

CHURCHES TOGETHER IN ENGLAND

England & Wales · Charity number 1110782

Details

Status	Registered
Legal form	Charitable company
Company number	05354231
Registered	2005-08-09
Register	View on the Charity Commission register

Contact

Address	Churches Together In England 27 Tavistock Square London WC1H 9HH
Phone	02075298131
Email	office@cte.org.uk
Website	www.cte.org.uk

Activities

Objects: THE ADVANCEMENT OF THE CHRISTIAN RELIGION IN ACCORDANCE WITH THE STATEMENT OF FAITH GIVEN BELOW, THE RELIEF OF POVERTY AND THE ADVANCEMENT OF EDUCATION AND ANY OTHER PURPOSES WHICH ARE CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES.THE CHARITY SHALL SEEK (WITHIN ITS GENERAL OBJECTIVES) TO BE A VISIBLE SIGN OF THE CHURCHES' COMMITMENT TO ONE ANOTHER, IN OBEDIENCE TO OUR LORD'S PRAYER "THAT ALL OF THEM MAY BE ONE, FATHER JUST AS YOU ARE IN ME AND I AM IN YOU: MAY THEY ALSO BE IN US SO THAT THE WORLD MAY BELIEVE THAT YOU HAVE SENT ME". (JOHN 17:21) (NEW INTERNATIONAL VERSION.)

Activities: The advancement of the Christian religion.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** The Prevention Or Relief Of Poverty, Religious Activities
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£501,151	£549,613	£666,646	7
2023-12-31	£451,059	£497,899	-	-
2022-12-31	£467,885	£527,195	-	-
2021-12-31	£416,190	£385,948	-	-
2020-12-31	£416,711	£367,565	-	-

Trustees

Name	Role	Appointed
Rev Charles Callan Slipper	Chair	2018-11-22
Dr Lisa Adjei		2022-10-06
Elizabeth Thavamani Joy		2018-11-22
Emma May Wright		2025-05-09
Madeline Bird		2020-10-22
Pastor Rasaan Ibrahim		2023-04-01
RICHARD MARK BRADBURY		2022-11-24
Rev Dominic Neil Lyndon De Souza		2026-03-27
Rev Lurliene Miller		2019-09-19
Rev Steven Robert McKay Cooper		2025-05-09
Rowena Kathryn Loverance		2018-11-22
Rt Rev Paul Joseph Hendricks		2018-11-22
Rt Revd Dr Anderson Jeremiah		2024-12-04
Stephen John Fowler		2014-05-07
The Very Reverend Alexander Fostiropoulos		2022-11-19

Accounts



**CHURCHES TOGETHER IN ENGLAND
(A COMPANY LIMITED BY GUARANTEE)**

**COMPANY NUMBER 05354231
CHARITY NUMBER 1110782**

**TRUSTEES' REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2024**

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024
TRUSTEES' REPORT**

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CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

TRUSTEES' REPORT

Company number	05354231 (England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) [until 10 October 2024 then continues as a Trustee] Rev'd Dr Callan Slipper (Chair of Trustee Board and Convener of Enabling Group) [from 10 October 2024] Dr. Lisa Adjei Rt Rev'd Dr Anderson Jeremiah [from 4 December 2024] Mr Richard Bradbury (Company Secretary) Fr Alexander Fostiropoulos Rev'd Stephen Fowler Rt Rev'd Paul Hendricks Pastor Rasaq Ibrahim (Treasurer) Dr. Elizabeth Joy Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group) Rt Rev'd Moses Owusu-Sekyere Mrs Maddy Bird [formerly Thomson] Dr. Victoria Turner [until 4 December 2024] Rev. Stephen McKay Cooper [from 9 May 2025] Emma Wright [from 9 May 2025]
Company Secretary	Mr Richard Bradbury
Chief Executive Officer/General Secretary	Rt Rev'd Mike Royal
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ

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TRUSTEES' REPORT (CONTINUED)

Bankers (continued)	Epworth Investment Management Ltd Methodist Church House 25 Tavistock Place London WC1H 9SF
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Independent Examiner	Shoaib Arshad FCCA ACA Knox Cropper LLP Chartered Accountants 65 Leadenhall Street London EC3A 2AD
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The Trustees present their Annual Report with the accounts for the year ended 31 December 2024. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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).

ABOUT CHURCHES TOGETHER IN ENGLAND

Churches Together in England (CTE) is the national ecumenical body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'Churches Together' grouping, or - if appropriate - their County/Intermediate Body.

At a national level, CTE has 54 Member Churches or Councils of Churches and over 90 Charities and Networks in Association (previously known as Bodies in Association). The numbers of both continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County or Regional) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal and Charismatic Churches and a President nominated by the

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Religious Society of Friends, the Lutheran and German-speaking Churches and the Church of Scotland Presbytery in England. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of the late monarch, Her Majesty Queen Elizabeth II, at Windsor. This has subsequently been signed by the new Presidents.

CTE Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate, and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed, and general fresh direction is discerned. The function of CTE Forum is to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. CTE Forum does not have other roles in the governance of CTE. Throughout 2024, a Forum Planning Group has been working towards CTE Forum which will gather with approximately 300 leaders from 17-19 March 2025.

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Charities and Networks in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing the Independent Examiner. In addition, it receives updates regarding the progress of the charity in fulfilling its mission. The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from CTE Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets in the Spring and Autumn of each year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

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The Trustees meet at least three times a year. They are usually elected because they already have the necessary experience of being a Trustee and/or director within their denomination.

Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given.

The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) [until 10 October 2024 then continued as a trustee]
Rev'd Dr Callan Slipper (Chair of Trustee Board and Convener of Enabling Group) [from 10 October 2024]
Dr. Lisa Adjei
Rt Rev'd Dr Anderson Jeremiah [from 4 December 2024]
Mr Richard Bradbury (Company Secretary)
Fr Alexander Fostiropoulos
Rev'd Stephen Fowler
Rt Rev'd Paul Hendricks
Pastor Rasaq Ibrahim (Treasurer)
Dr. Elizabeth Joy
Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group)
Rt Rev'd Moses Owusu-Sekyere
Mrs Maddy Bird [formerly Thomson]
Dr. Victoria Turner [until 4 December 2024]

The day-to-day management of the company is delegated to the General Secretary, Rt Rev Mike Royal who reports to the Trustees and is managed by the Chair of Trustees and Convenor of the Enabling Group. There are five full time staff members and two part-time staff members.

PUBLIC BENEFIT

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

The charitable objects of Churches Together in England include the advancement of the Christian Faith, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales. The Charity seeks to be a visible sign of churches' commitment to one another in obedience to the prayer in John 17:21 "that they all might be one". The Trustees have agreed an additional clause to sit along the Memorandum and Articles of Association which provides clarifications to the Objectives of the organisation.

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect, and self-giving love.

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TRUSTEES' REPORT (CONTINUED)

CTE's religious activities amongst its 54 Member Church denominations is at the core of the fulfilment of public benefit. It is primarily done through what we offer to our members. CTE fosters and encourages churches to work together as one, enabling religion to be a force for good in wider society. Member Churches' engagement with CTE's growing group of Charities and Networks in Association enables them as churches better to understand issues of poverty and how best they can respond to those needs. This was born out in 2024 by our close working with ChurchWorks alongside a number of our Charities and Networks in Association to fight poverty as it manifests in all its forms in England. The convening of a Charities and Networks in Association gathering three times during 2024 has provided an opportunity for these charities to learn from each other and also for CTE to create opportunities for them to engage with Member Churches.

In summary, through its work, CTE continues to contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours, including those of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales. The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV).

REVIEW OF THE YEAR

Member Churches continued to commit to support the strategic aims outlined in the Enabling Group meetings in March 2024 and October 2024. The structure of this Annual Report reflects those seven aims, and reports on the ways in which work has been undertaken in the pursuit of those goals.

1. **To inspire Member Churches to work more closely together in mission**
2. **To find new ways to support intermediate and local ecumenism**
3. **To find new ways to extend CTE's valued role of relationship-building**
4. **To create more opportunities for churches to do theology together**
5. **To increase the capacity of CTE to speak out in the public square**
6. **To strengthen CTE's own vision of its role and make this more widely known**
7. **To develop the work of racial justice for CTE and its Member Churches**

The following sets out some of the key activities of 2024.

Introduction

This section covers CTE activity during 2024. It is a summary of CTE's work against stated aims in the Strategic Plan 2024 agreed by CTE Trustees and the CTE Enabling Group. It outlines the work carried out by CTE frontline staff team which includes Mike Royal (General Secretary); Doral Hayes (Principal Officer for Ecumenical Development and Relations); Ben Aldous (Principal Officer for Mission and Evangelism); Shermara Fletcher-Hoyte (Principal Officer for Pentecostal and Charismatic Churches and Multi-Cultural Relations) and Sarah Ball (Senior Communications Manager). They are supported by Ben Cross (Head of Operations) and Lorraine Shannon (Operations Manager).

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Aim 1: To help Member Churches to share their own understanding of mission.

CTE collaborated with the sponsors Bible Society and Gather for the Intercultural Church Conference in Leeds, West Yorkshire on 25 January 2024, gathering 150 leaders engaged in helping churches better understand church development in ethnically diverse communities. Mike Royal and Ben Aldous were contributors at the conference.

The Group for Evangelisation chaired by Trey Hall met on 29 February 2024. The Group for Evangelisation draws people from the widest spectrum of Member Church affiliation to discuss mission and evangelism and is facilitated by Ben Aldous.

The MA Mission Prize 2024 was launched on 1 January 2024. 12 applications were received from 5 different theological institutions and a winner announced. All submissions are included in CTE's growing Mission Prize Library.

The Group for Evangelisation met on 20th June 2024 with 25 people attending. It is a group that Churches Together in England has historically hosted. It was great to focus on theme of the Pentecostal understanding of evangelism, with input from Redeemed Christian Church of God, Church of God of Prophecy and Elim Member Church traditions. This group draws from the broadest range of traditions across the ecumenical spectrum.

The Urban Mission Alliance met on 24 October 2024 and was coordinated by Ben Aldous with presentations from Mike Royal and Shermara Fletcher-Hoyte on Racial Justice.

The 4th Learning to be Missionary Disciples Conference took place 27-28 November 2024, with 60 delegates attending. 15 delegates are giving a range of papers on topics ranging from 'Evangelism & Trauma' to 'Evangelism as Storytelling'.

The 'Lived Mission in 21st Century Britain' book was launched at Southwark Cathedral on 2nd December 2024 in partnership with the mission agency USPG. Editors included Ben Aldous and Victoria Turner and contributors included Shermara Fletcher, Elizabeth Joy and Lisa Adjei from the CTE ecumenical family.

Aim 2: To find new ways to support intermediate and local ecumenism.

A number of Intermediate Bodies were supported and engaged with during 2024, including Churches Together (CT) in Cumbria, CT Oxfordshire, CT Hertfordshire, CT Cornwall, CT Devon, CT Somerset, CT South London Conference (16 October 2024); CT Norfolk and Waveney (24 November 2024), and the Birmingham Churches Together AGM (summer 2024), and Birmingham Christmas Carol Service at Aston Villa Football Club with over 500 people attending (5 December 2024). Ongoing ecumenical support was also given to CT Wiltshire, CT Sussex, CT Worcestershire, CT Shropshire and the North London area at an intermediate level, with 3 new County Ecumenical Officers (CEO's) being inducted.

Led by Doral Hayes, 17 delegates attended New Ecumenical Officers Training which took place on 6-7 February 2024 at High Leigh Conference Centre. Excellent sessions were delivered by Hilary Treavis (Baptist); Jan Nowotnik (Catholic); Lindsey Brown (URC) and David Evans (Salvation Army), with input also from Shermara Fletcher-Hoyte.

16 people attended an online training event on 25th June 2024 focused on Community Engagement. In 2024, Doral Hayes and Shermara Fletcher-Hoyte worked together to focus on supporting Pentecostal

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and Charismatic Member Churches in the development of ecumenical officers and denominational ecumenical structures.

Doral Hayes brought together the National Ecumenical Officers in England on 23 January 2024, 18 July 2024, and 26 November 2024. These gatherings are an opportunity to deepen ecumenical relationships and share news and good practice between different church traditions.

Over 90 delegates attended the 2024 All-Ecumenical Representatives Conference held at The Hayes Conference Centre, Derbyshire on 24-26 September 2024. It was a rich time of ecumenical dialogue and reflection with excellent contributions from the special guest speaker Susan Durber, the World Council of Churches (WCC) President for Europe. A huge thank you to Doral Hayes and the planning team for their excellent planning and leadership of our fruitful time together.

Finally, CTE is in the late stages of planning for CTE Forum 2025 which happens once every three years. Planning for this event has been led by the Forum Planning Group, facilitated by Doral Hayes, and chaired by the Moderator and Deputy Moderator of Forum, Anton Muller and Olivia Amartey. 270 delegates were booked in from our Member Churches, Intermediate and Local Churches Together bodies, and Charities and Networks in Association by the end of 2024.

Aim 3: To find new ways to extend CTE's valued role in relationship building.

Member Churches were engaged by the General Secretary and other staff members. These included The Church of England Synod in February, July, and November 2024, and the Catholic tradition at the Focolare Centre in Welwyn Garden City during the week of Prayer for Christian Unity.

Shermara Fletcher-Hoyte continued to support CTE's Pentecostal and Charismatic Churches, which met as a Leaders' Forum on 15 May 2024 and the 29 October 2024 at CTE Offices. In addition, the group met for online prayer on a monthly basis.

CTE staff have attended and spoken at conferences, events and synods from the following denominations: Shermara Fletcher-Hoyte gave her maiden speech at Church of England Synod on Young Ecumenists in July 2024; Mike Royal spoke at the Baptist Freshstreams Conference on 16 January 2024; he also addressed the German Speaking Churches Conference 19 April 2024; Mike Royal and Ben Aldous attended the consecration of Bishop Anderson Jeremiah at Canterbury Cathedral 25 April 2024 (he is a new CTE Trustee, and the Lead Bishop for the Church of England on local ecumenism); Mike Royal spoke at Tyneside Leaders' Forum, Newcastle-upon-Tyne on 1 May 2024; Mike Royal attended Thanksgiving Service for late Roger Forster, Ichthus network on 4 May 2024; Mike Royal spoke at Congregational Federation Assembly on 11 May 2024; Mike Royal spoke at Love Walsall unity movement event on 19 May 2024; Mike Royal spoke a Heart of England Baptist Association (HEBA) AGM gathering in Solihull on 2 June 2024; Shermara Fletcher-Hoyte spoke at the Wesleyan Holiness Convocation on 2 June 2024; Shermara Fletcher-Hoyte and Sarah Ball did an in-depth interview with Archbishop Evangelou from Ichthus Fellowship on 31 June 2024; Mike Royal attended and led Evening Prayer at Methodist Conference in Leeds on 29 June 2024 which included the installation of CTE President Rev Canon Helen Cameron as President of the Methodist Conference; Mike Royal attending Quaker 400th Anniversary of George Fox (Birmingham) 14 July 2024; Mike Royal addressed the Moravian Provincial Synod on 19 July 2024; Sarah Ball attended the Malankara Orthodox Syrian Church in early June for the visit for His Holiness Baselios Marthoma Matthews III, along with CTE Trustee Elizabeth Joy; Shermara Fletcher-Hoyte spoke at Church of God of Prophecy national youth camp on 23 August 2024. Mike Royal attended the Coptic Orthodox Church New Year on 15 October 2025; Mike Royal took part and Shermara Fletcher-Hoyte attended the Apostolic Pastoral Congress (APC)

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Conference on 18-19 October 2024, which saw the investiture of CTE Trustee Moses Owusu-Seykera as Archbishop of the APC UK. Mike Royal attended, took part, and spoke at the following events: Lutheran Reformation Day on 31 October 2024; Armenian Orthodox Church "Free the Hostages" Event on 9 November 2024; Ground Level leaders gathering on 12 November 2024; and Mar Thorma Church Christmas Service on 14 December 2024. Shermara Fletcher-Hoyte spoke at the UK Charismatic and Pentecostal Leaders Gathering on 11-12 December 2024 hosted by past CTE President, Rev Dr Hugh Osgood.

CTE worked with Christian Aid and a number of other ecumenical agencies, including the Joint Public Issues Team (JPIT), to put the issue of domestic and international poverty at the heart of the General Election 2024. Along with other Member Churches, CTE has become an Ambassador for Voter Registration initiative led by Citizens UK. Tim Norwood, Ecumenical Officer for Local Ecumenism, facilitated an excellent Fringe Event on this at Church of England Synod on 26 February 2024. Mike Royal chaired the Christian Aid AGM on 26 November 2024 which gathered Member Churches from England but also the wider UK and Ireland. He also served on the Christian Aid Board of Governors and Nominations Committee including assisting in the process to appoint a new Chair of Trustees.

