

BLACK COUNTRY URBAN INDUSTRIAL MISSION

England & Wales · Charity number 1110745

Details

Other names	BCUIM
Status	Registered
Legal form	CIO
Registered	2005-08-05
Register	View on the Charity Commission register

Contact

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Activities

Objects: OBJECTSTHE OBJECTS OF THE CHARITY ARE: THE ADVANCEMENT OF THE CHRISTIAN FAITH BY MINISTERING TO INDIVIDUALS IN BOTH INDUSTRIAL ANDURBAN ENVIRONMENTS THE RELIEF OF POVERTY AND THE ADVANCEMENT OF EDUCATION AND TRAINING THROUGH INITIATINGSUPPORTING AND JOINING IN PARTNERSHIP WITH REGENERATION PROJECTS AND PROGRAMMES;BUILDING CAPACITY SUPPORT AND HELP FOR THOSE IN NEED OF TRAINING FOR EMPLOYMENT ANDTRAINING IN BUSINESS THE ADVANCEMENT OF EDUCATION THROUGH THE PROVISION AND SUPPORT OF INFORMATION ANDTRAINING SCHEMESPARTICULARLY BUT NOT EXCLUSIVELY WITHIN THE GEOGRAPHICAL AREA KNOWN AS THE BLACKCOUNTRY COMPRISING THE CITY OF WOLVERHAMPTON AND THE BOROUGHES OF DUDLEY,SANDWELL AND WALSALL (THE AREA OF BENEFIT) IN ACCORDANCE WITH THE BASIS OF FAITH OF THECHARITY AS SET OUT IN SCHEDULE ONE OF THIS MEMORANDUM AND ALSO IN ACCORDANCE WITHTHE AIMS OF THE CHARITY AS SET OUT IN SCHEDULE TWO OF THIS MEMORANDUM.

Activities: The Black Country Urban Industrial mission has the following strategic objectives;We seek to bring values of the Kingdom to everyday life by:1 being alongside people at work;2 promoting faith for work3

empowering and transforming urban communities

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Religious Activities, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** THE BLACK COUNTRY COMPRISING OF THE CITY OF WOLVERHAMPTON AND THE BOROUGHES OF DUDLEY, SANDWELL AND WALSALL.
- Dudley
- Sandwell
- Walsall
- Wolverhampton

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£29,411	£32,887	-	-
2024-03-31	£22,375	£29,733	-	-
2023-03-31	£33,638	£29,282	-	-
2022-03-31	£14,663	£27,050	-	-
2021-03-31	£21,225	£6,497	-	-

Trustees

Name	Role	Appointed
Thomas Russell	Chair	2017-07-18
James Edward Wooldridge Green		2018-07-10
REV ADRIAN STUART ARGILE		
Rev Timothy Westwood		2025-07-01
STEPHEN L BROOKS		

BLACK COUNTRY URBAN INDUSTRIAL MISSION

England & Wales - Charity number 1110745

Accounts

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

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

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2025



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

YEAR ENDED 31 MARCH 2025

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT)

Year ended 31 March 2025

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 2025. 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 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

Industrial chaplaincy is a relational ministry involving an intentional presence in the workplace offering a listening ear to employees and understanding workplace issues. It means visiting the workplace, establishing relationships, being approachable and offering pastoral care. It engages with people of all faiths or none about their experience of life and work. BCUM's chaplains draw alongside people, encouraging and supporting them in their work. We are there because we believe that God is present in the daily interactions of the working world, and that we can represent the values of His Kingdom.

The first step in workplace chaplaincy is about chaplains going to where people are and engaging with them. During 2024/25 we have seen workplaces continue to open their doors again to us (following the restrictions of the Covid years) with a number of businesses and organisations welcoming Chaplains back to the workplace. But it must be noted that the workplace environment has changed. It is no longer only the offices, factories, shops, markets, hospitality venues, building sites, manufacturing sites, public

service locations, etc. that made up the traditional workplace. We are witnessing a marked increase in the number of people now working from home. A significant challenge remains developing ways of delivering Industrial Chaplaincy to this growing “home” workplace.

TEAM LEADER REPORT 2024/25

I am pleased to say that the reports from Chaplains this year offer a broad picture of the work that has been going on across our Black Country area. Businesses continue to face challenges due to current economic conditions. Due to more online shopping, many retail businesses face fewer customers and reduced spending.

The number of Chaplains remained relatively stable this year, with some departures and new additions as usual. Our team meets monthly for mutual support and encouragement. We continue to have numerous opportunities available and are actively seeking to expand our team of Chaplains.

I have been attending the Kingdom Business Breakfasts, put on through Love Black Country, which has been a good opportunity to have conversations with people working in local business who seek to bring their faith into the way they operate.

I attended the Annual Industrial Christian Fellowship meeting, where BCUIM has been a long-time member. Alongside this, I am regularly present at Workplace Chaplaincy Mission UK meetings and have again assisted in the Training courses that we have offered throughout the year.

BCUIM have been represented at the Carol services of West Midlands Fire Service (WMFS) and West Midlands Ambulance Service (WMAS), in which I led the prayers.

WMFS recorded messages that were published during Lent and then Easter which were shared on their media platforms. I was also asked again to provide a recorded message to be used on Wolverhampton Community Radio on Christmas morning.

