



## GOSPEL WORKERS FOR LOCAL CHURCHES

### Annual Report for Nine Thirty Eight ('9:38')

For the year 1st January to 31st December 2018

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This report is prepared in accordance with the requirements of the Charity Commission. Nine Thirty Eight is a charitable trust (number 109288) and is also known as 9:38.

#### **Aim of 9:38**

9:38 exists to encourage Christians to consider going into full-time gospel ministry and to promote and support ministry apprenticeship schemes (church-based placements which give Christians a chance to dip their toe into full-time gospel work and to receive some ministry training).

#### **Trustees**

During 2018 the following served as trustees:

Richard Coekin

Mark O'Donoghue (Chairman)

Vaughan Roberts

#### **Executive Committee**

In addition to the Trustees, the following served as members of the Executive Committee in 2018:

Nigel Styles

Andy Gemmill (resigned June 2018)

Chris Green (resigned May 2018)

Danny Rurlander

Carrie Sandom

Andrew Nicholls

#### **Staff**

Director – Andy Harker (from July 2018)

Administrator – Fran Kirby

#### **Objectives and Public Benefit**

In setting our strategic objectives and planning our activities, our Trustees and Executive Committee have given careful consideration to the Charity Commission's public benefit guidance.

Our objectives for 2018 were:

- to focus on encouraging and equipping students and young workers to devote themselves to Christ-centred decision-making and to consider going into full-time gospel ministry;
- to work regionally across the country;
- to equip and encourage ministry trainees for long-term gospel ministry;
- to create and fill the post of 9:38 Director to drive forward the vision of the organisation.

Across all seven conferences in 2018, 210 students, workers and ministry trainees were served by quality training in how best to invest their lives for the glory of Christ and the good of others. 95 more were taught at shorter church-based events. 9:38 also promoted 99 ministry positions in a diverse range of local churches across England and Wales – each of these positions representing an opportunity to serve hundreds of children, youth and adults through Word-based and practical ministries.

## **Review of the Year**

### **Staff Appointment**

By early 2018, 9:38 had secured sufficient funds to allow us to fund a second member of staff for three years (part-time). To that end, we advertised and held interviews in Spring 2018 and were delighted to have Andy Harker come on board as 9:38 Director in July. His responsibilities are as follows:

- ✦ To clarify and advocate the 9:38 vision (based on 2 Timothy 2:2 and Matthew 9:38) through speaking, writing and networking;
- ✦ To develop 9:38's strategy – in particular with regard to our conferences;
- ✦ To plan, commission and author online and print resources that support churches in raising up the next generation of leaders and gospel workers;
- ✦ To advise churches on the set-up and running of Ministry Trainee schemes and to encourage more churches to consider them;
- ✦ To expand the reach of 9:38;
- ✦ To develop the governance structures of 9:38 – supporting the Trustees in their responsibilities and ensuring good day-to-day procedure and compliance;
- ✦ To manage the 9:38 Administrator.

### **Conferences**

#### *The Ministry Trainee Conference*

2018 saw 9:38 return to High Leigh for the Ministry Trainee Conference with 79 ministry trainees. This year's theme was 'Growing Gospel Ministry'. Of the six main sessions, three were based on Acts 20 (with Richard Coekin speaking) and three were thematic (with Nigel Styles speaking on 'Graceful Gospel Ministry'; Richard Perkins on 'Risky Gospel Ministry'; and Orlando Saer on 'Fruitful Gospel Ministry'). As usual, these sessions were complemented by the teaching skills groups, where the delegates had the opportunity to give practice talks on the theme of gospel ministry. We also hosted a Q&A where the delegates could put questions to a panel of church leaders on a range of questions about gospel ministry. The feedback was very positive (83% of respondents rated the teaching as 'Excellent'). Nigel Styles' talk was especially well-received. Delegates particularly requested more content which focused on women's ministry and we developed the programme for the 2019 conference with this in mind.