CTE has engaged with a number of CNAs during 2024. CTE also brought the Charities and Networks in Association together three times during the year. The Charities and Networks in Association met on 17 April 2024 and 11 July 2024, and shared stories of the ecumenical work they were engaged in. They met again in person on 9 October 2024 where the main item of discussion was the merits of themed Sundays in the ecumenical calendar e.g. Education Sunday, Racial Justice Sunday, Climate Justice Sunday etc. 8 Charities and Networks in Association joined CTE during 2024. These were the Arthur Rank Centre; Act 435; Lausanne-Orthodox Initiative; One Way UK; Roots for Churches; Community Money Advice; GOLD Project, and New Creations. John Cooper stepped down from the role of chairing the Charities and Networks in Association. CTE wishes to express formally its gratitude to John Cooper for his excellent chairing of this group, during a time of rapid growth. CTE has continued to work closely with ChurchWorks alongside a number of its Charities and Networks in Association to engage in fighting poverty in all its forms as it manifests in local communities.

CTE continued to host the National Ecumenical Officers Roundtable (NEIR) once a month gathering Ecumenical Representatives from across England. During 2024 CTE handed over the meeting for three times a year to be hosted by Churches Together in Britain and Ireland, bringing together Ecumenical Representatives from the four nations in these Islands. All these meetings were well attended with between 12 and 35 people attending each meeting.

Finally, Mike Royal and Ben Aldous have recently attended gatherings that have involved meeting with members of the new government including the Education Secretary, Right Honourable Bridget Phillipson 2 September 24, and the Faith Minister, Lord Khan of Burnley, and Social Security Minister, Sir Stephen Timms 5 September 2024 at a ChurchWorks Commissioners Meeting. Mike Royal raised the matter of the closure of the Inter Faith Network personally with the Faith Minister. He took part in an Inter Faith Breakfast Roundtable at 10 Downing Street on 14 November 2024. There is definitely a positive reset in relations with faith communities from the new government. Mike Royal also attended and took part in the Christmas Reception at 10 Downing Street on 11 December 2024.

Aim 4: To create more opportunities to do theology together.

CTE have been involved in a number of bilateral theological conversations during the course of the year.

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The launch of the book *Anglicans and Pentecostals in Dialogue* took place on 5 March 2024 with Shermara Fletcher-Hoyte and Callan Slipper having written a chapter. The Anglican-Pentecostal Steering Group continued to make great progress with Jeremy Morris and Tedroy Powell along with Shermara Fletcher-Hoyte involved in this. Tedroy Powell reported that 29 theological undergraduates were on the Peter's Stream track with St Miletus College which will result in them potentially becoming either Pentecostal or Anglican ordinands.

Mike Royal attended the Anglican-Lutheran Society Conference on 9th March 2024, where an excellent paper on reflecting on the faith journeys of St John of the Cross and Martin Luther was delivered as part of the day.

The CTE Living with Diversity Well Group met 17 September 2024 and 21 November 2024 and continued the conversation around human sexuality, an issue that has been quite divisive with CTE Member Churches. CTE staff are now working with the LGBTQ Christian organisation One Body One Faith on a reflective leadership pilot that it is hoped can be offered to the wider Living with Diversity Well working group. It is hoped that in developing our reflective leadership we will be better able to reflect on issues affecting the LGBTQ church community.

A Pentecostal Charismatic and Orthodox Gathering was attended by approximately 35 people, hosted by Archbishop Angaelos on 25 June 2025 at St Andrew's by the Wardrobe in the City of London. This was coordinated by Shermara Fletcher-Hoyte and Ben Aldous from the CTE staff team.

Mike Royal attended a two-day retreat with the Council for Christian Unity (CCU) on 3-4 July 2024. The initiative has had new life breathed into it by our ecumenical friends from the Church of England Jeremy Morris and Tim Norwood. There were fascinating discussions about Anglican -Lutheran and Anglican-Methodist ecumenical relations nationally and globally.

Aim 5: To use CTE's channels to ensure that the Christian voice is heard on key issues emerging from the churches.

Mike attended the 2nd Anniversary Ecumenical Service commemorating the full-scale invasion of Ukraine by Russia held at the Ukraine Catholic Cathedral in London on 24 February 2024. He brought a greeting on behalf the CTE Member Churches. The Ukraine Refugee Roundtable is now part of CTBI's Refugee Network ecumenical work.

Sarah Ball led on our support of the Act on Poverty pre-election campaign that our agencies Christian Aid and CAFOD, and a number of our Charities and Networks in Association were involved in.

Mike Royal and Ben Aldous undertook an interview with Premier Radio on the top five divisive issues affecting the church during the Week of Prayer for Christian Unity - namely Same Sex Relationships; Israel-Gaza; Leadership culture & safeguarding; disposal of church buildings by historic churches, and reparations. Mike Royal also undertook an interview with UCB Radio on CTE Member Churches' response to the post pandemic climate (29 February 2024). Mike Royal also contributed to articles with The Guardian on Church of England's £100 Million Church Commissioners Fund to right the wrongs of Transatlantic Chattel Slavery (The Guardian 5th March 2024) and a feature interview article on church unity with Keep the Faith Magazine (March 2024 Edition Issue 130).

CTE contributed to the No Faith in Fossil Fuels Campaign involving a number of Member Churches including the Salvation Army and local Churches Together Groups, especially from the South East of

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England Region. Our Agencies Christian Aid and CAFOD have brought a lot of resources to this initiative. CTE Staff joined the No Faith in Fossil Fuels vigil outside Parliament on 19 February 2024.

CTE worked with CTBI and Citizens UK to mobilise people to register to vote in the lead up to the snap election on the 4 July 2024. This included workshops and online webinars. It is understood that people registered in huge numbers in the run up to the registration deadline of 18 June 2024.

The CTE Presidents issued the following statement in the wake of the protests, riots, and disorder during Summer 2024. It was an ecumenical statement that received input from various CTE Presidents:

"The Presidents of Churches Together in England, named below, have issued a statement calling on churches and communities to work together to end racism, division, and disorder.

They write...

We are grateful for the immediate response from Churches Together Merseyside Region, committing to support the grieving people of Southport in the wake of the killing of three children and serious injury of others, some of who remain in a critical condition. We are grateful for the ongoing support local churches and other organisations offer those directly affected by these life-changing events. We continue to hold all concerned in our prayers.

In the wake of the terrible events in Southport, we acknowledge the anger felt by many at these senseless killings. We also acknowledge deep and troubling anxiety about immigration. Regrettably, we have witnessed violent, racist attacks and intimidation on our streets. Mosques have been attacked, hotels housing people seeking asylum set on fire and individuals set upon simply because of the colour of their skin. Racism has no place on our streets or in society and should not be stirred up in communities or online. The police have faced unacceptable levels of violent disorder and rioting in their quest to keep the peace on the streets. We are grateful for the work of the emergency services who put themselves in danger to protect the public. We are grateful for communities who have come together to help with the clear up, demonstrating a determination to serve the good of all.

We are also grateful to the many local churches across the country who provide a place of worship and sanctuary for people and who help build stronger communities through action at the grassroots level, including initiatives like Street Pastors and Response Pastors. Let us all work together to put an end to this violent disorder, restore peace and heal our nation."

As a side note CTE has been approached by two denominations asking for support in helping them to deal with the aftermath of the summer riots. In particular, CTE have been asked to help with denominations who have had to deal with ministers from their ranks involved in what could be considered as stirring up racial hatred online.

Aim 6: Develop CTE as the go-to place for ecumenical information in England.

CTe-News has had several bumper editions in 2024 featuring news stories from Member Churches and Intermediate Bodies, and Charities and Networks in Association. A big thank you to Sarah Ball on her leadership of this area of CTE's work.

CTE had a busy Week of Prayer for Christian Unity (18-25 January 2024) with a number of our Presidents', Trustees, and staff giving reflections as part of a partnership with Premier Radio.

CHURCHES TOGETHER IN ENGLAND
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TRUSTEES' REPORT (CONTINUED)

Stories from the first round and second round of grant awards from The Bill Snelson Young Ecumenist Fund have been received and shared. The second round of grants was launched on 1st January 2024. CTE worked hard to encourage grant applications from Member Churches serving Global Majority Heritage young leaders to ensure they have equal access to the grants. CTE also added Rev David Whyte from the Wesleyan Holiness Church to the decision-making panel in 2024 to strengthen the ethnic diversity representation of the decision-making panel.

Aim 7: To develop the work of racial justice for CTE and its members.

Shermara Fletcher-Hoyte and Mike Royal represented CTE at the Holocaust Memorial Service at the Guildhall, London on 24 January 2024, with representatives from the Royal Family and Government attending.

There was an excellent debate on Racial Justice at Church of England Synod with the General Secretary of CTE giving his General Synod maiden speech on 25 February 2024. Shermara Fletcher-Hoyte continued to work working closely with the Racial Justice Advocacy Forum led by Richard Reddie from Churches Together in Britain and Ireland (CTBI). CTE's Racial Justice Working Group focused on Advocacy and Theology in terms of the engagement of a wide range of CTE Member Churches on the theme of racial justice.

A highlight of the year was the visit of Civil Rights Leader Rev Al Sharpton to the UK hosted by the National Church Leaders Forum (NCLF) with Lord Simon Woolley, where Shermara Fletcher-Hoyte and Mike Royal represented CTE at the Houses of Parliament on 27 February 2024.

Mike Royal attended a Faith in Labour Black Church Leaders Summit on 16 April 2024 which was a rich discussion between senior Labour politicians and Black Majority Church Leaders about issues relevant to the Black community. CTE Racial Justice Working Group Meeting took place on 16 April 2024 and 9 July 2024, the latter with input from Gospel Music Industry Alliance, where members heard first hand stories of Black Christian musicians and the racial injustice they had experienced in the music industry.

Shermara Fletcher-Hoyte has engaged with a number of organisations on racial justice including Christian Aid on 2 July 2024; Queens Foundation ecumenical college on 3 July 2024; and roundtable on black maternal health hosted by the Bishop of London Rt Rev Sarah Mullally in the Summer of 2024.

Mike Royal delivered a seminar on Racial Justice at New Wine 2024 with input from the Difference Initiative from Lambeth Palace and the Charity & Network in Association, Transforming Lives for Good. Mike Royal was also part of a roundtable on racial justice hosted online by Archbishop Justin Welby on 9 September 2024. Finally, Mike Royal was asked to speak at a meeting of West London leaders on "how the church best responds to the riots over the summer" on 18 September 2024.

As part of Black History Month, Shermara Fletcher-Hoyte was on Premier Radio on 1 October 2024, reminding us of the importance of celebrating the huge contribution Black Majority Churches continue to make to the ecumenical landscape in the UK.

GOVERNANCE ISSUES AND GENERAL REMARKS

Trustees met four times in 2024. Trustees' main task in 2024 was to support the General Secretary to deliver the Strategic Plan for 2024. The Trustees continue to identify pastoral care of staff as a key aspect of the General Secretary's focus, as well as developing more efficient operational management to reduce pressure on the staff team. CTE saw the positive impact in this with the Head of Operations, Ben Cross, and Operations Manager, Lorraine Shannon, creating efficiencies in accounting, invoicing,

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credit control, reducing aged debtors and the general sharing of operational responsibilities between themselves.

Greater emphasis has also been placed on increasing the profile of CTE's work and Member Churches as well as an emphasis being placed on leadership, strategic vision and operational oversight of the General Secretary.

CTE operates a 'Link Trustee' system, and individual Trustees work closely with their linked staff member in refining their area of the Strategic Plan. In 2024, staff together with Trustees worked with Member Church representatives and County Ecumenical Officers in leading webinars on topics of particular concern for intermediate ecumenism; on chairing the Racial Justice Working Group and on the preparations for CTE Forum 2025. Trustees have also worked with the General Secretary in welcoming a new Fourth President, Bishop Paulina Hławiczka-Trotman (with Dr Anna Krauss returning to Germany to take up an ecumenical role after serving 1 year as CTE President). This was an important appointment after the previous period of four difficult years between 2018-2022, with issues thrown up by the non-enactment of the Fourth Presidency and its impact on the functioning of CTE Presidents. The issue of equal marriage is now being addressed by the Living with Diversity Well Group, which met three times during 2024. The group continues to widen its reach to include a broad range of Member Church representatives from across the church traditions.

As usual, the chair worked closely with the General Secretary and Principal Officer for Ecumenical Development and Relations in setting the agenda for the Enabling Group, in order to deepen Member Churches' feeling of involvement in and responsibility for CTE's work. In March 2024, the focus was on Safeguarding, while in October 2024, the focus was on Racial Justice and Living with Diversity Well Working Group (Human Sexuality).

The Trustees Board, through its Finance and Operations Committee, continue to exercise careful financial control meeting four times in the year. This is ably chaired by Richard Bradbury. During 2024, CTE continued to make use of its office space and board room facilities at the Free Church Group's Tavistock Square premises, retaining storage facilities as necessary. While CTE set a deficit budget for 2024 in line with a five-year plan to reduce the reserves it holds, tight financial control of income and expenditure, along with better performance of investments, meant CTE managed to reduce its reserves by the planned amount of approximately £30,000.

During 2024, the 6-year term served by the Chair of Trustees came to an end. Accordingly, a working group was formed to appoint a new Chair. A rigorous process of selection was entered into, including some candidates from outside the organisation. The selected candidate was Callan Slipper, an existing Trustee, who took up his role at the Enabling Group in October 2024. Thanks go to Rowena Loverance, the outgoing chair, who has served the organisation well during her term and who stays on as a Trustee.

PLANS FOR THE FUTURE

CTE has a new Strategic Plan for 2025. This plan was developed by a focus group of Trustees, along with the General Secretary, that looked at the changing landscape of ecumenism in England, along with the shifting priorities of Churches Together in England. The new plan will give more emphasis to the development of our Young Ecumenists work, and also of widening the membership of CTE's Living with Diversity Group as it continues to reflect on the theme of human sexuality and how the church responds to this issue.

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TRUSTEES' REPORT (CONTINUED)

CTE Forum will also take place on 17-19 March 2025. This will bring together approximately 300 leaders from across the ecumenical family. The theme for CTE Forum 2025 will be "One but not the same: celebrating difference, living with diversity". It brings together representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Charities and Networks in Association. CTE Forum is the broadest representative ecumenical gathering of Christians in England, and we therefore draw the planning team from a wide group of stakeholders.

CTE has been encouraged with the engagement of central government with the churches and other faith groups. We look forward to deepening that engagement during 2025. Developing a closer working relationship with government is important to build an understanding of how the church can be a force for good in the public square.

CTE is committed to continuing to deepen its working relationship with Churches Together in Britain and Ireland (CTBI) and the National Instruments in Scotland, Wales, and Ireland, and also with the Free Churches Group, who generously allow their Education Officer's expertise to be available to us. The National Ecumenical Instruments Roundtable (NEIR) will continue to be chaired once a quarter by CTBI and include Ecumenical Representatives from across these Isles.

CTE is keen to be involved in supporting and engaging with bilateral ecumenical conversations between different church traditions. This will continue to be a key focus in 2025.

2025 is an important year in the ecumenical calendar for many churches. It is the 1700 Anniversary of the Council of Nicaea in AD 325, which focused on what the church believed about the person of Jesus Christ. This will be a focus for our Enabling Group in May 2025 but will also be celebrated by the churches through different events throughout the year. CTE will take part in many of these events that will be organised by Member Churches and also Intermediate and Local Churches Together Groups. The CTE Presidents are planning to write a pastoral letter at Easter and plans are afoot for an ecumenical gathering / concert towards the end of 2025.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from Member Churches, and an increased subscription levy to those organisations that are CTE Charities and Networks in Association and also Intermediate Bodies. Increases in fees will be index linked to inflation to ensure the long-term financial sustainability of the organisation, alongside a strategy of increasing the number of Member Churches and Charities and Networks in Association. CTE are also considering alternative sources of income to provide additional long-term sustainability.

RISK REVIEW

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible. The Finance Committee requested that the Risk Register include more detail on Mitigation and Actions and also more specifics of which person is responsible for which areas of consideration.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured and is satisfactory, and that expenditure linked to grant income is also managed along similar timeframes, so as to mitigate these risks so far as possible.

CHURCHES TOGETHER IN ENGLAND
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Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees. Trustees along with Staff reviewed our insurance needs in 2024 which resulted in good value for money in terms of our Insurance Cover.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors, and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness of the vital importance of health and safety.

CTE has engaged a new provider to deliver training to Staff and where appropriate Trustees. Training has included Health and Safety Training; Data Protection Training; Display Screen Equipment Training; Effective Remote Working Training; Equality, Diversity and Inclusion Training; First Aid Training and Safeguarding Training. This encourages all staff and Trustees to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is taken seriously within the organisation.

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner's Office.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 20 and is considered satisfactory by the Trustees. The deficit in the year on the General Fund of £44,135 (2023: £58,754) leaves the general fund with a balance of £276,868 (2023: £321,003) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

INVESTMENT POLICY & PERFORMANCE

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was better than in 2023 and this was in line with an improvement in the market at the year end. The Trustees designated £150,000 for the Bill Snelson Young Ecumenists Fund in 2022 to provide a bursary for emerging leaders and opened the fund for grant awards in 2023. This has continued in 2024 and will continue into the foreseeable future.

RESERVES POLICY

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs. The total reserves at the year-end was £666,646 (2023: £699,445).