This year we have had to move our website to an updated platform and are now looking at updating the information and resources that are available through it. A significant amount of time has also been spent in preparing information and documents for the conversion to a CIO.

We continue without regular admin support which brings challenges at times. Susanna Somerville, our former admin support, significantly helped fill administrative gaps over the past 12 months, especially during the recruitment process for the permanent Team Leader post.

I continue to support New Chaplain placements in WMFS and WMAS with Workcare West Midlands as part of my responsibilities overseeing these organisations.

I have spoken before about ‘Every contact leaves a trace,’ with more people we could make more contacts and spread the salt and light of the Kingdom.

Thank you for your continued Prayers!

Revd Stephen Bentham
Team Leader

CHAPLAINS, ASSOCIATED CHAPLAINS AND CHAPLAINCIES

A list of our chaplains for the year ended 31 March 2025, with selected reports are summarised below:

Steve Bentham (Team Leader) (B) (West Midlands Fire Service & West Midlands Ambulance Service)

See report above.

Bro. Andy Brown (AL) (Performing Arts - Prince of Wales Theatre, Cannock)

"I am keeping in contact with the theatre (Prince of Wales, Cannock), which you may be aware it is due for closure. I visit the WCA, (Wednesbury community Association) most Tuesdays, health permitting, and chat to the elderly visitors, about various things, including faith and belief. They are very hospitable towards me, and I feel this is part of a chaplaincy role, I also engage with the volunteers and support them in their role, they have taken me on as an 'honorary volunteer' and they confide in me about the pressures of life and their role within the association."

Mauvoreen Braithwaite (M) (Willenhall Fire Station)

"Lots of things have happened at Willenhall station. I met a man talking to him and his family go to church and was teaching g this young chap to take over his work. We had the open to talk about God. He wants his baby to be Christened at our church. I felt there is something special about this Matt still don't know what it is as yet. Another chap who I met through our surgery in Penn. A piece of blank paper fell out of my diary, he was with his mother, he picked it up and said he was a F/F at Willenhall. He is a Christian. I never seen him be for at the station. From him I met his boss and was able to tell him about God, it was because he is from Stoke, which opened the door to speak he wanted to know. That is just a few. I have been here for 12 years and been witnessing to F/F whose child had cancer praying for her and the family. AF/F whip wife taking their children to school came out of school and a lorry hit her and killed her. I was praying for him and his family. The cook plays a massive roll introducing F/F to me. Hope that helps and encourage the importance of Chaplaincy."

Rosie Bryant (M) (Waterways)

"In my work this year I have supported a man who was coming off a boat and going in to sheltered accommodation. I have helped a man in debt. I have tried to assist a boater to find a mooring. I have spoken with a man worried about his health, as he was having heart problems. I have spoken to boaters at local fairs/boating events at Bradley, Wednesfield and Bratch, I also offered support to a community when a boy was drowned in the canal. Another time I spoke to a boater who had been homeless and was still living by quite limited means on his boat and had some issues with the canal and rivers trust about his boat (its state of disrepair). Often though it is just general conversations I have as I walk the canals."

Maxine Chamberlain (B) (Walsall Town Centre)

"The Saddler Centre Chaplaincy, Walsall is welcomed and provided to long standing retail outlets providing a range of goods and Service's; including popular food services. Retailers are quiet diverse which Chaplaincy provided inclusivity as a Chaplain being able to communicate with specific language skills enabled pleasing rapport. Chaplains note retailers respond well with to each contact, weekly visits and these take place on Sundays between 1 pm - 4pm.

Chaplains teamed up and offered conversational contact to retail units both under cover of the Saddler Centre including a mini indoor market of floristry and leather goods traders with the noticeable rise of beautician outlets also indoor supporting customer need.

The outdoor traders display goods and wares on Street level with Chaplains engaging a range of conversations always encouraging all Retailers appreciated this.

Retailers often shared concerns which affected both diverse members and the overall fact the change of Market Day implemented by Walsall Council impacted all traders, being reduced customer footfall and the subsequent loss of trading. Effectively also a loss of income with also a loss of Market Traders unable to attend on the new day though Saturday market day is well established.

Chaplains also engage brief conversations with Saddler Centre Domestic and Security staff often listening to the woes of ongoing antisocial behaviour as poor and sometimes abusive language, debris left around Centre floors cleared away by Domestic staff. The increased criminal activity mainly of theft is widely known by regular Police attendance and identified Shops have contact alerts which can be triggered securing Police attendance.

Chaplaincy is a welcomed contact which both Chaplains to the Saddler Centre have enjoyed too, actively listening with some retail staff having ongoing recollection of the beginnings of Chaplaincy since days of the Chaplain visiting shops under the cover of St Paul's Church in Walsall Town.

Ongoing development of Chaplaincy envisages increasing collaboration with St Paul's Church and ongoing attempts recruiting committed Chaplains with an existing chaplain relocated outside of Walsall, hence has ceased visits though centrally arranged Team Leader support continues and updates at Chaplaincy Team Meetings. Chaplains are also invited to attend in-person Meetings and social networks offered by our Team Leader, Stephen Bentham, with thanks for the opportunities."