We were delighted that 10OfThose were once again able to supply us with a bookstall and with a member of staff who could run it. We are also extremely grateful for the 16 leaders who joined us and who shared their wisdom and ministry experience with our delegates. A final thanks goes to the churches and organisations which supported us, whether financially, in prayer or by allowing us to borrow a member of staff for three days.

#### *The Workers Conferences*

We had planned two Workers Conferences for March 2018 – one to take place at Christ Church Kensington in London, and one at Christ Church Endcliffe in Sheffield.

Unfortunately, the Sheffield one clashed with Storm Emma and had to be cancelled. We rescheduled it for 3rd November 2018 (still at Christ Church Endcliffe) with Bob Marsden (Trinity Church Buxton), Steve James (Holy Trinity Platt) and Andy Harker (9:38 Director) speaking. Despite some delegates having to pull out after the rescheduling (and numbers therefore being lower than we hoped), we were excited to have sign-ups from a wide geographical area (including Morecambe, Manchester, Hull and Nottingham, as well as Sheffield). We were also pleased that those who did attend spoke very highly of the teaching they received.

The London conference took place on 24th March 2018 with Nick Hiscocks (Christ Church Westbourne), Mark O'Donoghue (Christ Church Kensington/9:38 Chairman) and Daf Meirion-Jones (Chessington

Evangelical Church) speaking. The delegates who attended were mainly from London-based churches, but we had several from churches in or around Cambridge, Reading and Farnham. The feedback was again very positive, with 83% rating the teaching as 'Excellent'.

Overall, we had 28 delegates between the two conferences.

#### *The Student Conferences*

We held four student conferences in the autumn of 2018: in the South-West (at Emmanuel Bristol), in the North-West (at Moorlands Evangelical in Lancaster), in the Midlands (at Cornerstone Church Nottingham) and in the South-East (at Christ Church Kensington, London). We were really pleased to receive good feedback for each of the conferences (in particular at the North-West Conference, where 100% of the delegates rated the teaching as 'Excellent!'), but we were disappointed to have fewer delegates (110 in total) than in the past. We also noted that the pool of sending churches had dwindled considerably. This was especially true of the North-West and South-West Conferences.

### **Conventions, Advertising & Resources**

#### *Conventions*

As in previous years, 9:38 attended the 2018 Evangelical Ministry Assembly. We had a stand in the consultation area and an advert in the brochure.

#### *Advertising*

9:38 placed general adverts in the brochure for the London Men's Convention. Alongside this, we sponsored eight posts on Facebook in order to reach a wider audience. These posts were related to our conferences and were designed to encourage viewers to book places.

#### *Resources*

We published 15 new blog posts on our website in 2018. Of these, some were contributed by 9:38 staff and provided updates on the conferences; most were contributed by church leaders and were designed to do one or more of the following things: to encourage and equip those who are considering full-time gospel ministry; to encourage and equip those who are currently ministry trainees; and to encourage and equip pastors to raise up the next generation of gospel ministers.

We sent out one full newsletter in 2018. This was designed by NineFootOne Creative and was sent out in September. Along with 9:38 news and requests for prayer, this newsletter included an interview with Andy Harker and an article by him, reflecting on how we need to hold onto multiple Biblical directives at the same time. We also sent out a 'mini-newsletter' in November 2018. This was much shorter, intended to shorten the gap between newsletters, and to keep our recipients informed about 9:38 news and prayer requests, as well as to highlight recent blog posts and the upcoming conferences.

A significant step was a full rewrite of our guidance to churches on dealing with financial arrangements for ministry trainees, based on new research and consultation with solicitors and church managers. This is a key area of need for many churches setting up or reviewing their apprenticeship schemes and the revised guidance document was sent out several times in its first few months.

2018 also saw us continue to use our accounts on Facebook and Twitter (with new posts nearly every day) to draw attention to new 9:38 blog posts, to promote ministry and training vacancies, to provide information on upcoming conferences, to share relevant resources from churches or like-minded charities, and to give suggestions for prayer for 9:38 or for ministry trainees and those in full-time gospel ministry.