At the year end, the charity held restricted funds of £Nil (2023: £Nil), designated funds of £389,778 (2023: £378,442) and general funds of £276,868 (2023: £321,003) of which £Nil (2023: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the

CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024
TRUSTEES' REPORT (CONTINUED)

overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

In 2021 the Trustees took the decision to invest in a Head of Operations role three days a week and spend approximately £150,000 of reserves on this role over the next 5 years. CTE is two and a half years into implementing this decision.

INDEPENDENT EXAMINER

Shoaib Arshad FCCA ACA of Knox Cropper LLP Chartered Accountants was appointed as Independent Examiner of the Charity at the last Annual General Meeting and a resolution proposing his reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024
TRUSTEES' REPORT (CONTINUED)

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board,

A handwritten signature in black ink, appearing to read 'Callan Slipper', with a long horizontal flourish extending to the right.

Rev'd Dr Callan Slipper (Convenor/Chair)

Dated: 18 June 2025

**REPORT OF THE INDEPENDENT EXAMINER
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2024**

I report to the charity Trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2024 set out on pages 20 to 34.

Responsibilities and basis of report

As the 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts 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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 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 applicable 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.



Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date: 18 June 2025

CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2024	2024	2024	2024	2023
		£	£	£	£	£
INCOME						
Donations and legacies	2	359,542	1,590	-	361,132	357,884
Charitable Activities	3	101,487	10,000	-	111,487	67,424
Investments	4	23,989	4,543	-	28,532	25,751
Total		<u>485,018</u>	<u>16,133</u>	<u>-</u>	<u>501,151</u>	<u>451,059</u>
EXPENDITURE						
Charitable activities	5	539,306	10,307	-	549,613	497,899
Total expenditure		<u>539,306</u>	<u>10,307</u>	<u>-</u>	<u>549,613</u>	<u>497,899</u>
Net Income/(Expenditure)		(54,288)	5,826	-	(48,462)	(46,840)
Gains / (Losses) on investments		<u>10,153</u>	<u>5,510</u>	<u>-</u>	<u>15,663</u>	<u>14,172</u>
Net Income/(Expenditure)		(44,135)	11,336	-	(32,799)	(32,668)
Transfers between funds		-	-	-	-	-
Net movement in Funds		<u>(44,135)</u>	<u>11,336</u>	<u>-</u>	<u>(32,799)</u>	<u>(32,668)</u>
Reconciliation of Funds	13					
Balances at 1 January		321,003	378,442	-	699,445	732,113
Net movement in Funds		<u>(44,135)</u>	<u>11,336</u>	<u>-</u>	<u>(32,799)</u>	<u>(32,668)</u>
Balances at 31 December		<u>276,868</u>	<u>389,778</u>	<u>-</u>	<u>666,646</u>	<u>699,445</u>

**REPORT OF THE INDEPENDENT EXAMINER
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	£	2024 £	£	2023 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	300,168	287,629	287,629	
			300,168		287,629
Current Assets					
Debtors	10	990	6,476	6,476	
Cash at bank and in hand		408,625	432,733	432,733	
		409,615	439,209	439,209	
Current Liabilities					
Amounts falling due within one year	11	(41,017)	(26,424)	(26,424)	
Net Current Assets			368,598		412,785
Creditors: amounts falling due in more than one year	12		(2,120)		(969)
Net Assets			<u>666,646</u>		<u>699,445</u>
Funds					
Unrestricted:					
General	13	276,868			321,003
Designated	13	389,778			378,442
Restricted	13	-			-
Total Funds			<u>666,646</u>		<u>699,445</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard FRS 102. The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

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

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2024**

The financial statements were approved by the Board of Trustees and were signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'Rasaq Ibrahim', with a long horizontal flourish underneath.

Pastor Rasaq Ibrahim, Director
Company Number: 05354231

Date: 18 June 2025

CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024		2023
	£	£	£
Net income/(expenditure) for the year		(32,799)	(32,668)
Adjustments for:			
Purchases/disposals of investments	3,124	(15,563)	
(Gains)/losses on investments	(15,663)	(14,172)	
Dividends, interest and rents from investments	(28,532)	(25,751)	
(Increase)/decrease in debtors	5,486	17,434	
(Decrease)/increase in creditors	14,593	(11,778)	
Increase/(decrease) in creditors over one year	1,151	(853)	
		(19,841)	(50,683)
Cash flows from operating activities		(52,640)	(83,351)
Cash flows from investing activities			
Dividends, interest and rents from investments	28,532	25,751	
Cash provided by investing activities		28,532	25,751
Change in cash and cash equivalents in the year		(24,108)	(57,600)
Cash and cash equivalents at the beginning of the year		432,733	490,333
Total cash and cash equivalents at the end of the year		408,625	432,733
	Balance		Balance at
	at 1		31
Components of cash and cash equivalents	January	Cashflows	December
	£	£	£
Cash held with investment managers	366,054	19,838	385,892
Cash at bank and in hand	66,679	(43,946)	22,733
Total Funds	432,733	(24,108)	408,625

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting Policies

a. Basis of preparation

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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b. Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities on page 17.

c. Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d. Investment income

Investment income is recognised on the receipts basis.

e. Grants paid

Grants paid are recognised on a payments basis.

f. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

g. Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h. Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- i. Office furniture - 10% / 20% straight line
- ii. Office equipment - 20% straight line
- iii. Computer equipment - 50% / 33% straight line

All assets costing more than £1,000 are capitalised.

i. Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j. Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

k. Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l. Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m. Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

2) Grants and Donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2024	2024	2024	2024	2023
	£	£	£	£	£
Donations:	442	1,590	-	2,032	9,744
Contributions from Member Churches	359,100	-	-	359,100	348,140
Total	359,542	1,590	-	361,132	357,884

Comparative grants and donations

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2023	2023	2023	2023
	£	£	£	£
Donations:	572	9,172	-	9,744
Contributions from Member Churches	348,140	-	-	348,140
Total	348,712	9,172	-	357,884

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2024	2024	2024	2024	2023
	£	£	£	£	£
Subscriptions from intermediate	28,422	-	-	28,422	26,450
Conference fee income	68,092	10,000	-	78,092	40,747
Miscellaneous income	4,973	-	-	4,973	227
Total	101,487	10,000	-	111,487	67,424

Comparative income from charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2023	2023	2023	2023
	£	£	£	£
Subscriptions from intermediate	26,450	-	-	26,450
Conference fee income	30,747	10,000	-	40,747
Miscellaneous income	227	-	-	227
Total	57,424	10,000	-	67,424

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2024	2024	2024	2024	2023
	£	£	£	£	£
UK Listed Investment	1,992	4,456	-	6,448	6,485
Bank interest received	21,997	87	-	22,084	19,266
Total	23,989	4,543	-	28,532	25,751

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2023	2023	2023	2023
	£	£	£	£
UK Listed Investment	6,485	-	-	6,485
Bank interest received	19,259	7	-	19,266
Total	25,744	7	-	25,751

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2024	2024	2024	2024	2023
	£	£	£	£	£
Grants:					
Bill Snelson Young Ecumenists Fund	-	7,060	-	7,060	-
Other	1,110	-	-	1,110	-
	1,110	7,060	-	8,170	-
Staff costs:					
Charitable activities	358,318	-	-	358,318	334,621
Total Staff costs	358,318	-	-	358,318	334,621
Support costs:					
Rent	5,500	-	-	5,500	5,500
Office costs	13,769	3	-	13,772	13,531
Staff welfare, training and recruitment	6,520	-	-	6,520	8,942
Computer consultancy and running costs	5,946	-	-	5,946	3,423
Travel expenses	41,041	-	-	41,041	40,754
Insurance	3,282	-	-	3,282	4,277
Legal fees, HR and financial consultancy	19,377	-	-	19,377	19,728
Conference expenses	83,147	2,040	-	85,187	62,477
Investment management fees	627	1,204	-	1,831	1,243
Website	677	-	-	677	-
Bad debts	(7,193)	-	-	(7,193)	(2,472)
Total Support costs	172,693	3,247	-	175,940	157,403
Governance Costs					
Independent Examination Fee	3,612	-	-	3,612	2,808
Other Governance costs	3,573	-	-	3,573	3,067
Total Governance costs	7,185	-	-	7,185	5,875
Total	539,306	10,307	-	549,613	497,899

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2023	2023	2023	2023
	£	£	£	£
Staff costs:				
Charitable activities	334,621	-	-	334,621
Total Staff costs	334,621	-	-	334,621
Support costs:				
Rent	5,500	-	-	5,500
Office costs	13,531	-	-	13,531
Staff welfare, training and recruitment	8,942	-	-	8,942
Computer consultancy and running costs	3,423	-	-	3,423
Travel expenses	40,754	-	-	40,754
Insurance	4,277	-	-	4,277
Legal fees, HR and financial consultancy	19,728	-	-	19,728
Conference expenses	52,669	7,452	2,356	62,477
Investment management fees	1,243	-	-	1,243
Website	-	-	-	-
Publications	-	-	-	-
Bad debts	(2,472)	-	-	(2,472)
Total Support costs	147,595	7,452	2,356	157,403
Governance Costs				
Independent Examination Fee	2,808	-	-	2,808
Other Governance costs	3,067	-	-	3,067
Total Governance costs	5,875	-	-	5,875
Total	488,091	7,452	2,356	497,899

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £2,301 (2023: £2,897).

7) Staff Costs

Staff costs during the year were:

	2024	2023
	£	£
Wages and salaries	298,572	280,881
Social security costs	27,088	24,597
Pension contributions	31,529	29,143
Total	357,189	334,621

No employees received remuneration greater than £60,000.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

7) Staff Costs (Continued)

The average number of employees (including 2 who are part-time) during the year was:

	2024	<i>2023</i>
	Number	<i>Number</i>
Direct charitable activities	5	5
Management and administration	2	2
Total	<u>7</u>	<u>7</u>

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was an increase of £1,151 in the current year (2023: release of £853).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any Trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel including employers' National Insurance and employer's pension contributions in the year amounted to £76,202 (2023: £72,544).

8) Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 January 2024	2,776
At 31 December 2024	<u>2,776</u>
Depreciation	
At 1 January 2024	2,776
Charge for the year	-
At 31 December 2024	<u>2,776</u>
Net Book Value	
At 31 December 2024	<u>-</u>
At 31 December 2023	<u>-</u>

9) Investments

	UK Listed Investments 2024 £	UK Listed Investments 2023 £
Market Value		
At 1 January 2024	287,629	257,894
Additions	106,685	417,749
Disposals	(109,809)	(402,186)
(Decrease)/Increase on revaluation in year	15,663	14,172
At 31 December 2024	<u>300,168</u>	<u>287,629</u>
Historic Cost	<u>259,111</u>	<u>255,474</u>

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

9) Investments (Continued)

The UK listed investments are as follows:

	UK Listed 2024 £	UK Listed 2023 £
COIF Charities Investment Fund	35,025	34,251
Epworth Climate Stewardship Fund	19,758	35,370
Epworth Global Equity Fund	119,404	81,730
Epworth UK Equity Fund	19,715	35,474
FP Foresight Global Real Infrastructure Fund A Inc	21,146	32,779
L&G UK Property Feeder Fund I Class Acc	8,075	6,956
Rathbone Ethical Bond Fund Institutional Inc	8,053	10,181
Rathbone Greenbank Global Sustainable Bond Fund F Acc	13,404	12,468
Royal London Short Term Money Market Y Acc	6,769	7,377
Royal Mint Responsibly Sourced Physical Gold	5,353	-
Spark Change Physical Carbon EUA	8,815	-
Threadneedle UK Social Bond Fund Institutional Income GBP	5,390	7,017
Vanguard UK Government Bond Index Fund GBP Acc	15,868	14,038
Vanguard US Government Bond Index Fund Investor GBP Hedged Acc	13,393	9,988
	<u>300,168</u>	<u>287,629</u>

10) Debtors

	2024 £	2023 £
Other debtors	171	5,650
Prepayments	819	826
Total	<u>990</u>	<u>6,476</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2024 £	2023 £
Other creditors	29,655	15,831
Tax and NI creditor	8,242	7,965
Accruals	3,120	2,628
Total	<u>41,017</u>	<u>26,424</u>

12) Pension Obligations

a) TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

12) Pension Obligations (continued)

meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028:	£2,100,000 per annum	(payable monthly)
-------------------------------------	----------------------	-------------------

Unless a concession has been agreed with the Trustee the term to 31 January 2028 applies. Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
--	----------------------	-------------------

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2024	2023
	£	£
Provision as at 1 January	969	1,822
Unwinding of the discount factor	27	67
Deficit contributions paid	(918)	(918)
Re-measurements – impact of any change in assumptions	2,042	(2)
Provision as at 31 December	<u>2,120</u>	<u>969</u>

13) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

CTE Forum represents funds earmarked by the Trustees to meet the cost of an event called CTE Forum which is intended to be run every three years.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

13) Funds (Continued)

The Bill Snelson Young Ecumenists Fund was established to provide grants to young people involved in furthering ecumenism.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	321,003	485,018	(539,306)	10,153	-	276,868
Designated funds:						
Forum	10,000	10,000	-	-		20,000
Bill Snelsdon Young Ecumenists Fund	168,442	6,133	(10,307)	5,510		169,778
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	378,442	16,133	(10,307)	5,510	-	389,778
Total Funds	699,445	501,151	(549,613)	15,663	-	666,646

Comparative statement of funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	379,757	431,880	(488,091)	2,457	(5,000)	321,003
Designated funds:						
Forum	-	10,000	-	-		10,000
ChurchWorks	-	-	(5,000)		5,000	-
Bill Snelsdon Young Ecumenists Fund	150,000	9,179	(2,452)	11,715		168,442
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	350,000	19,179	(7,452)	11,715	5,000	378,442
Restricted Funds They also served	2,356	-	(2,356)	-	-	-
Total Funds	732,113	451,059	(497,899)	14,172	-	699,445

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	300,168	(23,300)	276,868
Designated funds:				
Forum	-	-	20,000	20,000
Bill Snelsdon Young Ecumenists Fund	-	-	169,778	169,778
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	389,778	389,778
Restricted Funds				
They also served	-	-	-	-
Total Funds	-	300,168	366,478	666,646

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	287,629	33,374	321,003
Designated funds:				
Forum	-	-	10,000	10,000
Bill Snelsdon Young Ecumenists Fund	-	-	168,442	168,442
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	378,442	378,442
Restricted Funds				
They also served	-	-	-	-
Total Funds	-	287,629	411,816	699,445

15) Operating lease commitments

At 31 December 2024 the charity had no (2023: nil) annual commitments under operating leases.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2023	2023	2023	2023
	£	£	£	£
INCOME				
Donations and legacies	348,712	9,172	-	357,884
Charitable Activities	57,424	10,000	-	67,424
Investments	25,744	7	-	25,751
Total	431,880	19,179	-	451,059
EXPENDITURE				
Charitable activities	488,091	7,452	2,356	497,899
Other				
Total expenditure	488,091	7,452	2,356	497,899
Net Income/(Expenditure)	(56,211)	11,727	(2,356)	(46,840)
Gains / (Losses) on investments	2,457	11,715	-	14,172
Net Income/(Expenditure)	(53,754)	23,442	(2,356)	(32,668)
Transfers between funds	(5,000)	5,000	-	-
Net movement in Funds	(58,754)	28,442	(2,356)	(32,668)

17) Related Party Transactions

There are no related party transactions during the year.

Accounts



**CHURCHES TOGETHER IN ENGLAND
(A COMPANY LIMITED BY GUARANTEE)**

**COMPANY NUMBER 05354231
CHARITY NUMBER 1110782**

**TRUSTEES' REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2023**

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) Dr. Lisa Adjei Mrs Amanda Allchorn Mr Richard Bradbury (Company Secretary) [Appointed 7 th December 2023] Fr Alexander Fostiropoulos Revd Stephen Fowler Rt Rev'd Paul Hendricks Pastor Rasaq Ibrahim [Appointed 01 April 2023] Dr. Elizabeth Joy Mr James Laing (Treasurer) [Resigned 31 March 2023] Rev'd David Lavender (Company Secretary) [Resigned 7 December 2023] Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group) Rt Rev'd Moses Owusu-Sekyere Revd Dr Callan Slipper Maddy Thomson Victoria Turner
Company Secretary	Mr Richard Bradbury
Chief Executive Officer/General Secretary	Rt Rev'd Mike Royal
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiner	Shoaib Arshad FCCA ACA Knox Cropper LLP Chartered Accountants 65 Leadenhall Street London EC3A 2AD

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

TRUSTEES' REPORT (CONTINUED)

The Trustees present their annual report with the accounts for the year ended 31 December 2023. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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).

ABOUT CHURCHES TOGETHER IN ENGLAND

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or – if appropriate – their County/Intermediate Body.