Mindy Bering (AL)

(Pheasy Town Centre)

"Chaplaincy in the Local Church - The monthly prayer aspect of the Esther Project continues to be a significant source of support for women. Through our monthly Zoom gatherings, ladies find a safe space to connect, share their joys and burdens, and offer each other encouragement.

Each session includes an exploration of relevant scripture, providing context and meaning, followed by a discussion on its practical application in daily life, and concluding with prayer. The accessibility of these online meetings is particularly valued by participants, especially those managing young children or geographical distance from the church.

We recently received a powerful testimony from a woman who encountered me at the gym a year ago. Recognizing my crucifix, she confided in me about her difficulty in finding a local church after relocating. While initially reserved about her challenging divorce, she recently shared how profoundly the Esther Project has supported her through this period. She expressed deep appreciation for the prayer bracelets, which she cherishes, and for the project's role in helping her connect spiritually during her search for a new church home.

The past 18 months have shown the remarkable ability of our workshops to connect women from various faith backgrounds, fostering significant spiritual growth within the community."

Emily Donovan (M)

(Bilston Fire Station)

Ruth Duff

(Merry Hill Centre)

"At start of duty at Merry Hill I began by familiarising myself with the layout of the 2 tier shopping mall for a few weeks noting duplicity of stores on both floors. I spoke briefly to managers of the smaller stores introducing myself & explained my role . Over a period of time I spoke to various staff as well as store managers as I noted turn over of both.

During my visits I also spoke to security in a number of Zones in the Mall. This extended to the cleaning staff but was careful not to distract from their cleaning duties.

The information desk became a focus also. most of the staff manning the stall now know me as I've made a point to report there upon my arrival.

My target at the moment is on the small kiosks / booths where staff either work alone or only a few sales assistants & also the smaller stores, so I have a pattern of visiting some one week & others the following week."

Elizabeth Farley (Tipton Fire Station)

Sunila Fernando (A) (Waterways) & (Merry Hill Centre)

Beverley George (P) (Merry Hill Centre & Dudley Fire Station)

Linda Gilson (M) (Mander Centre, Wolverhampton)

"At the beginning of November 2024, we started a new chaplaincy in a city centre at Mander shopping mall. Two chaplains visit every week on a Tuesday morning offering a listening ear. We see the office staff, cleaning staff and security staff and many of the retail staff. At first people weren't sure who we were but after explaining a little bit about chaplains, and that it had been arranged by the management as part of Health & Well-being, we were welcomed by almost all. We take care not to get in the way of business and make a hasty retreat when necessary. When we take a coffee break in one of the cafes, as well as the staff, we will often have a chat with customers especially the regulars. Conversations throughout the morning range from sharing joys and concerns to significant issues, and we feel privileged that people feel able to share these with us. It seems that the chaplaincy has developed quickly and has become part of the shopping mall, especially on a Tuesday morning and we give thanks for it."

Jeff Guest (A) (West Bromwich)

"As Chaplain I spend an hour each morning reading from the Bible in a Year and: -

- meditate on what I have read and then add an
- 'Our Daily Bread devotional reading and suggested prayer.
- Then wait on the Lord and pray for those I aim to visit.
- Then spend time in worship

Visit 42 workplace venues a fortnight

For week 1 I aim to visit 21 workplace venues. The largest is an ASDA with 400 employees. Another is a restaurant with a baker's dozen workers. There is a sprinkling of small traders with between 2 and 23 workers. Most are in retail and one is an expanding company in delivering vehicle repairs & maintenance.

In the middle of the day of both weeks I host a prayer fellowship in the YMCA Chapel which they kindly provide for me.

Then for week 2 I visit a second 21 workplace venues. The largest is a Bus Garage with around 800 employees and a Branch of a national small supermarket with about 30 workers, then there is a training centre that helps folk develop entrepreneurial skills for startup businesses. Again, there is a range of small traders with between 2 and a dozen or so workers. One of these is the local Registry of Births,

Marriages & Deaths. As with most of the places I visit I will pass by with a wave if they are busy with customers. If I have time I may return later in the day,

This schedule has to be elastic as folk need to be listened to and sometimes that may result in being late for my next scheduled visit. But the folk I see are made aware of this elasticity of my role.

Each month I create & deliver a Bible Study at a local Anglican Church who have been without a vicar for most of the past four years. The aim of most of the studies is Mission.

Recently, one of those small firms I've visited for years had to close down. To keep up the numbers on my schedule I have begun courting a local firm, informing them of Chaplaincy in the hope that I may recruit them for fortnightly visits from me, their friendly neighbourhood chaplain.

Some of those I visit have never returned to what used to be 'normal' before Covid. I keep in touch with these via telephone conversations, I am hoping that this relationship will continue via the phone when they relocate their postal address into Tipton."

Millie O'Connor (P) (Sandwell Council)

Angie Partoon (AL) (Walsall Fire Station)

Dwyane McQuiad (I) (Oldbury Fire Station)

"I go in to Oldbury fire station on a Friday and take cakes with me. The staff are ways busy but I talk to them when they are there and tell them if they have any problems to call me day or night and I have left a number of my business cards for them to keep handy."