## Director's Report

It is always good to start with listening (Proverbs 18:13). In my first six months with 9:38, I have had the enormous privilege of meeting with over 30 gospel workers across England and Wales – from Cardiff to Norwich and Leyland to Eastbourne. I have talked with pastors serving in churches in rural areas and with those serving on council estates, to FIEC and to Anglican pastors, and to those with years of experience at leading a church, and to those who are in their first post. I have spoken with women's workers, UK network leaders and diaspora leaders. I have listened to past apprentices and current trainees; those who are now in gospel work and those who have decided to be missionaries in the workplace. I have only scratched the surface but hopefully it has been a reasonably representative sample.

I was particularly looking for answers to the following questions:

- ❖ What are the common pathways by which people enter gospel work? What are the preferred pathways? How does this differ between different church traditions? What are the differing understandings and history undergirding this?
- ❖ What is the profile of people entering gospel work? How can we encourage more diversity?
- ❖ What are the obstacles and defeater beliefs when it comes to the whole area of raising up gospel workers?
- ❖ What different organisations and networks are involved in seeking to raise up workers and how do they relate to one another?
- ❖ How has the landscape changed in the last twenty years, especially in relation to ministry apprenticeships?
- ❖ What are the perceptions of 9:38?
- ❖ How best could 9:38 support churches in raising up gospel workers?

The main message coming across has been this: there has been great value in what 9:38 has been doing and it has an important role into the future. Many of those who are currently working in gospel ministry had a helpful nudge from a 9:38 conference at some point along their journey. The January Ministry Trainee Conference has been especially appreciated by the vast majority. Those engaged with 9:38 (e.g. in steering groups) also value the student and worker conferences and how they provide a step in the conversation with those who should be considering gospel work.

There were also a large number of learning points from these conversations which I will summarise below under three headings.

### Perception issues

There are some areas of perception/understanding/assumption that I have repeatedly encountered and have needed to address. These include:

- We are a training organisation which 'has' apprentices and trains them. *Actually, we do not employ or manage any trainees but rather seek to be a 'meta level' catalyst, stimulating thinking about gospel ministry and wanting people to be talking about 'where next' at a church level.*
- We are a large para-church organisation. *Actually, we are very small – the conferences are all local church organised and led. We have no ambitions to be a large organisation but simply want to serve/encourage the local church.*
- We source and supply apprentices like a recruitment agency. *We do advertise vacancies but we do not recruit or deploy trainees; we often encourage churches to look harder within their congregations.*
- We are Anglican. *It is fair to say that in many university towns the largest student-attracting church is Anglican (with notable exceptions being Southampton, Nottingham and Lancaster) but actually church engagement with 9:38 is 55:45 Anglican:non-Anglican. There is also a good diversity of churchmanship represented among speakers and steering groups.*
- We are pushing everyone towards full-time gospel ministry and/or suggesting that 'secular' work is less worthy. *The stated aim of 9:38 conferences is to be 'part of the process of thinking through how best to use your life to serve Christ', giving people an 'opportunity to consider' full time gospel work; the 2018 conferences struck the balances well.*

- We are focused on producing vicars/pastors. *Actually, we want to encourage people to consider a range of different roles, and we often run seminars at the regional conferences to help broaden the focus.*
- We are more concerned with competence (Bible-handling) than character (*despite several talks and blog posts emphasising godliness*).
- We are for students. *Our two 9:38 workers conferences are less well known.*
- We are focused on big cities and big churches. *Certainly some conferences are dominated by a few large churches, but 9:38 contacts are quite well-spread geographically. We also work with many rural/small town churches.*

These issues have informed our on-going conversations and communications through newsletters, blog posts, 1-to-1 and in pastors' forums in 2018.