At a national level CTE has 54 Member Churches or Councils of Churches and over 90 Charities and Networks in Association (also known as Bodies in Association). The numbers of both continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal and Charismatic Churches and a President nominated by the Religious Society of Friends and the Lutheran and German-speaking Churches. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of the late monarch, Her Majesty Queen Elizabeth II, at Windsor. This has subsequently been signed by the new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed, and general fresh direction is discerned. The function of the Forum is to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. The Forum does not have other roles in the governance of CTE. The Forum will meet again in March 2025.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

TRUSTEES' REPORT (CONTINUED)

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Charities and Networks in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing the Independent Examiner.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets twice a year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group)

Dr Lisa Adjei

Mrs Amanda Allchorn [Resigned 7 December 2023]

Richard Bradbury (Company Secretary) [Appointed 7 December 2023]

Fr Alexander Fostiropoulos

Rev'd Stephen Fowler

Rt Rev'd Paul Hendricks

Pastor Rasaq Ibrahim (Treasurer) [Appointed 1 April 2023]

Dr. Elizabeth Joy

Mr James Laing (Treasurer)[Resigned 31 March 2023]

Rev'd David Lavender (Retired 7 December 2023)

Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group)

Rt Rev Moses Owusu-Sekyere

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

TRUSTEES' REPORT (CONTINUED)

Rev'd Dr Callan Slipper
Maddy Thomson
Victoria Turner

The day-to-day management of the company is delegated to the General Secretary, Rt Rev Mike Royal who reports to the Trustees and is managed by the Convenor. There are five full time staff members and two part-time staff members.

PUBLIC BENEFIT

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

The charitable objects of Churches Together in England include the advancement of the Christian Faith, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales. The Charity seeks to be a visible sign of churches' commitment to one another in obedience to the prayer in John 17:21 "that they all might be one".

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

CTE's religious activities amongst its 54 church member denominations is at the core of the fulfilment of public benefit. It is primarily done through what we offer to our members. CTE fosters and encourages churches to work together as one, enabling religion to be a force for good in wider society. Church Members' engagement with CTE's growing group of Charities and Networks in Association enables them as churches better to understand issues of poverty and how best they can respond to those needs. This was born out in our focus on the cost-of-living crisis in 2023 and educational and awareness raising input from poverty-fighting organisations like the Joint Public Issues Team JPIT (Social Justice); Christians Against Poverty (Debt), Hope into Action (Homelessness) and Trussell Trust (Food Poverty) at our church members Enabling Group in Spring 2023. CTE's ongoing commitment as a Commissioner of the ChurchWorks Warm Welcome Campaign has seen over 4000 churches and other institutions open their doors to those struggling to heat their homes and put food on the table. The quarterly convening of a Charities and Networks in Association gathering has provided an opportunity for these charities to learn from each other and also for CTE to create opportunities for them to engage with church members.

In summary, through its work, CTE continues to contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours, including those of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales.

The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV)

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TRUSTEES' REPORT (CONTINUED)

REVIEW OF THE YEAR

2023 saw the dawn of a post-pandemic world, where most of our interactions with stakeholders moved from being primarily online to being primarily in person. Our Enabling Group of Church Members meetings took place on 24-25 March 2023 and 12-13 October 2023, which focused on the church's response to the Cost-of-Living Crisis (March) and Young Leaders, including the formal launch of the Churches Together in England Bill Snelson Young Ecumenists Fund (October).

The All-Ecumenical Officers Conference took place on 19-21 September 2023 at The Hayes Conference Centre in Derbyshire with nearly 100 delegates in attendance. John Bell from Iona Community was a popular and inspiring speaker. The National Ecumenical Instruments Roundtable met online once a month during 2023, with a decision taken to open up this meeting beyond Ecumenical representatives from England to all of the Ecumenical Representatives from nations across these Isles. The Ukraine Refugee Roundtable met every other month throughout 2023, which also provided a conduit to engage directly with the Department for Levelling Up, Housing and Communities.

CTE strengthened its work as a Commissioner for ChurchWorks, with an ongoing focus around the church's Warm Welcome Campaign as well as issues of mental health and social isolation.

It was a great privilege for the General Secretary of CTE alongside four of the Presidents of Churches Together in England Archbishop Justin Welby (Church of England), Cardinal Vincent Nichols (Catholic), Rev Canon Helen Cameron (Free Churches Group) and Archbishop Nikitas (Orthodox Churches) to be involved in reading a blessing over His Majesty King Charles III at the Coronation on 6 May 2023. This was an ecumenical triumph when one considers that, in 1953, the Cardinal of the Roman Catholic Church stood outside Westminster Abbey for the Coronation of the late monarch, Her Majesty Queen Elizabeth II.

During 2023 the Apostolic Faith Mission International Ministries and Fellowship of Churches of Christ became CTE Church Members and the following eleven Charities and Networks of Association joined CTE – National Estate Church Network; Trussell Trust (Foodbanks); Tearfund; At-A-Loss; Christians in Media; Isaiah 61 Movement; Pais Movement; Parish Nursing UK; Ascension Trust (Street Pastors); A Rocha UK and the National Day of Prayer and Worship.

CTE's 'bread and butter' work of supporting County and local level ecumenism and training of Ecumenical Officers continued throughout the year. This was particularly important given the fragility of some Churches Together groups post pandemic but also an opportunity with signs of new life in places that had been languishing previously. The work of CTE's Racial Justice Working Group (RJWG) continued to gain momentum during the course of 2023 as we embarked upon closer working with Churches Together in Britain and Ireland.

Finally, 2023 saw the Churches Together in England staff team benefit from developing their team working and from the additional operational capacity added in the previous year.

STRATEGIC AIMS

Member Churches continued to commit to support the strategic aims outlined in the Enabling Group meetings in March 2023 and October 2023. The structure of this Annual Report reflects those seven aims, and reports on the ways in which work has been undertaken in the pursuit of those goals.

- 1. To inspire member churches to work more closely together in mission**
- 2. To find new ways to support intermediate and local ecumenism**
- 3. To find new ways to extend CTE's valued role of relationship-building**
- 4. To create more opportunities for churches to do theology together**
- 5. To increase the capacity of CTE to speak out in the public square**
- 6. To strengthen CTE's own vision of its role and make this more widely known**
- 7. To develop the work of racial justice for CTE and its member churches**

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TRUSTEES' REPORT (CONTINUED)

The following sets out the highlights of 2023.

1 To inspire member churches to work more closely together in mission

Learning to be Missionary Disciples Conference: The 3rd Learning to be Missionary Disciples Conference took place from 28 February – 1 March 2023. The conference was sold out with 60 delegates attending from 17 Member Churches and 26 Charities and Networks in Association.

Thy Kingdom Come: The Thy Kingdom Come (TKC) launch took place at the Salvation Army Regent Hall in Oxford Street, London on 18 May 2023. CTE worked closely with TKC online prayer meetings and supported them in their planning. Mike Royal and Shermara Fletcher led ecumenical prayers and delivered readings respectively alongside other ecumenical friends. Before the meeting, representatives specifically thanked CTE staff for all their help and support in the lead up to the event.

The Group for Evangelisation: Chair Rev Trey Hall (Methodist Church, director of Evangelism and Church Growth) continued to convene this ecumenically diverse group of missional practitioners. The group met in June and October 2023. The meeting in June focused on 'Evangelism and Millennials', an important topic for CTE given the launch of the Bill Snelson Young Ecumenists Fund.

The MA Mission Prize: This year's MA Mission Prize had 11 entries from 8 different theological institutions. Three papers were shortlisted and although an award was not given, all shortlisted submissions were commented for their work. Most of the entries are added to the Mission Research Library hosted on CTE's website www.cte.org.uk.

New Housing Areas Group: The New Housing Areas Group met on 29 June 2023 to consider the theme "The Building of Suburbia: well-being based community in a North London new housing development". The meeting particularly focused on the relationship between new housing development, social prescribing and mental health. At the meeting on 2 November 2023, they considered the adoption of a New Housing Covenant.

Christian Enquiry Agency: Ben Aldous continued to support the work of the Christian Enquiry Agency that can receive up to 40,000 views on its website each month <http://christianity.org.uk>. A new partnership was also formed with The Fuelcast, a platform which supplies free devotional videos <http://www.thefuelcast.com>.

2 To find new ways to support intermediate and local ecumenism

Ecumenical Officers are the backbone of local ecumenism and are vital to English ecumenism. At Intermediate level, ecumenically appointed officers (usually referred to as County Ecumenical Officers – CEOs) work alongside their denominationally appointed counterparts (Denominational Ecumenical Officers – DEOs), dealing with queries and providing encouragement and support to local ecumenism. They are supported by National Ecumenical Officers (NEOs), appointed by their Churches at national level, who resource and train them in collaboration with Doral Hayes, CTE's Principal Officer for Ecumenical Development and Relations.

Doral Hayes supports CEOs within ten regions of England, with most Counties along with key cities like London, Birmingham and Manchester having Intermediate Bodies that are supported by these CEOs. Doral and other staff team members actively supported several of these Intermediate bodies in 2023 including Suffolk, Sussex, Hereford, Derbyshire, Hertfordshire, Oxfordshire, Devon, Cambridgeshire, Buckinghamshire, South London, East London, Devon, Milton Keynes, Surrey, Northamptonshire, Bedfordshire, Shropshire, Merseyside, Cambridgeshire, Norfolk and Waveney, Staffordshire, Birmingham. This support included both in person and online events.

NEOs met in person in the Winter and the Summer during 2023. 13 NEOs met in the Winter and 17 NEOs met in the Summer in London for a days reflection together. NEOs continued to meet monthly on Zoom for an hour, to update each other on news from their own traditions as well as reflecting on

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TRUSTEES' REPORT (CONTINUED)

matters of concern including the Ukraine War, responses to the Israel-Gaza Conflict; the Inter Faith Network which has lost its funding in 2023; the Cost of Living Crisis and the theme of Freedom of Religion and Belief.

Similarly, County Ecumenical Officers met online twice in 2023. CEOs are supported at these meetings and in all of their work by the whole staff team but in particular by the Principal Officer for Ecumenical Development and Relations. CEOs also meet regionally and are supported by the Principal Officer for Ecumenical Development and Relations at these meetings. Doral Hayes continued to support and engage with Intermediate Bodies which were in the process of advertising for and appointing replacement CEOs. CEOs have a key role in both bringing church leaders together in their geographical areas, providing strategic leadership to their Intermediate Body and supporting local Churches Together groups across the county.

New Ecumenical Officers Training: Over 25 new Ecumenical Officers were trained from 31 January – 1st February 2023 at the annual training course for new Ecumenical Officers and facilitators held at the Woodbrooke Centre in Birmingham. Planning for the 2024 course continued throughout the rest of the year. This course is one of the most established pieces of work held under the auspices of CTE. All together over 200 people attended various workshops of Ecumenical Officers, all deepening relationships and providing upskilling, resources and support.

All Ecumenical Officers Conference: Ecumenical Officers were delighted with the opportunity to meet from 19-21 September 2023, with John Bell from Iona Community as guest speaker, attended by nearly 100 delegates.

3 To find new ways to extend CTE's valued role of relationship-building

CTE's Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of CTE's work in 2023, with an increasing sense of the importance of unity in line with the prayer of Jesus "that they all might be one". In 2023 the Spring Enabling Group focused its attention on the church's response to the Cost-of-Living Crisis, where the speakers reflected on the social justice issues that underpin poverty in the UK and appropriate social action responses of the church.

The Autumn Enabling Group focused on the importance of raising a new generation of young ecumenical leaders including the launch of the Bill Snelson Young Ecumenists Fund. There were excellent presentations on the history of ecumenism and the young people who influenced the movement in its early days from CTE Trustee Victoria Turner and an exploration of current social trends of young people by Rachel Gardner from Youthscape.

The Apostolic Faith Mission International Ministries and Fellowship of Churches of Christ were confirmed as a new Member Churches at Spring Enabling Group with voting having taken place in late 2022. There were also other churches who began initial conversations about becoming members in 2023.

In 2023 we saw ongoing growth in membership of Charities and Networks of Association with CTE including the National Estate Church Network; Trussell Trust (Foodbanks); Tearfund; At-A-Loss; Christians in Media; Isaiah 61 Movement; Pais Movement; Parish Nursing UK; Ascension Trust (Street Pastors); A Rocha UK and the National Day of Prayer and Worship all joining CTE. This brought our Charities and Networks in Association membership to 91 organisations.

During 2023 the Pentecostal and Charismatic Forum met twice, chaired by Bishop Tedroy Powell on 10th May 2023 and Richard Bradbury on 22nd November 2023. Shermara Fletcher, Principal Officer for Pentecostal, Charismatic and Multicultural Relations provides Secretariat to this meeting, implementing the actions as decisions are made.

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TRUSTEES' REPORT (CONTINUED)

Member churches continue to involve CTE staff in their work and synodal life, with the CTE General Secretary being involved in building relationships with Church Members by attending and speaking at their annual conferences and key events including the following churches: Armenian Apostolic Church (6 January, 23 September and 16 December 2023); Church of England, General Synod (7-11 July 2023 and 13-15 November 2023); International Ministerial Council of Great Britain (11 March 2023); Ground Level (20 April 2023); Lutheran German Speaking Churches (28 April 2023); Congregational Federation (13 May 2023); Baptist Assembly (17-18 June 2023); Roman Catholic Church, Rome (29-30 September 2023); United Reformed Church, West Midlands (14 October 2023); Apostolic Pastoral Congress (20-21 October 2023); Lutheran Council of Churches (31 October 2023); Fellowship of Churches of Christ (11 November 2023); Coptic Orthodox Church (5 December 2023) and the Greek Orthodox Oecumenical Patriarchate (18 December 2023).

Important to CTE is its relationship with other Ecumenical Instruments across these Islands. CTE has been represented at Churches Together in Britain and Ireland meetings by Trustee Bishop Paul Hendricks and General Secretary Bishop Mike Royal attending their retreat, trustees' meetings and AGM throughout the year. CTE also took part in the Irish Council of Churches 50th Anniversary Celebrations at St Anne's Cathedral, Belfast on 22 January 2023. Towards the end of 2023 a decision was taken to include Ecumenical Officers from Wales, Scotland and all of Ireland quarterly in its Ecumenical Representatives Meeting. This helps to give strategic overview to Ecumenical Officers of the activity taking place across England, Scotland, Wales and all of Ireland.

4 To create more opportunities for churches to do theology together

Forum 2025: Planning is underway for the triennial Forum on 17-19 March 2025. The Forum Planning group met every other month to plan towards the programme, with a view to having over 300 delegates from the ecumenical family attend. This presents a key opportunity for CTE to engage its stakeholders in theological debate through seminars, workshops and keynote speakers. Topics planned for the programme include Artificial Intelligence; 1700-year Anniversary of the Nicene Creed and Receptive Ecumenical conversations.

Society of Ecumenical Studies: CTE continued working with the Society for Ecumenical Studies more closely, creating space on CTE's website for theological papers and attended their conference on the theme of Synodality on 23 September 2023 at the London Jesuit Centre.

English Welsh Anglican Roman Catholic Group Meeting (EWARC): CTE General Secretary Mike Royal attended these theological gatherings as an Ecumenical observer on 17-18 April 2023 and 25-26 October 2023 respectively. CTE's engagement in the EWARC is vital in strengthening ongoing ecumenical ties with Anglican and Roman Catholic leaders and theologians.

Conference of European Churches (CEC): The General Secretary attended the CEC Conference for General Secretaries on 27 February – 1 March 2023 in Brussels, Belgium. The themes considered including the War in Ukraine and peace building and the churches' relationship with national governments and the European Union.

5 To increase the capacity of CTE to speak out in the public square

It has been the role of Presidents to represent the member churches of Churches Together in England in the public square. In 2023 there was one change to their personnel. Dr Anna Krauss became President of the Fourth Presidency of Churches representing the Lutherans, German-speaking Churches and the Quakers.

The Presidents of Churches Together in England issued two statements in 2023. One encouraged people to use the Prayer Book produced by the Church of England to pray for His Majesty King Charles III in the lead up to the Coronation. The other statement issued in October 2023 encouraged the churches to pray for peace in the Israel-Gaza Crisis, when they gathered together.

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TRUSTEES' REPORT (CONTINUED)

Other channels of communication include the CTE website, social media and from time to time the General Secretary will offer guidance or encouragement for ecumenical endeavour on behalf of the CTE staff and Trustee Board, most often addressed to the Member Churches, or supporting others who have a message to bring.

CTE worked closely with its agencies Christian Aid and CAFOD in its response to the humanitarian crisis, as it has unfolded in Gaza.

6 To strengthen CTE's own vision of its role and make this more widely known

Conversations about the manner in which CTE pursues its aims take place from time to time, most especially about the way in which it acts to support its Member Churches and serve as a catalyst for ecumenical work and vision. Updates to the website have strengthened this role as a supporter of the ecumenical work of its members. Stories from our Church Members and Charities and Networks in Association make up the bulk of the monthly CTe-news while Church Member Mondays continued to be an effective tool on social media for people to better understand our Member Churches. CTe-News also focuses on stories of good ecumenical collaboration and deepening fellowship between churches in the hope this will inspire others to emulate the work described.

CTE's database of church and ecumenical contacts ensures we can quickly get a message out to our network should we need to.

The Coronation of His Majesty King Charles III and the involvement of the General Secretary and four of the CTE Presidents in Spring 2023 was an example of CTE's agile communication, driving interest to our website and social media platforms.

The themes which dominated CTE's communications in 2023 were the Israel-Gaza crisis, the King's Coronation, 75th Anniversary Windrush Celebrations and the launch of the Bill Snelson Young Ecumenists Fund.

Bill Snelson Young Ecumenists Fund: The Bill Snelson Young Ecumenists Fund has been set up to provide bursaries for young people under 35 who wish to develop their ecumenical understanding beyond England. This is now a designated fund and was formally launched at Autumn Enabling Group 2023. The development of young ecumenists will be a key focus for CTE moving forward.