Christine Speake (B) (Coseley & Sedgley Town Centre)

John Welsby (AL) (National Express, Wolverhampton) (Until Summer 2024)

Terry Lane (P) (National Express, Dudley & Merry Hill)

KEY:

(Denomination)

(AL)	Anglican Lichfield	(B)	Baptist
(A)	Anglican	(I)	Independent
(M)	Methodist	(P)	Pentecostal

HEALTH & SAFETY and MANAGEMENT OF RISK

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

BCUIM upholds a Christian concern for the well-being of all people. Health and Safety provisions are therefore important both for our own personnel and those among whom we work. To this end each

person fulfilling duties on behalf of BCUIM will be expected to be familiar with and observe our Health & Safety policy.

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

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

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

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

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

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

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

FUTURE PLANS

Our key priority will be to continue to re-establish and stabilize our existing chaplaincies and to further develop chaplaincy within the Black Country, adopting a model based on working closely with local churches and encouraging church members to join us as volunteer chaplains.

The workplace has changed post pandemic. A further challenge will be developing ways of delivering Industrial Chaplaincy to the growing and significant "home" workplace.

As reported last year, BCUIM, together with other regional workplace chaplaincy organisations, Churches and Industry Group Birmingham (CIGB) and Workcare Coventry and Warwickshire, had discussions around the possibility of a merger of the three organisations. BCUIM felt that this was not appropriate for us at this stage and have stepped back from the proposal for the time being. Churches and Industry Group Birmingham (CIGB) and Workcare Coventry and Warwickshire did merge and formed a new Charitable Incorporated Organisation, Workcare West Midlands.

BCUIM is in the process of converting to a Charitable Incorporated Organisation. This process is expected to complete by late summer 2025.

THANKS

BCUIM relies on volunteers from local churches to be chaplains, and we are grateful to each for the time they give to this ministry. The ordained ministers in our team also continue to combine their chaplaincies with their work in churches and their preaching ministry. Our thanks go to every one of them for continuing to find ways to deliver their ministries and support our local communities, businesses and service providers.

Our thanks also to our sponsoring churches who have continued to support us throughout this year, even when their own resources have come under so much pressure. It is important to support an outward looking ministry, one which provides them with connections to the economic activity in which we work and pray for God's kingdom to come.

FINANCIAL REVIEW

The Black Country Urban Industrial Mission shows an operating deficit for the year of £(3,477), £(7,358) in 2023/24. There being no restricted funds this is made up entirely from the general fund. The deficit, while an improvement over 2023/24, mainly reflects increased costs in the year as a result of cost of living pressures.

The charity has total funds at 31 March 2025 of £44,112 (2024: £47,589), made up entirely of unrestricted funds. There are no restricted funds.

Reserves policy

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

Free reserves of £44,112 were held at 31st March 2025.

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 and plans to utilise excess reserves to support charitable activities in the industrial chaplaincy field.

During the year these plans will be initiated and approaches will continue to be made to local trusts and firms with the long term aim of preserving unrestricted reserves from falling below £30,000.

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 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REFERENCE AND ADMINISTRATIVE DETAILS

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

Trustees/Executive Committee/Directors

Rev. A Argile	Mr. J Green	Rev. R Parkinson
Rt. Rev. MCW Gorick	Mr. T Russell	Mr. S L Brooks
Mr. A D Owen OBE	Rev Dr JB Suray	Mr. S N N Foster
Rt. Rev. CM Gregory	Rev. Fr. J N Latham	

Acting Secretary

T Russell

Independent Examiner

Mrs. Susan Coates A.C.M.A.
76 Glyn Farm Road, Quinton, Birmingham B32 1NP

Bankers

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

Solicitors

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

INDEPENDENT EXAMINER

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with section 476 of the Companies Act 2006. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

Mrs. Susan Coates A.C.M.A. 76 Glyn Farm Road, Quinton, Birmingham B32 1NP, will act as Independent Examiner for the ensuing year.

By order of the Trustees

T Russell

Acting Company Secretary

Approved by the trustees 5th August 2025

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 2025, which are set out on pages 15 to 21.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Mrs. Susan Coates A.C.M.A.
76 Glyn Farm Road, Quinton,
Birmingham
B32 1NP

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

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

FOR THE YEAR ENDING 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024/25 £	Unrestricted Funds £	Restricted Funds £	Total 2023/24 £
INCOME							
Donations & Legacies:	2						
- Religious Organisations		27,567	-	27,567	20,588	-	20,588
- Commercial Orgs. / Trusts		-	-	-	-	-	-
Charitable Activities	3	-	-	-	-	-	-
Investment Income	4	1,844	-	1,844	1,787	-	1,787
Other Income Sources	5	-	-	-	-	-	-
Total Income		29,411	-	29,411	22,375	-	22,375
EXPENDITURE							
Raising Funds	6	-	-	-	-	-	-
Charitable Activities:	7						
- Team Leader Fees		25,563	-	25,563	24,201	-	24,201
- Admin Costs		921	-	921	650	-	650
- Others		3,749	-	3,749	3,182	-	3,182
Others	8	2,654	-	2,654	1,699	-	1,699
Total Expenditure		32,887	-	32,887	29,733	-	29,733
NET INCOME/(EXPENDITURE)		(3,477)	-	(3,477)	(7,358)	-	(7,358)
Transfers between funds		-	-	-	-	-	-
Other recognised gains		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		(3,477)	-	(3,477)	(7,358)	-	(7,358)
RECONCILIATION OF FUNDS							
Fund balances brought forward		47,589	-	47,589	54,947	-	54,947
FUND BALANCES CARRIED FORWARD		44,112	-	44,112	47,589	-	47,589

