceptive observations and suggestions which help us move forward, especially in our engagement with local churches. Her contribution is out of all proportion to her ten hours a week, as she fully shares our aims of bringing the principles of the Kingdom into the working world.

FINANCIAL REVIEW

The Black Country Urban Industrial Mission incurred a deficit for the year of £1,470 (2017: deficit £7,804) made up of a deficit of £5,795 in the general fund and a surplus of £4,325 in the restricted fund (West Bromwich Workplace Missioner's costs supported by the Walter Stanley Trust). The charity has total funds at 31 March 2018 of £65,637 (2017: £67,107), made up of unrestricted funds of £61,312 and restricted funds of £4,325.

Reserves policy

The Black Country Urban Industrial Mission continues to have responsibility for funding half of the salary costs of the team leader post from January 2016 for a period of four years. 2017/18 accounts include the full year impact of these costs which explains the deficit and resulting diminution in the unrestricted general funds. BCUIM therefore needs to retain reserves adequate to meet this commitment in future years and in addition to regular on-going costs.

Funding was received from The Walter Stanley Trust to cover the costs of a Workplace Missioner in the West Bromwich area. These funds are restricted to this specific purpose only.

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 31st March 2005 and registered as a charity on 5th 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 2006. 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
Rev. Dr. P Beetham	Rt. Rev. C Gregory	Mr T Russell (Treasurer)
Ms. V M Birch	Mr A Hewines	Rt. Rev. G Usher
Mr S L Brooks	Rev. Fr. J N Latham	Rev. B Welch
Ms. C Crolley	Mr. A D Owen OBE (Chair)	Mr H E Williams OBE (Company Secretary)

Secretary

H E Williams OBE

Independent Examiner

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

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.
NS&I, Glasgow G58 1SB

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 2018 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..... 10 July 2018

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 2018, which are set out on pages 21 to 27.

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.

BARRY ROBERTS FCA

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

.....2018

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

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

FOR THE YEAR ENDING 31 MARCH 2018

	Notes	Unrestrict ed Funds £	Restricted Funds £	Total 2017/18 £	Unrestrict ed Funds £	Restricted Funds £	Total 2016/17 £
INCOME							
Donations & Legacies:	2						
- Religious Organisations		21,800	-	21,800	17,800	-	17,800
- Commercial Orgs. / Trusts		4,500	4,500	9,000	4,800	-	4,800
Charitable Activities	3	450	-	450	610	-	610
Investment Income	4	168	-	168	260	-	260
Other Income Sources	5	1,605	-	1,605	-	4,000	4,000
Total Income		28,523	4,500	33,023	23,470	4,000	27,470
EXPENDITURE							
Raising Funds	6	1,037	-	1,037	746	-	746
Charitable Activities:	7						
- Stipend Recharge		24,892	-	24,892	24,541	-	24,541
- Others		5,256	95	5,351	3,243	-	3,243
- Training Fees (Bridging the Gap)		-	-	-	-	4,000	4,000
Others	8	3,133	80	3,213	2,744	-	2,744
Total Expenditure		34,318	175	34,493	31,274	4,000	35,274
NET INCOME/(EXPENDITURE)		(5,795)	4325	(1,470)	(7,804)	-	(7,804)
Transfers between funds		-	-	-	-	-	-
Other recognised gains		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		(5,795)	4325	(1,470)	(7,804)	-	(7,804)
RECONCILIATION OF FUNDS							
Fund balances brought forward		67,107	-	67,107	74,911	-	74,911
FUND BALANCES CARRIED FORWARD		61,312	4,325	65,637	67,107	-	67,107

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

BALANCE SHEET AS AT 31 MARCH 2018

	Notes	2018		2017	
		£	£	£	£
Current Assets					
Cash at bank		72,724		86,185	
Cash at hand		11		43	
		<u>72,735</u>		<u>86,228</u>	
Creditors: amounts falling due within one year	11		(7,098)		(19,121)
Net Current Assets			<u>65,637</u>		<u>67,107</u>
Funds					
Unrestricted fund			61,312		67,107
Restricted Fund			4,325		-
Total Funds			<u>65,637</u>		<u>67,107</u>

For the year ending 31 March 2018 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 2018 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 10th July 2018

.....
A D Owen OBE
CHAIRMAN

BLACK COUNTRY URBAN INDUSTRIAL MISSION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

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.

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 2018**

	2018		2017	
	Unrestricted Funds £	Restricted Funds £	Unrestricted Funds £	Restricted Funds £
2. Donations and legacies				
Grants from religious organisations	21,800	-	17,800	-
Grants from commercial Orgs. / Trusts	4,500	4,500	4,800	-
	22,600	4,500	22,600	-
3. Charitable activities				
Events	450	-	610	-
4. Investment income				
Interest received	168	-	260	-
5. Other income sources				
Training Grant – “Bridging the Gap”	-	-	-	4,000
Ecumenical Council	1,500	-	-	-
Others	105	-	-	-
	1,605	-	-	4,000
6. Raising funds				
Events	1,037	-	746	-
7. Charitable activities				
Team leader costs	24,892	-	24,541	-
Travel	2,919	-	1,666	-
Training Fees – “Bridging the Gap”	-	-	-	4,000
Events	797	95	464	-
Publicity	436	-	267	-
Communications	393	-	179	-
Miscellaneous	711	-	666	-
	30,148	95	27,784	4,000
8. Other				
Governance:				
Premises costs	1,975	80	1,650	-
Legal and professional	-	-	240	-
Examiners fees	765	-	675	-
Communication	393	-	179	-
	3,133	80	2,744	-

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, £9660, 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 £36,570, the provision of team leader working within the Diocese. Salary costs of the BCUIM secretary amounting to £5,571 were also met by the Diocese.
- c) by Heart of England Baptist Association at a stipend cost of £5,641 the provision of a chaplain (0.25 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.
- e) By the Walter Stanley Trust being a full time Workplace Missioner (commenced January 2018) in the West Bromwich Deanery at a salary cost of £5,975.

The total costs associated with these staff were:

	2017-18	2016-17
	£	£
Wages and salaries	65,807	60,113
National Insurance	5,645	5,021
Pension costs	14,723	14,095
Expenses payments	-	-
	86,175	79,229

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

The increase reflects the additional cost of a full time Workplace Missioner (commenced January 2018) in the West Bromwich Deanery.

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

	2018	2017
	Number	Number
Administration	0.25	0.25
Outreach work	2.35	1.82
	2.60	2.07

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 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 (2017 none).

11. Creditors: amounts falling due within one year

	2018	2017
	£	£
Accruals	7,098	19,121