CTE continued to be a Commissioner with the ChurchWorks Commission, which brings together churches and Christian charities, in the post Covid era. The ChurchWorks Commission Warm Welcome campaign saw over 4000 churches open their door to those who could not afford to heat their homes or put food on the table in 2023.

Engagement with CTE's two social media channels, X and Facebook has continued to grow. X followers increased by approximately 850 to 3,800 and Facebook doubled its followers to over 3000. CTE also opened an Instagram account in 2023 to increase its social media reach.

7 To develop the work of racial justice for CTE and its member churches

The Racial Justice Working Group met three times in 2023, shaping its working groups around themes of campaigns & accountability, music & liturgy and theology and to provide a space for the Member Church racial justice officers to meet together regularly. Issues of health inequalities, criminal justice, reparations and provision of equal opportunities have been highlighted.

A highlight for CTE was the involvement in the planning and programme of the 75th Anniversary Windrush Service at Southwark Cathedral on 22nd June 2023 with over 800 people in attendance. CTE is particularly grateful for the hard work and dedication Shermara Fletcher, Principal Officer for Pentecostal, Charismatic and Multicultural Relations, put into the planning of this service alongside other organisations. There was also a Windrush service at the New Testament Church of God Handsworth, Birmingham on 25 June 2023 with over 600 in attendance. The General Secretary of CTE

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TRUSTEES' REPORT (CONTINUED)

also attended a Windrush Service for His Majesty King Charles III at St George's Chapel, Windsor Castle on the morning of 22 June 2023.

The media campaign to commemorate the murder of George Floyd two years ago entitled "Candle of Justice", was again initiated. This time we focused on the untimely death of Dea-John Reid in Birmingham, who was stabbed to death and a campaign launched to ensure ethnic diversity in the make up of juries where race is an aggravating factor in a crime. We also continued to work closely with our sister National Ecumenical Instrument Churches Together in Britain and Ireland's Racial Justice Advocacy Forum,. CTE encouraged Church Members to get involved in Racial Justice Sunday on 12 February 2023.

CTE has engaged with the Church of England Commissioners' £100 million fund to right the wrongs of Transatlantic Chattel Slavery with a presentation given by representatives of the fund at CTE's Racial Justice Working Group Meeting.

The National Bereavement Service was hosted by the Wesleyan Holiness Church, Handsworth Birmingham on 23 March 2023 to commemorate the lives of those who died during the pandemic in the Black community. Representatives from several CTE Member Churches took an active part in the service including CTE's General Secretary.

Shermara Fletcher continued to engage UK Majority Ethnic Community Churches, to write articles, provide advice & consultation and represent CTE on numerous platforms and in the media, speaking about the issue of racial justice and the church.

GOVERNANCE ISSUES AND GENERAL REMARKS

Trustees met intensively in 2023 and returned to in-person meetings. Trustees' main task in 2023 was to support the General Secretary to deliver the Strategic Plan for 2023. The Trustees identified pastoral care of staff as a key aspect of the General Secretary's focus, as well as developing more efficient operational management to reduce pressure on the staff team. While there were a number of staff well-being challenges in 2023, CTE began to see the positive impact in this investment in staff capacity toward the end of the year. Head of Operations Ben Cross and Operations Manager Lorraine Shannon bedded down in their working relationship together with efficiencies being created in accounting, credit control, reducing aged debtors and the general sharing of operational responsibilities between themselves.

Greater emphasis has also been placed on increasing the profile of CTE's work and Member Churches as well as an emphasis being placed on leadership, strategic vision and operational oversight of the General Secretary.

CTE operates a 'link trustee' system, and individual trustees work closely with their linked staff member in refining their area of the Strategic Plan. In 2023 staff together with trustees worked with Member Church representatives and County Ecumenical Officers in leading webinars on topics of particular concern for intermediate ecumenism; on chairing the Racial Justice Working Group and on the preparations for Forum 2025. Trustees and members of the Enabling Group, together with the General Secretary, led on assessing membership applications from new member churches who were recommended to Enabling Group for CTE Membership in March 2023. Trustees have also worked with the General Secretary in welcoming a new Fourth President, Dr Anna Krauss, after the previous period of four difficult years with issues thrown up by the non-enactment of the Fourth Presidency and its impact on the functioning of CTE Presidents. The issue of equal marriage is now being addressed by the Living with Diversity Well Group, which undertook non-violent speech training in November 2023 with the group widened to include a broader range of Church Member representatives from across the church traditions.

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TRUSTEES' REPORT (CONTINUED)

As usual, the chair worked closely with the General Secretary in setting the agenda for the Enabling Group, in order to deepen member churches' feeling of involvement in and responsibility for CTE's work. In March, the focus was on the Cost-of-Living Crisis while in October the focus was on raising a new generation of Young Leaders and the official launch of the Bill Snelson Young Ecumenists Fund. This fund enables young people to receive a grant to further their ecumenical experience and study abroad.

The Trustees Board, through its Finance Committee, continue to exercise careful financial control meeting four times in the year. Richard Bradbury took over from David Lavender as Company Secretary and now chairs the Finance Committee.

During 2023 CTE continued to make use of its office space and board room facilities at the Free Church Group's Tavistock Square premises, retaining storage facilities as necessary. While CTE set a deficit budget for 2023 in line with a five-year plan to reduce the reserves it holds, tight financial control of income and expenditure, along with better performance of investments, meant CTE managed to reduce its reserves by the planned amount of approximately £30,000.

PLANS FOR THE FUTURE

Planning for Forum 2025 will be a huge focus for 2024 and CTE hopes to be able to invite more delegates than ever to come together on 17-19 March 2025. It brings together representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Charities and Networks in Association. CTE's Forum is the broadest representative ecumenical gathering of Christians in England, and we therefore draw the planning team from a wide group of stakeholders.

Developing a closer working relationship with government and any prospective government is also important to build understanding of the church being a force for good in the public square.

CTE is committed to continuing to deepen its working relationship with Churches Together in Britain and Ireland (CTBI) and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us. The National Ecumenical Instruments Roundtable NEIR will be chaired once a quarter by CTBI and include Ecumenical Representatives from across these Isles.

CTE is keen to be involved in supporting and engaging with bilateral ecumenical conversations between different church traditions. This will be a key focus in 2024.

The Learning to be Missionary Disciples Conference to take place in November 2024 will be important for CTE in terms of its Mission and Evangelism strategic aim.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from Member Churches, and an increased subscription levy to those organisations that are CTE Charities and Networks in Association. Increases in fees will be index linked to inflation to ensure the long term financial sustainability of the organisation, alongside a strategy of increasing the number of Church Members and Charities and Networks in Association.

RISK REVIEW

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible. The Finance Committee requested that the Risk Register include more detail on Mitigation and Actions and also more specifics of which person is responsible for which areas of consideration.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that

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expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees. Trustees along with Staff reviewed our insurance needs in 2023 which resulted in better value for money in terms of our Insurance Cover.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness of the vital importance of health and safety.

CTE has engaged a new provider to deliver training to Staff and where appropriate Trustees. Training has included Health and Safety Training; Data Protection Training; Display Screen Equipment Training; Effective Remote Working Training; Equality, Diversity and Inclusion Training; First Aid Training and Safeguarding Training. This encourages all staff and Trustees to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is taken seriously within the organisation.

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 16 and is considered satisfactory by the Trustees. The deficit in the year on the General Fund of £58,754 (2022: £201,129) leaves the general fund with a balance of £321,003 (2022: £379,757) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

INVESTMENT POLICY & PERFORMANCE

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was better than in 2022 and this was in line with an improvement in the market at the year end. The Trustees designated £150,000 for the Bill Snelson Young Ecumenists Fund in 2022 to provide a bursary for emerging leaders and opened the fund for grant awards in 2023.

RESERVES POLICY

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs. The total reserves at the year-end was £699,445 (2022: £732,113).

At the year end the charity held restricted funds of £Nil (2022: £2,356), designated funds of £378,442 (2022: £350,000) and general funds of £321,003 (2022: £379,757) of which £Nil (2022: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

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In 2021 the trustees took the decision to invest in a Head of Operations role three days a week and spend approximately £150,000 of reserves on this role over the next 5 years.

INDEPENDENT EXAMINER

Shoaib Arshad FCCA ACA of Knox Cropper LLP Chartered Accountants was appointed as Independent Examiner of the Charity at the last Annual General Meeting and a resolution proposing his reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board



Rowena Loverance (Convenor/Chair)

Dated: 19th June 2024

**REPORT OF THE INDEPENDENT EXAMINER
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2023**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2023 set out on pages 1 to 30.

Responsibilities and basis of report

As the 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts 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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 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 applicable 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.



Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date: 19th June 2024

CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2023	2023	2023	2023	2022
		£	£	£	£	£
INCOME						
Donations and legacies	2	348,712	9,172	-	357,884	366,245
Charitable Activities	3	57,424	10,000	-	67,424	88,647
Investments	4	25,744	7	-	25,751	12,993
Total		431,880	19,179	-	451,059	467,885
EXPENDITURE						
Charitable activities	5	488,091	7,452	2,356	497,899	527,195
Total expenditure		488,091	7,452	2,356	497,899	527,195
Net Income/(Expenditure)		(56,211)	11,727	(2,356)	(46,840)	(59,310)
Gains / (Losses) on investments		2,457	11,715	-	14,172	(45,992)
Net Income/(Expenditure)		(53,754)	23,442	(2,356)	(32,668)	(105,302)
Transfers between funds		(5,000)	5,000	-	-	-
Net movement in Funds		(58,754)	28,442	(2,356)	(32,668)	(105,302)
Reconciliation of Funds	13					
Balances at 1 January		379,757	350,000	2,356	732,113	837,415
Net movement in Funds		(58,754)	28,442	(2,356)	(32,668)	(105,302)
Balances at 31 December		321,003	378,442	-	699,445	732,113

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	£	2023 £	£	2022 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	287,629	287,629	257,894	257,894
Current Assets					
Debtors	10	6,476		23,910	
Cash at bank and in hand		432,733		490,333	
		439,209		514,243	
Current Liabilities					
Amounts falling due within one year	11	(26,424)		(38,202)	
Net Current Assets			412,785		476,041
Creditors: amounts falling due in more than one year	12		(969)		(1,822)
Net Assets			<u>699,445</u>		<u>732,113</u>
Funds					
Unrestricted:					
General	13		321,003		379,757
Designated	13		378,442		350,000
Restricted	13		-		2,356
Total Funds			<u>699,445</u>		<u>732,113</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard FRS 102. The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and were signed on its behalf by:



Pastor Rasaq Ibrahim, Director
Company Number: 05354231

Date: 19th June 2024

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023		2022
	£	£	£
Net income/(expenditure) for the year	(32,668)		(105,302)
Adjustments for:			
Purchases/disposals of investments	(15,563)	376	
(Gains)/losses on investments	(14,172)	45,992	
Dividends, interest and rents from investments	(25,751)	(12,993)	
(Increase)/decrease in debtors	17,434	29,628	
(Decrease)/increase in creditors	(11,778)	14,134	
Increase/(decrease) in creditors over one year	(853)	(1,596)	
	<u>(50,683)</u>		<u>75,541</u>
Cash flows from operating activities	(83,351)		(29,761)
Cash flows from investing activities			
Dividends, interest and rents from investments	<u>25,751</u>	<u>12,993</u>	
Cash provided by investing activities	<u>25,751</u>		<u>12,993</u>
Change in cash and cash equivalents in the year	(57,600)		(16,768)
Cash and cash equivalents at the beginning of the year	<u>490,333</u>		<u>507,101</u>
Total cash and cash equivalents at the end of the year	<u>432,733</u>		<u>490,333</u>
	Balance		Balance at
	at 1		31
Components of cash and cash equivalents	January	Cashflows	December
	£	£	£
Cash held with investment managers	355,789	10,265	366,054
Cash at bank and in hand	134,544	(67,865)	66,679
Total Funds	<u>490,333</u>	<u>(57,600)</u>	<u>432,733</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1) Accounting Policies

a) Basis of preparation

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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b) Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

c) Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d) Investment income

Investment income is recognised on the receipts basis.

e) Grants paid

Grants paid are recognised on a payments basis.

f) Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

g) Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h) Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- | | |
|-------------------------|---------------------------|
| i) Office furniture | - 10% / 20% straight line |
| ii) Office equipment | - 20% straight line |
| iii) Computer equipment | - 50% / 33% straight line |

All assets costing more than £1,000 are capitalised.

i) Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

k) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l) Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m) Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

2) Grants and Donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2023	2023	2023	2023	2022
	£	£	£	£	£
Donations:	572	9,172	-	9,744	4,805
Contributions from Member Churches	348,140	-	-	348,140	361,440
Total	348,712	9,172	-	357,884	366,245

Comparative grants and donations

	Unrestricted Funds		Restricted Funds	Total Funds	
	General	Designated			
	2022	2022	2022	2022	
	£	£	£	£	
Donations:	4,805	-	-	4,805	
Contributions from Member Churches	361,440	-	-	361,440	
Total	366,245	-	-	366,245	

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2023	2023	2023	2023	2022
	£	£	£	£	£
Subscriptions from intermediate	26,450	-	-	26,450	18,475
Conference fee income	30,747	10,000	-	40,747	60,874
Contribution to former employees pension	-	-	-	-	8,547
Miscellaneous income	227	-	-	227	751
Total	57,424	10,000	-	67,424	88,647

Comparative income from charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	
	General	Designated			
	2022	2022	2022	2022	
	£	£	£	£	
Subscriptions from intermediate	18,475	-	-	18,475	
Conference fee income	13,709	47,165	-	60,874	
Contribution to former employees pension	8,547	-	-	8,547	
Miscellaneous income	751	-	-	751	
Total	41,482	47,165	-	88,647	

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2023	2023	2023	2023	2022
	£	£	£	£	£
UK Listed Investment	6,485	-	-	6,485	7,646
Bank interest received	19,259	7	-	19,266	5,347
Total	25,744	7	-	25,751	12,993

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2022	2022	2022	2022
	£	£	£	£
UK Listed Investment	7,646	-	-	7,646
Bank interest received	5,347	-	-	5,347
Total	12,993	-	-	12,993

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2023	2023	2023	2023	2022
	£	£	£	£	£
Staff costs:					
Charitable activities	334,621	-	-	334,621	338,393
Total Staff costs	334,621	-	-	334,621	338,393
Support costs:					
Rent	5,500	-	-	5,500	5,500
Office costs	13,531	-	-	13,531	13,975
Staff welfare, training and recruitment	8,942	-	-	8,942	4,224
Computer consultancy and running costs	3,423	-	-	3,423	2,841
Travel expenses	40,754	-	-	40,754	34,679
Insurance	4,277	-	-	4,277	7,029
Legal fees, HR and financial consultancy	19,728	-	-	19,728	18,945
Conference expenses	52,669	7,452	2,356	62,477	96,837
Investment management fees	1,243	-	-	1,243	83
Website	-	-	-	-	410
Publications	-	-	-	-	500
Bad debts	(2,472)	-	-	(2,472)	-
Total Support costs	147,595	7,452	2,356	157,403	185,023
Governance Costs					
Independent Examination Fee	2,808	-	-	2,808	2,927
Other Governance costs	3,067	-	-	3,067	852
Total Governance costs	5,875	-	-	5,875	3,779
Total	488,091	7,452	2,356	497,899	527,195

CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2022	2022	2022	2022
	£	£	£	£
Staff costs:				
Charitable activities	338,393	-	-	338,393
Total Staff costs	338,393	-	-	338,393
Support costs:				
Rent	5,500	-	-	5,500
Office costs	13,975	-	-	13,975
Staff welfare, training and recruitment	4,224	-	-	4,224
Computer consultancy and running costs	2,841	-	-	2,841
Travel expenses	34,679	-	-	34,679
Insurance	7,029	-	-	7,029
Legal fees, HR and financial consultancy	18,945	-	-	18,945
Conference expenses	40,773	56,064	-	96,837
Investment management fees	83	-	-	83
Website	410	-	-	410
Publications	500	-	-	500
Total Support costs	128,959	56,064	-	185,023
Governance Costs				
Independent Examination Fee	2,927	-	-	2,927
Other Governance costs	852	-	-	852
Total Governance costs	3,779	-	-	3,779
Total	471,131	56,064	-	527,195

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £2,897 (2022: £642).

7) Staff Costs

Staff costs during the year were:

	2023	2022
	£	£
Wages and salaries	280,881	282,780
Social security costs	24,597	26,183
Pension contributions	29,143	29,430
Total	334,621	338,393

No employees received remuneration greater than £60,000.

The average number of employees (including 2 who are part-time) during the year was:

	2023	2022
	Number	Number
Direct charitable activities	5.0	5.0
Management and administration	2.0	2.0
Total	7.0	7.0

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

7) Staff Costs (Continued)

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £853 in the current year (2022: release of £1,596).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel including employers' National Insurance and employer's pension contributions in the year amounted to £72,544 (2022: £82,652).

8) Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 January 2023	2,776
At 31 December 2023	<u>2,776</u>
Depreciation	
At 1 January 2023	2,776
Charge for the year	-
At 31 December 2023	<u>2,776</u>
Net Book Value	
At 31 December 2023	<u>-</u>
At 31 December 2022	<u>-</u>

9) Investments

	UK Listed Investments 2023 £	UK Listed Investments 2022 £
Market Value		
At 1 January 2023	257,894	304,262
Additions	417,749	6,700
Disposals	(402,186)	(7,076)
(Decrease)/Increase on revaluation in year	14,172	(45,992)
At 31 December 2023	<u>287,629</u>	<u>257,894</u>
Historic Cost	<u>260,527</u>	<u>255,474</u>

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

9) Investments (Continued)

The UK listed investments are as follows:

	UK Listed 2023	UK Listed 2022
	£	£
COIF Charities Investment Fund	34,251	31,369
Epworth Property Income Trust for Charities Fund	-	19,304
Epworth UK Equity Fund	35,474	85,621
Epworth Global Equity Fund	81,730	16,657
Epworth Sterling Sovereign Bond Fund	-	18,774
Epworth Corporate Bond Fund	-	36,551
Epworth Climate Stewardship Fund	35,370	49,618
Royal London Short Term Money Market Y Acc	7,377	-
FP Foresight Global Real Infrastructure Fund A Inc	32,779	-
Rathbone Ethical Bond Fund Institutional Inc	10,181	-
Threadneedle UK Social Bond Fund Institutional Income GBP	7,017	-
Vanguard UK Government Bond Index Fund GBP Acc	14,038	-
Vanguard US Government Bond Index Fund Investor GBP Hedged Acc	9,988	-
L&G UK Property Feeder Fund I Class Acc	6,956	-
Rathbone Greenbank Global Sustainable Bond Fund F Acc	12,468	-
	<u>287,629</u>	<u>257,894</u>

10) Debtors

	2023	2022
	£	£
Other debtors	5,650	22,112
Prepayments	826	1,798
Total	<u>6,476</u>	<u>23,910</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2023	2022
	£	£
Other creditors	15,831	26,109
Tax and NI creditor	7,965	9,333
Accruals	2,628	2,760
Total	<u>26,424</u>	<u>38,202</u>

12) Pension Obligations

a) TPT Retirement Solutions - The Growth Plan

Past and some current employees of CTE are entitled to membership of the TPT Retirement Solutions – The Growth Plan (“the Plan”). The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating

CHURCHES TOGETHER IN ENGLAND

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

12) Pension Obligations (continued)

employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
---------------------------------------	----------------------	-------------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
--	-----------------------	---

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2023	2022
	£	£
Provision as at 1 January	1,822	3,418
Unwinding of the discount factor	67	27
Deficit contributions paid	(918)	(1,558)
Re-measurements – impact of any change in assumptions	(2)	(65)
Provision as at 31 December	969	1,822

13) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

13) Funds (continued)

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	379,757	431,880	(488,091)	2,457	(5,000)	321,003
Designated funds:						
Forum	-	10,000	-	-		10,000
ChurchWorks	-	-	(5,000)		5,000	-
Bill Snelsdon Young Ecumenists Fund	150,000	9,179	(2,452)	11,715		168,442
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>350,000</u>	<u>19,179</u>	<u>(7,452)</u>	<u>11,715</u>	<u>5,000</u>	<u>378,442</u>
Restricted Funds They also served	<u>2,356</u>	<u>-</u>	<u>(2,356)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Funds	<u>732,113</u>	<u>451,059</u>	<u>(497,899)</u>	<u>14,172</u>	<u>-</u>	<u>699,445</u>
Comparative statement of funds						
	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	580,886	420,720	(471,131)	(45,992)	(104,726)	379,757
Designated funds:						
Forum	54,173	47,165	(56,064)	-	(45,274)	-
Bill Snelsdon Young Ecumenists Fund	-	-	-	-	150,000	150,000
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>254,173</u>	<u>47,165</u>	<u>(56,064)</u>	<u>-</u>	<u>104,726</u>	<u>350,000</u>
Restricted Funds They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>837,415</u>	<u>467,885</u>	<u>(527,195)</u>	<u>(45,992)</u>	<u>-</u>	<u>732,113</u>

CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023

14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	287,629	33,374	321,003
Designated funds:				
Forum	-	-	10,000	10,000
Bill Snelsdon Young Ecumenists Fund	-	-	168,442	168,442
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	378,442	378,442
Restricted Funds				
They also served	-	-	-	-
Total Funds	-	287,629	411,816	699,445

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	257,894	121,863	379,757
Designated funds:				
Forum	-	-	-	-
Bill Snelsdon Young Ecumenists Fund	-	-	150,000	150,000
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	350,000	350,000
Restricted Funds				
They also served	-	-	2,356	2,356
Total Funds	-	257,894	474,219	732,113

15) Operating lease commitments

At 31 December 2023 the charity had no (2022: nil) annual commitments under operating leases.

CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2022	2022	2022	2022
	£	£	£	£
INCOME				
Donations and	366,245	-	-	366,245
Charitable Activities	41,482	47,165	-	88,647
Investments	12,993	-	-	12,993
Total	420,720	47,165	-	467,885
EXPENDITURE				
Charitable activities	471,131	56,064	-	527,195
Other				
Total expenditure	471,131	56,064	-	527,195
Net				
Income/(Expenditure)	(50,411)	(8,899)	-	(59,310)
Gains / (Losses) on investments	(45,992)	-	-	(45,992)
Net				
Income/(Expenditure)	(96,403)	(8,899)	-	(105,302)
Transfers between funds	(104,726)	104,726	-	-
Net movement in Funds	(201,129)	95,827	-	(105,302)

17) Related Party Transactions

There are no related party transactions during the year.

Accounts



CHURCHES TOGETHER IN ENGLAND
(A COMPANY LIMITED BY GUARANTEE)

COMPANY NUMBER 05354231
CHARITY NUMBER 1110782

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2022

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

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**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) Mrs Amanda Allchorn Rt Rev'd Michael Beasley (till Summer 2022) Mr Richard Bradbury [Appointed 24 November 2022] Revd Stephen Fowler Mrs Doral Hayes (till Summer 2022) Rt Rev'd Paul Hendricks Dr. Elizabeth Joy Mr James Laing (Treasurer) [Resigned 31March 2023] Revd David Lavender (Company Secretary) Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group) Bishop Moses Owusu-Sekyere Pastor Rasaaq Ibrahim [Appointed 01 April 2023] Revd Dr Callan Slipper Maddy Thomson Fr. Nephon Tsimalis (till Summer 2022) Victoria Turner Dr Lisa Adjei (from Autumn 2022) Fr Alexander Fostiropoulos (from Autumn 2022)
Company Secretary	Revd David Lavender
Chief Executive Officer/General Secretary	Revd Dr Paul Goodliff (till Spring 2022) Rt Rev'd Mike Royal (from Spring 2022)
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiner	Shoaib Arshad FCCA ACA Knox Cropper LLP Chartered Accountants 65 Leadenhall Street London EC3A 2AD

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (CONTINUED)

The Trustees present their annual report with the accounts for the year ended 31 December 2022. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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).

ABOUT CHURCHES TOGETHER IN ENGLAND

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches, and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or – if appropriate – their County/Intermediate Body.

At a national level CTE has 52 Member Churches or Councils of Churches and a slightly larger number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal and Charismatic Churches and a President nominated by the Religious Society of Friends and the Lutheran and German-speaking Churches. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of HM The Queen, at Windsor. This has subsequently been signed by the new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed and general fresh directions are discerned. The functions of the Forum are: to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. The Forum does not have other roles in the governance of CTE. During 2022 the Forum met during March, fulfilling those purposes, and will meet again in March 2025.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Bodies in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing the Independent Examiner.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets twice a year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group)	
Mrs Amanda Allchorn	Rt Rev'd Michael Beasley (till Summer 2022)
Revd Stephen Fowler	Mrs Doral Hayes (till Summer 2022)
Rt Rev'd Paul Hendricks	Dr. Elizabeth Joy
Mr James Laing (Treasurer)[Retired 31.03.2023]	Revd David Lavender (Company Secretary)
Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group)	
Bishop Moses Owusu-Sekyere	Revd Dr Callan Slipper
Maddy Thomson	Fr. Nephon Tsimalis (till Summer 2022)
Dr Lisa Adjei (from Autumn 2022)	
Fr Alexander Fostiropoulos (from Autumn 2022)	
Victoria Turner	

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

The day-to-day management of the company is delegated to the General Secretary, Rt Rev Mike Royal who reports to the Trustees and is managed by the Convenor. There are five full time staff members and two part-time staff members.

PUBLIC BENEFIT

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

We work out our public benefit in a number of ways. It is primarily done through the service which we offer to our members (as detailed below). However, we also contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales.

The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV)

REVIEW OF THE YEAR

In 2022 after some uncertainty due to a winter spike in Covid-19 cases, the country suddenly opened up after two years of the pandemic. A late flurry of booking meant that Forum 2022 had nearly 300 delegates in attendance. Restrictions were lifted and meetings that had been previously convened online were now either in person or in hybrid format. Some of our stakeholders were still reticent to travel, so during the course of the year CTE took precautions to ensure as much as possible we were Covid safe, whether gathering for Forum, Enabling Group or the All Ecumenical Officers Conference.

The National Ecumenical Instruments Roundtable (NEIR) continued to meet online during 2022 administered and led by CTE. A Ukraine Refugee Roundtable (URR) was also convened on a monthly basis. This was launched after engagement with the Minister for Refugees, who addressed the floor of Forum via a video call concerning the launch of the 'Homes for Ukraine' which coincided with Forum. This Roundtable continued to meet during 2022 and became a conduit through which CTE were able to meet with, write to and receive responses from the Secretary of State for Levelling Up, Housing and Communities. The Cost of Living Crisis came quickly on the heels of the Covid-19 Pandemic. CTE continued as a Commissioner of the ChurchWorks Commission and the Warm Welcome Campaign saw over 4000 churches open their doors to people who were struggling to heat their homes and put food on the table.

The death of Her Majesty Queen Elizabeth II was appropriately marked by CTE. A number of CTE Presidents were involved in the audience with His Majesty King Charles III and also the Queen's funeral itself. The Principal Officer for Pentecostal, Charismatic and Multi Cultural Relations, Shermara Fletcher was given the honour of reading at the Queen's Funeral Service. This of course brought considerable media exposure for CTE.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (CONTINUED)

The beginning of the year saw the installation of Rt Rev'd Mike Royal as General Secretary of Churches Together in England upon the retirement of Rev'd Dr Paul Goodliff. Jenny Bond who had served faithfully within CTE for over 20 years also retired and her replacement Doral Hayes was appointed in September 2022 as Principal Officer for Ecumenical Development and Relations. Ben Cross also joined the staff team at the same time in a new role as Head of Operations to bring additional operational capacity to the organisation.

Detailed reporting of the outcomes of work associated with the seven strategic aims will be reported in more detail below. However, national consultation in collaborative mission between Member Churches, Bodies in Association and other unity movements continued and consultation with groups of Intermediate Bodies deepened understanding of the challenges and opportunities of work at a County level. CTE's 'bread and butter' work of supporting County and local level ecumenism continued throughout the year. This was particularly important given the fragility of some Churches Together groups as they emerged from the Covid-19 Pandemic. The work of the CTE Racial Justice Working Group continued to gain momentum throughout the year, with racial justice continuing to be an agenda churches were keen to engage with.

STRATEGIC AIMS

Member Churches continued to commit to support the strategic aims outlined in the Enabling Group meetings in March and October 2021. Those aims were presented at Enabling Group as an asset of ecumenical priorities for CTE. The structure of this Annual Report reflects those seven aims, and reports on the ways in which work has been undertaken in the pursuit of those goals.

- 1. To inspire member churches to work more closely together in mission**
- 2. To find new ways to support intermediate and local ecumenism**
- 3. To find new ways to extend CTE's valued role of relationship-building**
- 4. To create more opportunities for churches to do theology together**
- 5. To increase the capacity of CTE to speak out in the public square**
- 6. To strengthen CTE's own vision of its role and make this more widely known**
- 7. To develop the work of racial justice for CTE and its member churches**

1 To inspire member churches to work more closely together in mission

The following sets out some of the highlights of the year.

The Group for Evangelisation: A new chair, Rev Trey Hall (Methodist Church director of Evangelism and Church Growth) started in March 2022 with a focus on the Group for Evangelisation being a learning community. Encouraging Pentecostal additions to the group have been Rev Barry Hutchinson (CoGoP), Pastor Seyi Oladosu (RCCG) and Rev Chris Duffet (Baptist). Bishop Mike Royal shared his vision for Evangelisation in June's meeting and we were hosted by Gary Gibbs and Mark Greenwood at Elim's headquarters in Malvern in October. Twenty-two people regularly attend this dynamic and well represented group. Some work is required to increase gender diversity within the group.

The MA Prize in Mission: Twenty five entries to the competition were received, with excellent work from across the traditions and churches with a good gender balance. The MA Prize in Mission initiative has forged a good relationship with [Ecclesial Futures](#) and recent journal and prize winners and runners up have the opportunity to work with the editor to rework their MAs for publication. This year's winner was Owen May. <https://cte.org.uk/ma-mission-prize-winner-2022/>. Most of the entries are added to the Mission Research Library which has close to 100 MAs and PhDs. <https://cte.org.uk/mission/research/#/>.

Christian Enquiry Agency: This is the charity behind the website Christianity.org.uk. Over the last 12 months Ben Aldous has supported their only employee Cherry Hamilton Bond. The website sees

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (CONTINUED)

roughly 40,000 visits a month and has recently worked closely with theologian Alister McGrath on basic apologetics videos and texts which are thoroughly ecumenical and give broad and accurate information about the Christian faith. <https://christianity.org.uk>.

Perspectives Conference: CTE's ongoing relationship with the Evangelical Alliance EA and Hope Together has led to staff involvement in a new conference running in November entitled "Perspectives Conference". It is an ecumenical conference on mission and evangelism. Ben Aldous, Shermara Fletcher and Mike Royal are playing a leading role and this points to growing friendship and trust between CTE, Hope Together and the Evangelical Alliance <https://perspectiveconference.co.uk>. This was a significant gathering, drawing together diverse groups both ecclesially and racially. CTE's General Secretary Mike Royal was the guest speaker alongside Amy Orr-Ewing at this conference on 12 November 2022.

Mission Research Network: The [Mission Research Network](#) helped to gather missiologists and church leaders to consider the topic of mission, race and colonialism in collaboration with BIAPT. CTE also ran the inaugural [MA Mission prize](#) and hosted a workshop for PhD students in mission from across the denominations. [The Mission research library](#) was launched with a growing number of high quality MAs and PhDs be made available to the wider public.

Post-Covid Theology Project: Other work took place around the [Post-covid theology project](#) looking at [missiological questions](#) that should be asked as CTE seeks to live in a covid recovery era. Closer working relationships with other unity movements, significantly EA and HOPE Together, took place via a series of online workshops around online church entitled [Edging into Hybrid Church](#) and challenges for ministry during the pandemic.

Learning to be Missionary Disciples Conference: Planning for the 3rd Learning to be Missionary Disciples Conference has taken place throughout the year with a planning committee made up of Catholic, Pentecostal and Evangelical representation. The conference will take place early in 2023 at High Leigh and bring together 60 delegates from across England.

The work around Aim 1 continues to flourish with CTE playing a strategic role in hosting and facilitating significant national conversations around a growing number of areas.

2 To find new ways to support intermediate and local ecumenism

Ecumenical Officers are the backbone of local ecumenism and are vital to English ecumenism. At Intermediate level, ecumenically appointed officers (usually referred to as County Ecumenical Officers – CEOs) work alongside their denominationally appointed counterparts (Denominational Ecumenical Officers – DEOs), dealing with queries and providing encouragement and support to local ecumenism. They are supported by National Ecumenical Officers (NEOs), appointed by their Churches at national level, who resource and train them in collaboration with newly appointed Doral Hayes, CTE's Principal Officer for Ecumenical Development and Relations.

NEOs met in person twice during 2022. In addition to this, NEOs continued to meet monthly on Zoom for an hour, monitoring the postpandemic period in relation to the Churches but also to discuss matters of social concern including the cost of living crisis and freedom of religion & belief.

Similarly, County Ecumenical Officers met online twice in 2022. CEOs are supported at these meetings and in all of their work by the whole staff team but in particular the Principal Officer for Ecumenical Development and Relations.

Re-imagining Local Ecumenism: A further working group was set up by this meeting, under the leadership of Chris Densham, one of the County Officers, with the support of Ben Aldous, CTE's Principal Officer for Mission and Evangelism, to re-imagine local Churches Together groups. They continue to work steadily.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

New Ecumenical Officers Training: Planning took place for the annual training course for new Ecumenical Officers and facilitators. This shifted online during the pandemic but a residential course is sure to take place in January 2023 in Birmingham. This course is one of the most established pieces of work held under the auspices of CTE.

In 2022 the Principal Officer for Ecumenical Development and Relations continued to support and engage with Intermediate Bodies which were in the process of advertising for and appointing replacement CEOs.

All Ecumenical Officers Conference: Ecumenical Officers were delighted with the opportunity to meet in September 2022, reflecting on the roots of the ecumenical movement and the current challenges. About 60 delegates were in attendance.