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

BALANCE SHEET AS AT 31 MARCH 2025

		2025	2024
	Notes	£	£
Current Assets			
Cash at bank		44,312	47,963
Cash at hand		<u>0</u>	<u>0</u>
		44,312	47,963
Creditors: amounts falling due within one year	11	(200)	(375)
Deferred Income	12	-	-
Net Current Assets		<u>44,112</u>	<u>47,589</u>
Funds			
Unrestricted fund		44,112	47,589
Restricted Fund		-	-
Total Funds		<u>44,112</u>	<u>47,589</u>

For the year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

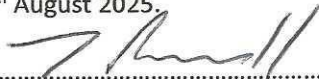
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with section 476 of the Companies Act 2006.

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 5th August 2025.



T. Russell
CHAIRMAN

BLACK COUNTRY URBAN INDUSTRIAL MISSION
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

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 12 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 2025

	2025		2024	
	Unrestricted Funds	Restricted Funds	Unrestricted Funds	Restricted Funds
	£	£	£	£
2. Donations and legacies				
Grants from religious organisations	27,567	-	20,588	-
Grants from commercial Orgs. / Trusts	-	-	-	-
	<u>27,567</u>	<u>-</u>	<u>20,588</u>	<u>-</u>
3. Charitable activities				
Events	-	-	-	-
4. Investment income				
Interest received	<u>1,844</u>	<u>-</u>	<u>1,787</u>	<u>-</u>
5. Other income sources				
Ecumenical Council	-	-	-	-
Others	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
6. Raising funds				
Events	-	-	-	-
7. Charitable activities				
Team leader costs	25,563	-	24,201	-
Admin Costs	921	-	650	-
Travel	1,193	-	951	-
Events	91	-	1,094	-
Publicity	1,440	-	432	-
Communications	46	-	-	-
Miscellaneous	978	-	706	-
	<u>30,232</u>	<u>-</u>	<u>28,034</u>	<u>-</u>
8. Other				
Governance:				
Premises costs	1,200	-	1200	-
Legal and professional	1,200	-	-	-
Examiners fees	25	-	375	-
Communication	46	-	-	-
Misc	183	-	124	-
	<u>2,654</u>	<u>-</u>	<u>1,699</u>	<u>-</u>

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 the one person were provided as follows.

- a) by Heart of England Baptist Association (Smethwick Baptist Church) at a stipend cost of £16,357 the provision of a chaplain (0.50 of working time) working within the area covered by BCUIM. The chaplain was appointed team leader from 1 June 2024.

The total costs associated with these staff were:

	2024-25	2023-24
	£	£
Wages and salaries	16,357	15,560
National Insurance	-	-
Pension costs	2,018	1,904
Expenses payments (Redundancy)	-	-
	18,375	17,464

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

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

	2025	2024
	Number	Number
Administration	-	-
Outreach work	0.50	0.50
	0.50	0.50

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

10. Trustees Remuneration and Related Party Transactions

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

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

There were no transactions with related parties in the year (2024 none).

11. Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals	200	375

12. Deferred Income

	2025	2024
	£	£
Grants paid in advance	-	-

BLACK COUNTRY URBAN INDUSTRIAL MISSION

England & Wales - Charity number 1110745

Accounts

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

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

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2023



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

YEAR ENDED 31 MARCH 2023

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT)

Year ended 31 March 2023

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 2023. 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 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

Industrial chaplaincy is a relational ministry involving an intentional presence in the workplace offering a listening ear to employees and understanding workplace issues. It means visiting the workplace, establishing relationships, being approachable and offering pastoral care. It engages with people of all faiths or none about their experience of life and work. BCUIM's chaplains draw alongside people, encouraging and supporting them in their work. We are there because we believe that God is present in the daily interactions of the working world, and that we can represent the values of His Kingdom.

The first step in workplace chaplaincy is about chaplains going to where people are and engaging with them. The effect of the Covid 19 pandemic with lockdowns, restrictions and social distancing rules impacted greatly on this, however during 2022/23 we have seen workplaces begin to open their doors again to us with a number of businesses and organisations welcoming Chaplains back to the workplace.

However, the workplace environment has changed. It is no longer only the offices, factories, shops, markets, hospitality venues, building sites, manufacturing sites, public service locations, etc. that made up the traditional workplace. We are witnessing a marked increase in the number of people now working from home. A significant challenge will be developing ways of delivering Industrial Chaplaincy to this growing “home” workplace.

Workplace Chaplaincy – Where have we been?

I've been very much struck over the last 12 months with a phrase that I heard during one of our training courses. I believe the phrase comes from forensic science, 'every contact leaves a trace'. During the last 12 months we have again been busy in many different sectors of the workplace, in some areas it is still very difficult to return to the styles of chaplaincy that we knew before COVID. We're having to learn new ways as businesses develop differently, many businesses still face challenge and have had to find new ways of working including many people now working from home for some or all of the time during a working day.