### Widening the model

Something that has emerged from discussions with various people has been the language of *widening the funnel at both ends* and *widening the pathway in the middle*:

- a) widening the range of people that we should be asking to consider full time gospel ministry – breaking out of the stereotypical white male middle-class (Russell Group) student, who many have in mind – to include different ethnicities, class backgrounds, genders and ages, from high school leavers to those who have retired early.
- b) widening the range of gospel ministry roles that we are asking people to consider – beyond a focus on the vicar/lead pastor (to include assisting members of pastoral teams and church planting teams, cross-cultural workers, music ministers, biblical counsellors, school/hospital/prison/military ministry, children's/youth/student/seniors/women's workers) and beyond the full-time paradigm (to include part-time and bi-vocational roles).
- c) widening the range of training pathways – beyond a post-university ministry apprenticeship followed by full-time residential theological college – to include part-time and distance learning, cross-cultural training experiences, church planting residencies, biblical counselling courses, music apprenticeship and church-based training schemes.

This is not to deny that a focus on students has great strategic benefits nor to deny that we certainly need more pastors. The well-worn path of camp, university, ministry apprenticeship, theological college has brought a lot of fruit. It will continue to be important. We will continue to want to highlight ministry apprenticeships and the need for robustly trained church leaders. However, if we do not work to broaden pastors' conceptions of the 'likely ministry trainee' then we risk overlooking thousands of godly, gifted people outside the 'typical' pools. At the other end of the pathway, working to broaden the range of gospel ministry roles that are put before people is important, both in terms of encouraging more biblical and healthy patterns of church ministry and in how it feeds back to help us broaden the front-end funnel. Showcasing a broader range of gospel work (and a broader range of training pathways) may well broaden the range of people who can imagine themselves doing those ministries.

### Both-And

In all of this, prompted by many conversations up and down the country, I have found it increasingly helpful to think in terms of Both-And. This is a way of recognising that in this area of raising up gospel workers there is a great need for nuance and many things which need to be held together. It is very easy for the main thing to become the only thing, and for the best to push out the good.

Here are some of the Both-Ands that I think may be most helpful:

- *Both* prayer *And* Word.
- *Both* ministry of the Word *And* ministry of tables (that is, administration and practical care for the vulnerable in the church).
- *Both* a continued priority to preach the gospel of Christ *And* a concern to take practical steps to deal with ethnic privilege.
- *Both* apprenticeships straight after university *And* apprenticeships at other stages of life.
- *Both* home-grown trainees *And* apprentices coming from outside.
- *Both* full-time *And* part-time models (of gospel work and ministry training).

- *Both* set-apart gospel workers *And* every member ministry.
- *Both* valuing gospel ministry *And* valuing God-glorifying other ('secular') work.
- *Both* preaching from the pulpit *And* everyday gospel sharing.
- *Both* character *And* competence.
- *Both* 'Preach the Word' *And* a recognition that church ministry involves many other aspects, tasks and responsibilities.
- *Both* men *And* women.
- *Both* urban *And* rural.
- *Both* a recognition that, ultimately, it is God who raises workers *And* a recognition that God works through his church in raising up workers.
- *Both* regional conferences *And* local church-based events.
- *Both* engaging potential gospel workers *And* engaging/equipping pastors.

As we continue forward in 2019, we are excited to continue to listen and learn from the perspectives and wisdom of church leaders across the country but we will also move into a phase of 'refreshing the 9:38 vision' – seeking God's guidance, as a board, to translate this research into a renewed vision and strategy for 9:38 which is able to assist the church in the challenge of raising up and sending out godly, equipped workers into the Lord's harvest field in the coming years.

## **Finances & Reserves**

### *Conferences*

In 2018, we received approximately £21,000 in conference income. A large proportion of this (approximately £20,000) constituted payments for either the 2018 or 2019 Ministry Trainee Conferences. We are pleased to say that this conference continues to be very nearly self-supporting.

The 2018 day conferences operated at a loss, with a total expenditure of approximately £1,300 and a total intake of total £1,000. However, this year all the tickets for the Student Conferences were priced at £10 (as opposed to £5 or the £6 we charged for the Workers Conferences) which kept the deficit considerably smaller than it has been in the past.