There are occasions when our chaplains wonder what impact they are making when conducting a visit, everybody seems to be so busy and sometimes it feels as though it wouldn't matter if you weren't there. This phrase that I mentioned a few moments ago, 'every contact leaves a trace' is really important. We may not feel we have made any impact in a particular situation, but that contact will leave a trace, at some point the recipients of our visits may well recall that casual conversation, those few moments, when someone in this case the chaplain, was prepared to stop to take time to listen to them. As often as a chaplain says 'am I making a difference', a comment comes after a gap in visits, 'where have you been, we have missed you'. Every contact leaves a trace.....

This of course is very important in the work in which we do in BCUIM, but also very relevant for Christian life and the work of the local church. In the last few months I have also been involved with some work thinking about resources that can help the church and its members to look at their discipleship. For so many people church life centres around a Sunday, but of course we are very much aware that we are called to whole life discipleship. Many churches are seeking to resource, equip, and enable their people in the journey of this everyday faith. BCUIM, along with many other organisations can offer opportunities for people to practically engage in bringing a faith perspective to people outside of traditional church.

In this 'post covid' existence we are still learning from the experience. The church is often found at the heart of programmes to support the community, to offer warm spaces and support in the difficult economic climates. BCUIM is there to support the church in its mission, recognising all that goes on in the building, but giving opportunities to engage in the places where people are spending their time. It has been encouraging to see several people coming forward to train in the area of workplace chaplaincy, supported by their local church community. The Church of Christ through its many different contexts, brought together through ecumenical organisations is making contact with many people who would otherwise not engage with it.

So where have we been? Where are we going?

We have been out and about, making contacts, leaving traces.

We continue to do that, seeking opportunity for local Chaplains to make contacts, rooted in the local church to bring encouragement to the church as they share in God's mission together, leaving the traces of God's Kingdom.

Revd Stephen Bentham
Team Leader

CHAPLAINS, ASSOCIATED CHAPLAINS AND CHAPLAINCIES

A list of our chaplains for the year ended 31 March 2023, with selected reports are summarised below:

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

Many of our Chaplains support West Midlands Fire Service across the Black Country area. This ministry brings many opportunities and also challenges as they come alongside firefighters to listen and support. Chaplains have been alongside during times of bereavement and just being present has been welcomed. New recruits are introduced to Chaplaincy during their training course and it is encouraging to be approached on station when they are posted.

Bro. Andy Brown *(Performing Arts - Prince of Wales Theatre, Cannock)*

Mauvorean Braithwaite *(Willenhall Fire Station)*

Matt Brookes *(Wednesbury & Brierley Hill Fire Stations Netherton shops and)*

Maxine Chamberlain *(Walsall Town Centre)*

Mindy Bering *(Walsall Town Centre)*

I have been shadowing Maxine Chamberlain since last June, learning more about Chaplaincy in the workplace. We meet up fortnightly and visit the employees in the shops. After introducing ourselves, we ask how they are and how their day is going. I have found most of the employees to be receptive and welcoming.

They are happy to introduce themselves and talk about their work. On Mother's day, a couple of employees at different shops spoke about grief and loss, losing a mother or child. We let them speak and listened. I offered to pray for them when they finished talking and they happily accepted.

In another shop, a young man has left his church because his priest has left, so I have been making enquiries with local churches where I have had the opportunity to work alongside priests as an ALM in Walsall. I have some information now, so when I see him again, I will pass on contacts for the churches I have been given.

I feel the employees are open to receiving emotional wellness and spiritual needs, whatever they may be. I can see how the role of a Chaplain can reach more people from various backgrounds and how important this role is in the community who are unable to visit a place of worship due to work commitments.

As representatives of the church we can offer to pray for people with their permission who otherwise may not have the opportunity to ask anyone from a faith background.

Louise Clark *(Marks and Spencers, Wolverhampton)*

Michael Cronogue *(Bloxwich Fire Station & Midland Freewheelers Motorcycle Club)*

Emily Donovan *(Bilston Fire Station)*

Elizabeth Farley	<u><i>(Tipton Fire Station)</i></u>
Sunila Fernando	<u><i>(Waterways)</i></u>
Beverley George	<u><i>(Dudley Fire Station)</i></u>
Vanetta Griffiths	<u><i>(West Midlands Ambulance Service HQ)</i></u>

As always, it is a huge privilege to be a chaplain for West Midlands Ambulance Service.

It has been another busy year, with much activity. 2022 saw the Commonwealth games take place and WMAS staff worked very hard to ensure all needs were met for the entire duration. Extra staff were on hand, for those taking part in the event and those attending. The timely completion of a brand-new purpose-built hub in Oldbury, was chosen as the host hub and proved to be a great asset.

WMAS was also in attendance in the days appertaining to the funeral of our late Queen Elizabeth 11.

We have all been aware of the delays in hospital handovers and of the strikes taking place within the NHS, which of course includes the ambulance service. During these difficult times staff are ever mindful of patient safety and endeavour to do all they can to sustain ongoing emergency care and patient transport.

The health and wellbeing of staff, students and volunteers is very much a priority. I have been invited and have attended many well-being training opportunities. I am very grateful to be a named Health and Well-Being Champion for WMAS.

Throughout the year I have taken part in Baptisms, Funerals and services of Remembrance. On a personal note I feel much has been gained from being a trained Practitioner of Christian Meditation.

Jeff Guest	<u><i>(West Bromwich)</i></u>
Samantha Hagerman	<u><i>(Fallings Park Fire Station)</i></u>
Janet Heys	<u><i>(Merry Hill Centre)</i></u>
Catherine Mitchell	<u><i>(St. John Ambulance - Tipton)</i></u>
Millie O'Connor	<u><i>(Sandwell Council)</i></u>
Angela Partoon	<u><i>(Bloxwich High Street in Walsall)</i></u>
Dwyane McQuiad	<u><i>(Oldbury Fire Station)</i></u>

Christine Speake

(Coseley & Sedgley Town Centre)

During this last year been able to support with

- The cost of living crisis
- Mental health wellbeing
- Break ins/loss of earnings due to road closures
- Diversifying
- Encouraging staff at library with their Community work.
- Have build on links with local churches with shops displaying posters for church events
- Using local shops /cafe to source for Coronation party
- Local shopkeepers having stalls at Christmas /Summer fayres.

Iain Templeton

(Walsall Fire Station)

John Welsby

(National Express, Wolverhampton)

‘I continue to visit the bus station to meet with drivers/inspectors/canteen staff most weeks and sometimes visit the garage where drivers may call in to pick up their buses and also to catch up with engineers, managers and administrative staff. It has been good to get more back to normal after covid restrictions although this year we have lived with industrial tensions around pay offers and drivers did go on strike but thankfully a settlement was reached within a week. I continue to count it a privilege to be welcomed into these work-places and to provide a listening ear to employees whether they want to talk about work issues, family issues or faith issues or simply to pass the time of day while on their breaks.’

Terry Lane

(National Express, Dudley & Merry Hill)

SUMMARY OF MAIN ACTIVITIES:

- As the workplace continues to open up to us, our chaplains continued to rise to the challenge, developing innovative and unique ways to ensure that chaplaincy continues in what is a new workplace environment with a greater emphasis on home working.
- Continued regular BCUIM team meetings (predominantly via zoom) to exchange information and explore effective and alternative ways of delivering chaplaincy.
- Health & Safety advice delivered to ensure the return to face-to-face chaplaincy is safe and secure.
- Identified and trained new prospective chaplains for the resumption of chaplaincy activities.
- West Midlands Ambulance Service – This chaplaincy has continued unabated throughout the year. The pressures that the organisation have been under and the stressful work involved has led to a greater demand on chaplaincy services.
- West Midlands Fire Service – This chaplaincy has developed well with a number of new chaplains now on board to support the local fire stations.
- Support and training given to chaplains as they continue to re-establish and stabilise their pre-existing chaplaincies and return to face-to-face activities.

HEALTH & SAFETY and MANAGEMENT OF RISK

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

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

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

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

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

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

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

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

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

In the current Covid environment our priority is the safety of our Chaplains and the people they serve. All our Chaplains have undertaken Health and Safety training in respect of Covid 19 issues before re-commencing face-to-face chaplaincy.

FUTURE PLANS

Our key priority will be to continue to re-establish and stabilize our existing chaplaincies post pandemic.

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

The workplace has changed post pandemic. A further challenge will be developing ways of delivering Industrial Chaplaincy to the growing and significant “home” workplace.

Workplace Chaplaincy has struggled through the pandemic years and is taking time to re-establish its presence in the workplace with unfortunately some chaplaincy organisations unable to continue. BCUIM, together with other regional workplace chaplaincy organisations, Churches and Industry Group Birmingham (CIGB) and Workcare Coventry and Warwickshire, have entered into discussions to consider the future of workplace chaplaincy across the whole of the West Midlands region and how chaplaincy may be structured across the region to ensure a strong and stable future in the workplace.

THANKS

BCUIM relies on volunteers from local churches to be chaplains, and we are grateful to each for the time they give to this ministry. The ordained ministers in our team also continue to combine their chaplaincies with their work in churches and their preaching ministry. Our thanks go to every one of them for continuing to find ways to deliver their ministries and support our local communities, businesses and service providers.

Our thanks also to our sponsoring churches who have continued to support us throughout this year, even when their own resources have come under so much pressure. It is important to support an outward looking ministry, one which provides them with connections to the economic activity in which we work and pray for God’s kingdom to come.

FINANCIAL REVIEW

The Black Country Urban Industrial Mission shows an operating surplus for the year of £4,356, compared to a deficit in 2021/22 of £(12,387). There being no restricted funds this is made up entirely from the general fund. The surplus mainly reflects the re-commencement of grants from some of our religious organisations following a temporary suspension through the pandemic years.

The charity has total funds at 31 March 2023 of £54,946 (2022: £50,591), made up entirely of unrestricted funds. There are no restricted funds. The West Bromwich Workplace Missioner (restricted funding) was made redundant at the end of June 2022.

Reserves policy

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

Free reserves of £54,946 were held at 31st March 2023.

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 and plans to utilise excess reserves to support charitable activities post pandemic in the industrial chaplaincy field.

During the year these plans will be initiated and approaches will continue to be made to local trusts and firms with the long term aim of preserving unrestricted reserves from falling below £30,000.