### *Donations*

We have been very grateful for the financial support we have received this year, which totalled approximately £43,600. Of this, approximately £2,900 came from Gift Aid. £20,000 was given for the appointment of a Director and was set aside for this purpose. £5,500 was given by the four churches/groups of churches who have committed themselves to supporting us on a regular basis. £500 was given by a company as an end-of-year charitable donation. Approximately £14,700 was given by individuals and families, either in monthly or annual gifts. Finally, one Trust pledged to give £5,000 in 2019 towards the Director's appointment and a second invited us to apply for a £5,000 grant (also for the Director's appointment) in 2019. We are extremely thankful to God for all those who support us financially.

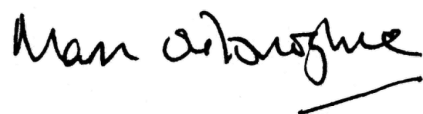
### *Cash in Hand*

Our cash in hand at the end of 2018 totalled £74,905.91. Of this, £45,000 was designated funds for the appointment of the Director (including £25,000 of designated donations and £20,000 of excess funds).

### *Reserves*

In the Trustees' view, our reserves should provide 9:38 with adequate financial stability and the means for it to meet its objectives for the foreseeable future. The Trustees intend to maintain the charity's reserves at a level which is at least equivalent to six months' operational costs (approximately £21,000). The Trustees will continue to review the amount of reserves, on an annual basis, to ensure that they are adequate to fulfil 9:38's continuing obligations. The Trustees will also have particular regard for our manner of operation, as well as for current and potential funding streams.

Signed by a Trustee:

A handwritten signature in black ink, appearing to read 'Mark O'Donoghue', with a horizontal line drawn underneath the name.

Print:

Mark O'Donoghue

Date:

5 October 2019

Administrative Addresses

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Website: [www.ninethirtyeight.org](http://www.ninethirtyeight.org)

Receipts and Payments									
Receipts (income)					2018	2017	2016	2015	
Conferences		£	21,249.81	£	5,951.00	£	24,076.20	£	14,694.80
Donations		£	43,650.89	£	22,809.32	£	22,028.76	£	20,059.94
Sundry/advertising income		£	6,983.87	£	17,776.49	£	8,285.52	£	14,624.21
Total:		£	71,884.57	£	46,536.81	£	54,390.48	£	49,378.95
Payments (expenses)					2018	2017	2016	2015	
Printing and postage		£	385.95	£	1,537.81	£	1,532.23	£	336.70
Office Costs (Phone, stationery, website)		£	1,541.93	£	969.65	£	1,183.34	£	666.39
Conferences		£	13,504.23	£	15,122.33	£	16,172.32	£	14,811.94
Travel		£	1,096.46	£	1,060.48	£	890.31	£	445.76
Sundry Expenses (Other)		£	691.37	£	856.82	£	2,127.57	£	459.12
HR		£	23,758.38	£	14,973.73	£	17,036.34	£	23,696.35
Advertising and exhibiting		£	902.65	£	1,585.03	£	2,466.18	£	469.68
Total:		£	41,880.97	£	36,105.85	£	41,408.29	£	40,885.94
SURPLUS/DEFICIT		£	30,003.60	£	10,430.96	£	12,982.19	£	8,493.01
Assets and Liabilities (at end of 2018)									



Section A

Independent Examiner's Report

Report to the trustees/  
members of

Charity Name  
9:38

On accounts for the year  
ended

31 December 2018

Charity no  
(if any)

1092881

Set out on pages

2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2018.

Responsibilities and  
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

\* Please delete the words in the brackets if they do not apply.

Signed:

M. N. Johnson

Date:

11/8/19

Name:

Matt Johnson

Relevant professional  
qualification(s) or body  
(if any):

Address:

6 Holywell Close, Abingdon, OX14 2PU


**Section B****Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

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