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 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REFERENCE AND ADMINISTRATIVE DETAILS

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

Trustees/Executive Committee/Directors

Rev. A Argile	Mr J Green	Rev. R Parkinson
Rt. Rev. C Gregory	Mr T Russell (Chair)	Ms. V M Birch
Mr S L Brooks	Rev. Fr. J N Latham	Ms. C Crolley
Mr. A D Owen OBE	Rev Dr JB Suray	

Acting Secretary

T Russell

Independent Examiner

Mrs. Susan Coates A.C.M.A
76 Glyn Farm, Quinton, Birmingham B32 1NP

Bankers

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

Solicitors

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

INDEPENDENT EXAMINER

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with section 476 of the Companies Act 2006. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

Mrs Susan Coates will act as Independent Examiner for the ensuing year.

By order of the Trustees

T Russell
Acting Company Secretary

Approved by the trustees 25th July 2023

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 31st March 2023, which are set out on pages 14 to 20.

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.

(signed) 

Susan Coates A.C.M.A
76 Glyn Farm Road, Quinton, Birmingham B32 1NP

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

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

FOR THE YEAR ENDING 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022/23 £	Unrestricted Funds £	Restricted Funds £	Total 2021/22 £
INCOME							
Donations & Legacies:	2						
- Religious Organisations		31,613	-	31,613	14,641	-	14,641
- Commercial Orgs. / Trusts		-	-	-	-	-	-
Charitable Activities	3	-	-	-	-	-	-
Investment Income	4	725	-	725	22	-	22
Other Income Sources	5	1,300	-	1,300	-	-	-
Total Income		33,638	-	33,638	14,663	-	14,663
EXPENDITURE							
Raising Funds	6	-	-	-	-	-	-
Charitable Activities:	7						
- Team Leader Fees		22,641	-	22,641	21,924	-	21,924
- Admin Costs		1,580	-	1,580	1,223	-	1,223
- Others		3,253	-	3,253	2,000	-	2,000
Others	8	1,808	-	1,808	1,904	-	1,904
Total Expenditure		29,282	-	29,282	27,050	-	27,050
NET INCOME/(EXPENDITURE)		4,356	-	4,356	(12,387)	-	12,387
Transfers between funds		-	-	-	-	-	-
Other recognised gains		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		4,356	-	4,356	(12,387)	-	(12,387)
RECONCILIATION OF FUNDS							
Fund balances brought forward		50,591	-	50,591	62,978	-	60,978
FUND BALANCES CARRIED FORWARD		54,946	-	54,946	50,591	-	50,591

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Current Assets					
Cash at bank		55,321		50,966	
Cash at hand		<u>0</u>		<u>0</u>	
			55,321		50,966
Creditors: amounts falling due within one year	11		(375)		(375)
Deferred Income	12		-		-
Net Current Assets			<u>54,946</u>		<u>50,591</u>
Funds					
Unrestricted fund			54,946		50,591
Restricted Fund			-		-
Total Funds			<u>54,946</u>		<u>50,591</u>

For the year ending 31 March 2023 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 2023 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 25th July 2023.


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T. Russell
CHAIRMAN

BLACK COUNTRY URBAN INDUSTRIAL MISSION
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

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 2023

	2023		2022	
	Unrestricted	Restricted	Unrestricted	Restricted
	Funds	Funds	Funds	Funds
	£	£	£	£
2. Donations and legacies				
Grants from religious organisations	31,613	-	14,641	-
Grants from commercial Orgs. / Trusts	-	-	-	-
	31,613	-	14,641	-
3. Charitable activities				
Events	-	-	-	-
4. Investment income				
Interest received	725	-	22	-
5. Other income sources				
Ecumenical Council	-	-	-	-
Others	1,300	-	-	-
	1,300	-	-	-
6. Raising funds				
Events	-	-	-	-
7. Charitable activities				
Team leader costs	22,641	-	21,924	-
Admin Costs	1,580	-	1,223	-
Travel	650	-	621	-
Events	1,744	-	119	-
Publicity	288	-	426	-
Communications	14	-	121	-
Miscellaneous	556	-	713	-
	27,473	-	25,147	-
8. Other				
Governance:				
Premises costs	1200	-	1200	-
Legal and professional	-	-	-	-
Examiners fees	375	-	375	-
Communication	14	-	121	-
Misc	220	-	207	-
	1,809	-	1,904	-

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 Heart of England Baptist Association (Smethwick Baptist Church) at a stipend cost of £14,213 the provision of a chaplain (0.50 of working time) working within the area covered by BCUIM. The chaplain was appointed interim team leader from 1 March 2021.
- b) By the Walter Stanley Trust being a full time Workplace Missioner in the West Bromwich Deanery at a salary cost of £6,557. This position was made redundant at 30 June 2022.

The total costs associated with these staff were:

	2022-23	2021-22
	£	£
Wages and salaries	20,771	40,989
National Insurance	834	2,399
Pension costs	1,747	1,684
Expenses payments (Redundancy)	4,525	1,131
	27,877	46,203

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

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

	2023	2022
	Number	Number
Administration	-	-
Outreach work	0.50	1.50
	0.50	1.50

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

10. Trustees Remuneration and Related Party Transactions

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

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

There were no transactions with related parties in the year (2021 none).

11. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	375	375

12. Deferred Income

	2023	2022
	£	£
Grants paid in advance	-	-