CTE continued to support Intermediate Bodies and in 2022 various members of staff have been invited to meetings of Church Leaders, Executive Committees and Churches Together open meetings.

3 To find new ways to extend CTE's valued role of relationship-building

Our Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of our work in 2022, with an increasing sense that this is "so that the world may believe". In 2022 the Spring Enabling Group focused its attention on the Ukraine War, where the speakers reflected on the complexities of the war and a desire as churches together to engage in peace building.

The Autumn Enabling Group considered two issues where there had been profound disagreement and contention, namely the role of the CTE Presidents in the public square and the status of equal marriage. There were excellent presentations from a number of Church Members and Presidents, with the meeting being conducted in a constructive manner with care being taken in ensuring no one left the meeting either hurt or unheard.

Vineyard were confirmed as a new Member Church at Spring Enabling Group with voting having taken place in late 2021. There were also other churches who began the process of applying for membership for 2023.

In 2022 we saw ongoing growth in membership of Bodies in Association BiA's, with the Quiet Garden Movement; Home for Good; Keychange and Transforming Lives for Good all becoming Bodies in Association. This brought our BiA membership to 75 organisations.

During 2022 the Pentecostal and Charismatic Forum met twice, chaired once by Bishop Tedroy Powell and also by Bishop Delroy Powell in his absence. Shermara Fletcher, Principal Officer for Pentecostal, Charismatic and Multicultural Relations also convened the Human Sexuality Conference in June 2022 that had been postponed because of the Covid-19 Pandemic. The away weekend chaired by Bishop Tedroy Powell was attended by approximately 50 church leaders with contributions coming from theologians across the Pentecostal and Charismatic spectrum. This helped inform the discussion that took place at Autumn Enabling Group on equal marriage.

Member churches continue to involve CTE staff in their work and synodal life, and a new development has been the establishment of a place for the CTE General Secretary on the Church of England General Synod in this new quinquennium. This accompanies a place that CTE staff member Shermara Fletcher, occupies on behalf of the Pentecostal and Charismatic Forum representing the black-led and Pentecostal churches.

A key area of the work of Churches Together in England is the support for the Pentecostal, Charismatic and new independent churches, and development of their integral role in ecumenical relationships.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

Representatives of CTE's Pentecostal and Charismatic Forum met twice this year chaired by CTE's Pentecostal and Charismatic President, Bishop Tedroy Powell of Church of God of Prophecy. The Forum now has an ongoing focus given to government legislation of particular interest to Pentecostals and charismatics and an emerging generation subgroup focussing on intergenerational engagement and succession planning. The Forum is also developing a strategy in collaboration with reimagining intermediate ecumenism for Pentecostal and Charismatic ecumenical engagement at CTE's intermediate level.

National leaders of the forum continued to focus on working with government ministers and the NHS to promote vaccine messaging, turning their premises into vaccine centres up till early 2022. They have also promoted the Windrush compensation scheme for victims of the Government Windrush scandal.

CTE's new General Secretary also took time to build relationships with CTE Member Churches and key networks by attending and speaking at their annual conferences and key events. This included attending the Quakers Annual Meeting (28 May 2022); Anglican Synod (8-12 July 2022) and Lambeth Conference (3 August 2022); German-Speaking Lutheran, Reformed and United Congregations (7 May 2022); Greek Orthodox Oecumenical Patriarchate (23 October 2022); Assyrian Church of the East (1 November 2022); addressing the United Reformed Church Synod (7 July 22); speaking at conferences held by Churches in Communities (3 May 2022); Joint Public Issues Team JPIT (11 June 2022); The Gather Movement (21 June 2022); National Parliamentary Prayer Breakfast seminar (5 July 2022); Commonwealth Games 'Service of Praise' (24 July 2022); New Wine United Festival seminar (1 August 2022); Elim Pentecostal Church Evangelism Conference (24 September 2022); Salvation Army Intercultural Mission Conference (30 September 2022); Order of St Leonard (1 October 2022) and Apostolic Pastoral Congress Conference, which was also addressed by Shermara Fletcher (21 October 2022).

4 To create more opportunities for churches to do theology together

Forum 2022: The triennial Forum 2022 on 14-16 March 2022 presented a key opportunity for CTE to engage its stakeholders in theological debate through seminars, workshops and keynote speakers, with approximately 300 people attending. Theological topics included ecumenism, theology & racial justice and theology & climate justice.

Post Covid Theology Project: The Covid-19 Pandemic in March 2020 resulted in many services going online, and that aspect of worship continued into 2022, with a hybrid form of delivery, both in-person (or, more correctly, in-building), initially duly socially distanced and masked, and online. CTE member churches worked together to establish a project entitled Post-Covid Theology which aimed to provide a space to reflect together, engage in conversation, tell anecdotal stories and to pose questions to local churches and congregations about the decisions they are making in mission, worship, pastoral care and spirituality. This project developed into a rich forum of exchange, giving space for church leaders and practical theologians to explore what congregational life looks like in a post-pandemic world.

Society of Ecumenical Studies: CTE began working with the Society for Ecumenical Studies more closely. On 15 October 2022 CTE partnered with them to host a Receptive Ecumenical Conference at the London Jesuit Centre. The General Secretary of CTE presented a paper entitled "The Place of the Holy Spirit in Receptive Ecumenism and Receptive Ecumenism as a pneumatological reality". Further theological events are proposed for 2023.

English Welsh Anglican Roman Catholic Group Meeting EWARC: CTE General Secretaries Paul Goodliff and Mike Royal attended these theological gatherings as Ecumenical observers on 11-12 March 2022 and 28-29 November 2022 respectively. CTE's engagement in the EWARC is vital in strengthening ongoing ecumenical ties with Anglican and Roman Catholic leaders and theologians.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (CONTINUED)

World Council of Churches: The 11th Assembly of the World Council of Churches WCC took place in Karlsruhe, Germany from 31st August – 8th September 2022. The theme was “Christ’s love moves the world to reconciliation and unity”. CTE was represented by Ben Aldous, who joined a group of Ecumenical representatives from Great Britain and all of Ireland. Ben Aldous wrote a report that was both presented at Trustees and Enabling Group for theological discussion and reflection.

5 To increase the capacity of CTE to speak out in the public square

It has been the role of Presidents to represent the member churches of Churches Together in England in the public square. In 2022 there was one change to their personnel. One President stood down from their role as their time-limited tenure came to an end. Rev Dr Hugh Osgood, Moderator of the Free Churches Group and its President, stepped down from that role in March 2022, with his successor, Rev Canon Helen Cameron taking up the reins in April 2022.

The Presidents of Churches Together in England issued two statements in 2022, both about the continuing War in Ukraine. The first statement was issued from the floor of Forum in 2022 in March calling for peace and for appropriate provision to be made for refugees not only fleeing this conflict but other conflicts around the world. The second statement was issued between Christmas 2022 and New Year, calling for peace and for people to continue pray and stand in solidarity with the suffering people of Ukraine.

Other channels of communication include the CTE website, social media and from time to time the General Secretary will offer guidance or encouragement for ecumenical endeavour on behalf of the CTE staff and Trustee Board, most often addressed to the member churches, or supporting others who have a message to bring.

6 To strengthen CTE’s own vision of its role and make this more widely known

Conversations about the manner in which CTE pursues its aims take place from time to time, most especially about the way in which it acts to support its Member Churches and serve as a catalyst for ecumenical work and vision. The continued development of the new website has strengthened this role as a supporter of the ecumenical work of its members. Stories from our Church Members and Bodies in Association make up the bulk of the monthly CTe-News while Church Member Mondays has been a effective tool on social media for people to better understand our Member Churches. CTe-News also focuses on stories of good ecumenical collaboration and deepening fellowship between churches in the hope this will inspire others to emulate the work described.

CTE’s database of church and ecumenical contacts ensures we can quickly get a message out to our network should we need to.

Her Majesty Queen Elizabeth II Funeral: Our communication to our network at the announcement of the death of Her Majesty Queen Elizabeth II in the Autumn of 2022 is an example of CTE’s agile communication. The Principal Officer for Pentecostal and Charismatic and Multi Cultural Relations Shermara Fletcher and new CTE President of the Free Churches Group Rev Canon Helen Cameron both read at the Queen’s Funeral and this drove huge numbers to both our website and our social media platforms.

The themes which dominated CTE’s communications in 2022 were CTE Forum; the Ukraine War; the Queen’s Funeral and racial justice.

[Candle Of Justice: a moment of action](#) was initiated again by CTE on 25 May 2022 commemorating the second anniversary of George Floyd’s murder. Christians across the country lit candles, prayed for racial justice and committed to taking personal and institutional action to tackle racial injustice in our society and our churches. We focused on hearing from millennial voices on this occasion as well as from two of our Presidents. CTE Communications supported this event by gathering and publishing daily prayers from a broad range of people representing Member Churches.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

Bill Snelson Young Ecumenists Fund: The Bill Snelson Young Ecumenists Fund has been set up to provide a bursary for Young leaders under 35 who wish to develop their ecumenical understanding beyond England. This will be a designated fund and will be formally launched in 2023. The development of Young ecumenists will be a key focus for CTE moving forward.

CTE continued to be a Commissioner with the ChurchWorks Commission, which brings together churches and Christian charities, in the post Covid era. The ChurchWorks Commission Warm Welcome campaign saw over 4000 churches open their door to those who could not afford to heat their homes or put food on the table in 2022. Engagement with CTE's two social media channels, [Twitter](#) and [Facebook](#), has continued to grow. Twitter followers reached 2,950 (up 19%) and Facebook followers reached 1447 (up 20%).

7 To develop the work of racial justice for CTE and its member churches

The Racial Justice Working Group met twice in 2022, and has both begun to shape its working groups around themes of campaigns & accountability, music & liturgy and theology and to provide a space for the member churches' racial justice officers to meet together regularly. Issues of health inequalities, criminal justice and provision of equal opportunities have been highlighted. The media campaign to commemorate the murder of George Floyd two years ago entitled "Candle of Justice", was again initiated. We sought to work as closely as possible with the Racial Justice Advocacy Forum being developed by Churches Together in Britain and Ireland, our sister National Ecumenical Instrument.

International Perspectives: Shermara Fletcher represented CTE's Racial Justice Working group at the Christian Aid South African Apartheid and Climate change discernment experience in partnership with South Africa's Church Land Programme. She produced a report entitled "The role of the church and ecumenism in responding to global injustice" which lists 10 recommendations for how CTE can continue to tackle injustice, be prophetic and partner with our agency Christian Aid.

Black Mental Health: CTE, The Evangelical Alliance and the Kintsugi Hope mental health organisation, hosted a 'Black and Human' webinar for Member Churches, CEOs, BIAs and the general public which explored the implications of racial injustice on mental health, with approximately 150 people attending online.

Sam Sharpe Lecture: Shermara Fletcher and Mike Royal represented CTE at the Sam Sharpe lecture hosted by the Baptist Union at Oxford University. Broadcaster and Lecturer, Professor Kehinde Andrews, often seen on Good Morning Britain, was the guest lecturer and many leading global majority heritage leaders and scholars based in the UK were in attendance.

Criminal Justice System: Rev Bob Wilson from the Free Churches group and Crime and Accountability group co-chair represented the Racial Justice Working Group at the Criminal justice system report in parliament.

Death in Police Custody: Through Churches Together in England's partnership with CTBI's Racial Justice Advocacy Forum, CTE put out a statement about the killing of Kris Kaba to member churches and para-church organisations. Member churches attended a police response meeting and key actions were drawn up.

Shermara Fletcher continued to engage UK Majority Ethnic Community Churches, to write articles, provide advice & consultation and represent CTE on numerous platforms and in the media, speaking about the issue of racial justice and the church.

GOVERNANCE ISSUES AND GENERAL REMARKS

Trustees met intensively in 2022 alternating online and in-person meetings. Trustees' main task in 2022 was to enable the new General Secretary to settle into his role. The Trustees identified pastoral care of staff as a key aspect of the General Secretary's focus, as well as developing more efficient

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
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TRUSTEES' REPORT (CONTINUED)

operational management to reduce pressure on the staff team. In Autumn 2022 CTE recruited Ben Cross as Head of Operations to begin to implement those efficiencies. Greater emphasis has also been placed on increasing the profile of CTE's work and Member Churches as well as an emphasis being placed on leadership, strategic vision and operational oversight of the General Secretary.

CTE operates a 'link trustee' system, and individual trustees work closely with their linked staff member in refining their area of the Strategic Plan. In 2022 trustees worked with staff, Member Church representatives and County Ecumenical Officers in leading webinars on topics of particular concern for intermediate ecumenism; on chairing the Racial Justice Working Group and on the preparations for Forum 2022. Trustees and members of the Enabling Group, together with the General Secretary, led on assessing membership applications from new member churches who will be recommended to Enabling Group for CTE Membership in 2023. Trustees have also worked with the General Secretary on the difficult issues thrown up by the non-enactment of the Fourth Presidency and on the functioning of CTE Presidents. The issue of equal marriage and the functioning of the CTE Presidency were key topics of discussion at Enabling Group in October 2022.

As usual, the chair worked closely with the General Secretary in setting the agenda for the Enabling Group, in order to deepen member churches' feeling of involvement in and responsibility for CTE's work. In March, the focus was the War in Ukraine while in October the focus was equal marriage and the CTE Presidency.

The Trustees Board, through its Finance Committee, continue to exercise careful financial control meeting four times in the year.

During 2022 CTE signed a new lease which reduced our out-goings by downsizing our presence at the Free Church Group's Tavistock Square premises, while retaining our storage facilities and use of meeting rooms as necessary. While CTE set a deficit budget for 2022 to cover Forum costs and change-over of General Secretaries, the board was reassured to learn that increased attendance at Forum 2022 meant that we had to make less adjustment to cover Forum 2022 than we had estimated.

PLANS FOR THE FUTURE

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland CTBI and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us. A regular meeting between the General Secretaries of the five instruments restarted in 2022 and the National Ecumenical Instruments Roundtable NEIR that guided us through the Pandemic will be chaired once a quarter by CTBI and include Ecumenical Representatives from across these Islands.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from member churches, and a subscription levy of £50 pa applied to those organisations that are CTE Bodies in Association. Both the new Bodies in Association that joined in 2022 and one new member church will aid this stability.

There was a call for Learning to be Missionary Disciples Conference to take place in 2023 as it had done in 2021.

CTE will begin planning for the CTE Forum 2025 in 2023. It brings together over three hundred representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Bodies in Association. CTE's Forum is the broadest representative ecumenical gathering of Christians in England, and we therefore draw the planning team from a wide group of stakeholders. Other major events at which ecumenical involvement is expected at is the Conference of European Churches CEC which will happen in June 2023 in Tallinn, Estonia. It will be important for CTE to reengage with CEC particularly in this post Brexit landscape.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

RISK REVIEW

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness to the vital importance of health and safety. This encourages all staff to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is regarded seriously.

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 16 and is considered satisfactory by the Trustees. The deficit in the year on the General Fund of £201,129 (2021: surplus £59,039) leaves the general fund with a balance of £379,757 (2021: £580,886) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

INVESTMENT POLICY & PERFORMANCE

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was less than in 2021 and this was in line with a significant decrease in the market at the year end. The Trustees designated £150,000 for the Bill Snelson Young Ecumenists Fund in 2022 to provide a bursary for emerging leaders and will open the fund for grant awards in 2023.

RESERVES POLICY

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs. The total reserves at the year-end was £732,113 (2021: £837,415).

At the year end the charity held restricted funds of £2,356 (2021: £2,356), designated funds of £350,000 (2021: £254,173) and general funds of £379,757 (2021: £580,886) of which £Nil (2021: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRUSTEES' REPORT (CONTINUED)

overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

The trustees took the decision to invest in a Head of Operations role three days a week and spend approximately £150,000 of reserves on this role over the next 5 years.

INDEPENDENT EXAMINER

Shoaib Arshad FCCA ACA of Knox Cropper LLP Chartered Accountants was appointed as Independent Examiner of the Charity at the last Annual General Meeting and a resolution proposing his reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board



Rowena Loverance (Convenor/Chair)

Dated: 18th May 2023

**REPORT OF THE INDEPENDENT EXAMINER
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2022**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2022 set out on pages 16 to 28.

Responsibilities and basis of report

As the 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts 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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 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 applicable 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.



Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date: 18th May 2023

CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2022	2022	2022	2022	2021
		£	£	£	£	£
INCOME						
Donations and	2	366,245	-	-	366,245	361,704
Charitable Activities	3	41,482	47,165	-	88,647	47,318
Investments	4	12,993	-	-	12,993	7,168
Total		<u>420,720</u>	<u>47,165</u>	<u>-</u>	<u>467,885</u>	<u>416,190</u>
EXPENDITURE						
Charitable activities	5	471,131	56,064	-	527,195	385,948
Other						
Total expenditure		<u>471,131</u>	<u>56,064</u>	<u>-</u>	<u>527,195</u>	<u>385,948</u>
Net Income/(Expenditure)		(50,411)	(8,899)	-	(59,310)	30,242
Gains / (Losses) on investments		<u>(45,992)</u>	<u>-</u>	<u>-</u>	<u>(45,992)</u>	<u>32,977</u>
Net Income/(Expenditure)		(96,403)	(8,899)	-	(105,302)	63,219
Transfers between funds		<u>(104,726)</u>	<u>104,726</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in Funds		<u>(201,129)</u>	<u>95,827</u>	<u>-</u>	<u>(105,302)</u>	<u>63,219</u>
Reconciliation of Funds	13					
Balances at 1 January		580,886	254,173	2,356	837,415	774,196
Net movement in Funds		<u>(201,129)</u>	<u>95,827</u>	<u>-</u>	<u>(105,302)</u>	<u>63,219</u>
Balances at 31 December		<u>379,757</u>	<u>350,000</u>	<u>2,356</u>	<u>732,113</u>	<u>837,415</u>

CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	£	2022 £	£	2021 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	257,894	304,262	304,262	
			257,894		304,262
Current Assets					
Debtors	10	23,910	53,538	53,538	
Cash at bank and in hand		490,333	507,101	507,101	
		514,243	560,639	560,639	
Current Liabilities					
Amounts falling due within one year	11	(38,202)	(24,068)	(24,068)	
Net Current Assets			476,041		536,571
Creditors: amounts falling due in more than one year	12		(1,822)		(3,418)
Net Assets			732,113		837,415
Funds					
Unrestricted:					
General	13		379,757		580,886
Designated	13		350,000		254,173
Restricted	13		2,356		2,356
Total Funds			732,113		837,415

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard FRS 102. The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and were signed on its behalf by:



Pastor Rasaq Ibrahim, Director
Company Number: 05354231

Date: 18th May 2023

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022		2021
	£	£	£
Net income/(expenditure) for the year	(105,302)		66,760
Adjustments for:			
Purchases/disposals of investments	376	2,700	
(Gains)/losses on investments	45,992	(32,977)	
Dividends, interest and rents from investments	(12,993)	(7,168)	
(Increase)/decrease in debtors	29,628	(13,254)	
(Decrease)/increase in creditors	14,134	718	
Increase/(decrease) in creditors over one year	(1,596)	(11,241)	
	<u>75,541</u>		<u>(61,222)</u>
Cash flows from operating activities	(29,761)		5,538
Cash flows from investing activities			
Dividends, interest and rents from investments	<u>12,993</u>	7,168	
Cash provided by investing activities	<u>12,993</u>		<u>7,168</u>
Change in cash and cash equivalents in the year	(16,768)		12,706
Cash and cash equivalents at the beginning of the year	<u>507,101</u>		<u>494,395</u>
Total cash and cash equivalents at the end of the year	<u>490,333</u>		<u>507,101</u>
	Balance		Balance at
	at 1		31
Components of cash and cash equivalents	January	Cashflows	December
	£	£	£
Cash held with investment managers	350,930	4,859	355,789
Cash at bank and in hand	156,171	(21,627)	134,544
Total Funds	<u>507,101</u>	<u>(16,768)</u>	<u>490,333</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1) Accounting Policies

a) Basis of preparation

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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b) Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

c) Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d) Investment income

Investment income is recognised on the receipts basis.

e) Grants paid

Grants paid are recognised on a payments basis.

f) Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

g) Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h) Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- | | |
|-------------------------|---------------------------|
| i) Office furniture | - 10% / 20% straight line |
| ii) Office equipment | - 20% straight line |
| iii) Computer equipment | - 50% / 33% straight line |

All assets costing more than £1,000 are capitalised.

i) Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

k) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l) Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m) Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2) Grants and Donations

	General Designated		Funds	Funds	Funds
	2022	2022	2022	2022	2021
	£	£	£	£	£
Donations:	4,805	-	-	4,805	1,264
Grants:	-	-	-	-	-
Contributions from Member Churches	361,440	-	-	361,440	360,440
Total	366,245	-	-	366,245	361,704

Comparative grants and donations

	Unrestricted Funds General Designated		Restricted Funds	Total Funds
	2021	2021	2021	2021
	£	£	£	£
Donations:	1,264	-	-	1,264
Contributions from Member Churches	360,440	-	-	360,440
Total	361,704	-	-	361,704

3) Charitable Activities

	Unrestricted Funds General Designated		Restricted Funds	Total Funds	Total Funds
	2022	2022	2022	2022	2021
	£	£	£	£	£
Subscriptions from intermediate	18,475	-	-	18,475	18,750
Conference fee income	13,709	47,165	-	60,874	28,236
Contribution to former employees pension	8,547	-	-	8,547	-
Miscellaneous income	751	-	-	751	332
Total	41,482	47,165	-	88,647	47,318

Comparative income from charitable activities

	Unrestricted Funds General Designated		Restricted Funds	Total Funds
	2021	2021	2021	2021
	£	£	£	£
Subscriptions from intermediate	18,750	-	-	18,750
Conference fee income	18,236	10,000	-	28,236
Miscellaneous income	332	-	-	332
Total	37,318	10,000	-	47,318

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2022	2022	2022	2022	2021
	£	£	£	£	£
UK Listed Investment	7,646	-	-	7,646	6,190
Bank interest received	5,347	-	-	5,347	978
Total	12,993	-	-	12,993	7,168

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds	
	General	Designated			
	2021	2021	2021	2021	
	£	£	£	£	
UK Listed Investment	6,190	-	-	6,190	
Bank interest received	978	-	-	978	
Total	7,168	-	-	7,168	

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2022	2022	2022	2022	2021
	£	£	£	£	£
Staff costs:					
Charitable activities	338,393	-	-	338,393	272,325
Total Staff costs	338,393	-	-	338,393	272,325
Support costs:					
Rent	5,500	-	-	5,500	2,750
Office costs	13,975	-	-	13,975	14,180
Staff welfare, training and recruitment	4,224	-	-	4,224	4,360
Computer consultancy and running costs	2,841	-	-	2,841	2,093
Travel expenses	34,679	-	-	34,679	12,496
Insurance	7,029	-	-	7,029	6,451
Legal fees, HR and financial consultancy	18,945	-	-	18,945	14,000
Conference expenses	40,773	56,064	-	96,837	38,041
Investment management fees	83	-	-	83	78
Website	410	-	-	410	4,785
Publications	500	-	-	500	-
Bad debts	-	-	-	-	10,325
Total Support costs	128,959	56,064	-	185,023	109,559
Governance Costs					
Independent Examination Fee	2,927	-	-	2,927	2,712
Other Governance costs	852	-	-	852	1,352
Total Governance costs	3,779	-	-	3,779	4,064
Total	471,131	56,064	-	527,195	385,948

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2021	2021	2021	2021
	£	£	£	£
Staff costs:				
Charitable activities	272,325	-	-	272,325
Total Staff costs	<u>272,325</u>	<u>-</u>	<u>-</u>	<u>272,325</u>
Support costs:				
Rent	2,750	-	-	2,750
Office costs	14,180	-	-	14,180
Staff welfare, training and recruitment	4,360	-	-	4,360
Computer consultancy and running costs	2,093	-	-	2,093
Travel expenses	12,496	-	-	12,496
Insurance	6,451	-	-	6,451
Legal fees, HR and financial consultancy	14,000	-	-	14,000
Conference expenses	32,221	5,820	-	38,041
Investment management fees	78	-	-	78
Website	4,785	-	-	4,785
Bad debts	10,325	-	-	10,325
Total Support costs	<u>103,739</u>	<u>5,820</u>	<u>-</u>	<u>109,559</u>
Governance Costs				
Independent Examination Fee	2,712	-	-	2,712
Other Governance costs	1,352	-	-	1,352
Total Governance costs	<u>4,064</u>	<u>-</u>	<u>-</u>	<u>4,064</u>
Total	<u>380,128</u>	<u>5,820</u>	<u>-</u>	<u>385,948</u>

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £642 (2021: £1,419).

7) Staff Costs

Staff costs during the year were:

	2022	2021
	£	£
Wages and salaries	282,780	240,118
Social security costs	26,183	20,577
Pension contributions	29,430	11,630
Total	<u>338,393</u>	<u>272,325</u>

No employees received remuneration greater than £60,000.

The average number of employees (including 2 who are part-time) during the year was:

	2022	2021
	Number	Number
Direct charitable activities	5.0	5.0
Management and administration	2.0	2.0
Total	<u>7.0</u>	<u>7.0</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7) Staff Costs (Continued)

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £1,596 in the current year (2021: release of £11,241).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel including employers' National Insurance and employer's pension contributions in the year amounted to £82,652 (2021: £65,575).

8) Tangible Fixed Assets

	Office Equipment
Cost	£
At 1 January 2022	2,776
At 31 December 2022	<u>2,776</u>
Depreciation	
At 1 January 2022	2776
Charge for the year	-
At 31 December 2022	<u>2,776</u>
Net Book Value	
At 31 December 2022	<u>-</u>
At 31 December 2021	<u>-</u>

9) Investments

	UK Listed Investments 2022	UK Listed Investments 2021
	£	£
Market Value		
At 1 January 2022	304,262	273,985
Additions	6,700	10,100
Disposals	(7,076)	(12,800)
(Decrease)/Increase on revaluation in year	(45,992)	32,977
At 31 December 2022	<u>257,894</u>	<u>304,262</u>

The UK listed investments are as follows:

	UK Listed 2022	UK Listed 2021
	£	£
COIF Charities Investment Fund	31,369	35,879
Epworth Property Income Trust for Charities Fund	19,304	30,284
Epworth UK Equity Fund	85,621	94,014
Epworth Global Equity Fund	16,657	19,567
Epworth Sterling Sovereign Bond Fund	18,774	25,424
Epworth Corporate Bond Fund	36,551	41,363
Epworth Climate Stewardship Fund	49,618	57,731
	<u>257,894</u>	<u>304,262</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10) Debtors

	2022	2021
	£	£
Other debtors	22,112	43,408
Prepayments	1,798	10,130
Total	<u>23,910</u>	<u>53,538</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2022	2021
	£	£
Other creditors	26,109	11,929
Tax and NI creditor	9,333	5,970
Accruals	2,760	6,169
Total	<u>38,202</u>	<u>24,068</u>

12) Pension Obligations

a) TPT Retirement Solutions - The Growth Plan

Past and some current employees of CTE are entitled to membership of the TPT Retirement Solutions – The Growth Plan (“the Plan”). The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12) Pension Obligations (continued)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2022	2021
	£	£
Provision as at 1 January	3,418	14,659
Unwinding of the discount factor	27	35
Deficit contributions paid	(1,558)	(3,447)
Re-measurements – impact of any change in assumptions	(65)	(7,829)
Provision as at 31 December	<u>1,822</u>	<u>3,418</u>

13) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	580,886	420,720	(471,131)	(45,992)	(104,726)	379,757
Designated funds:						
Forum	54,173	47,165	(56,064)	-	(45,274)	-
Bill Snelsdon Young Ecumenists Fund	-	-	-	-	150,000	150,000
Special Projects Fund	<u>200,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>200,000</u>
Total designated funds	<u>254,173</u>	<u>47,165</u>	<u>(56,064)</u>	<u>-</u>	<u>104,726</u>	<u>350,000</u>
Restricted Funds						
They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>837,415</u>	<u>467,885</u>	<u>(527,195)</u>	<u>(45,992)</u>	<u>-</u>	<u>732,113</u>

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

13) Funds (continued)

Comparative statement of funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	521,847	406,190	(380,128)	32,977	-	580,886
Designated funds:						
Forum	49,993	10,000	(5,820)	-	-	54,173
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	249,993	10,000	(5,820)	-	-	254,173
Restricted Funds They also served	2,356	-	-	-	-	2,356
Total Funds	774,196	416,190	(385,948)	32,977	-	837,415

14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	257,894	121,863	379,757
Designated funds:				
Forum	-	-	-	-
Bill Snelsdon Young Ecumenists Fund	-	-	150,000	150,000
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	350,000	350,000
Restricted Funds They also served	-	-	2,356	2,356
Total Funds	-	257,894	474,219	732,113

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	304,262	276,624	580,886
Designated funds:				
Forum	-	-	54,173	54,173
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	254,173	254,173
Restricted Funds They also served	-	-	2,356	2,356
Total Funds	-	304,262	533,153	837,415

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

15) Operating lease commitments

At 31 December 2022 the charity had no (2021: nil) annual commitments under operating leases.

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted	Total
	General	Designated	Funds	Funds
	2021	2021	2021	2021
	£	£	£	£
INCOME				
Donations and	361,704	-	-	361,704
Charitable Activities	37,318	10,000	-	47,318
Investments	7,168	-	-	7,168
Total	406,190	10,000	-	416,190
EXPENDITURE				
Charitable activities	380,128	5,820	-	385,948
Other				
Total expenditure	380,128	5,820	-	385,948
Net				
Income/(Expenditure)	26,062	4,180	-	30,242
Gains / (Losses) on investments	32,977	-	-	32,977
Net				
Incoming/(Expenditure	59,039	4,180	-	63,219
Transfers between funds	-	-	-	-
Net movement in Funds	59,039	4,180	-	63,219

17) Related Party Transactions

There are no related party transactions during the year.

Accounts



**CHURCHES TOGETHER IN ENGLAND
(A COMPANY LIMITED BY GUARANTEE)**

**COMPANY NUMBER 05354231
CHARITY NUMBER 1110782**

**TRUSTEES' REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2021**

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

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**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) Mrs Amanda Allchorn Rt Rev'd Michael Beasley Revd Stephen Fowler Mrs Doral Hayes Rt Rev'd Paul Hendricks Dr. Elizabeth Joy Mr James Laing (Treasurer) Revd David Lavender (Company Secretary) Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group) Bishop Moses Owusu-Sekyere Revd Dr Callan Slipper Maddy Thomson Fr. Nephon Tsimalis Victoria Turner
Company Secretary	Revd David Lavender
Chief Executive Officer/General Secretary	Revd Dr Paul Goodliff
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiners	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

The Trustees present their annual report with the accounts for the year ended 31 December 2021. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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).

ABOUT CHURCHES TOGETHER IN ENGLAND

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches, and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or – if appropriate – their County/Intermediate Body.

At a national level CTE has 52 Member Churches or Councils of Churches and a slightly larger number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal Churches and a President nominated by the Religious Society of Friends and the Lutheran and German-speaking Churches. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of HM The Queen, at Windsor. This has subsequently been signed by the new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed and general fresh directions are discerned. The functions of the Forum are: to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. The Forum does not have other roles in the governance of CTE. During 2018 the Forum met during September, fulfilling those purposes, and will meet again in March 2022.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Bodies in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing Independent Examiners.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets twice a year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group)

Mrs Amanda Allchorn

Rt Rev'd Michael Beasley

Revd Stephen Fowler

Mrs Doral Hayes

Rt Rev'd Paul Hendricks

Dr. Elizabeth Joy

Mr James Laing (Treasurer)

Revd David Lavender (Company Secretary)

Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group)

Bishop Moses Owusu-Sekyere

Revd Dr Callan Slipper

Maddy Thomson

Fr. Nephon Tsimalis

Victoria Turner

The day-to-day management of the company is delegated to the General Secretary, Revd Dr Paul Goodliff, who reports to the Trustees and is managed by the Convenor. There are five full time staff members and two part-time staff members.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

PUBLIC BENEFIT

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

We work out our public benefit in a number of ways. It is primarily done through the service which we offer to our members (as detailed below). However, we also contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales.

The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV)

REVIEW OF THE YEAR

In 2020, much of the work anticipated at the start of that year was affected profoundly by the Covid-19 pandemic that initially brought a nation-wide lockdown in March, gradually eased during the late Spring and summer, only to be implemented afresh in the autumn with the prospects for the damage caused by the pandemic seeming to be deepening as the year drew to a close, with fresh severe restrictions upon social and economic life. The relaxation of restrictions upon gathering indoors over Christmas 2020 were replaced by a fresh national lockdown as 2021 began, and the impact of the Coronavirus pandemic overshadowed much of the work of CTE during 2021, albeit with the least impact during the second half of the year until the new Omicron variant began to spread in November and December.

Churches Together in England continued to respond with its member churches in flexible and rapid ways. Public worship in churches remained open throughout 2021 (unlike 2020) and churches continued to offer much local community support throughout England. A weekly meeting on zoom with ecumenical figures that began in March 2020, continued as a monthly meeting throughout the first half of the year, and was reconfigured from September as The National Ecumenical Instruments Roundtable (NEIR), administrated and led by CTE. Church leaders and the General Secretary took the opportunity to meet with various Government ministers and civil servants as invited, and overall the impact of the pandemic that served to reset the relationship between church and Government in a more collaborative way continued in 2021. CTE took up the offer of membership with a new venture to deepen that reset relationship called ChurchWorks, and supplied two commissioners for that enterprise.

The work to renew our website was completed in 2021, with the new website launched in late September.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

Early in 2021 the General Secretary announced his intention to retire at the end of April 2022, and a process to appoint his replacement was started in the summer of 2021, issuing in the appointment of Bishop Mike Royal as General Secretary-elect in November. Bishop Mike, who was the joint-CEO of the Cinnamon Network and a Bishop in the CTE-member church, The Apostolic Pastoral Congress, takes up his post at the end of April 2022, and starts with the organisation on 1 March 2022, enabling two months of overlap with Rev Dr Paul Goodliff, and his public induction at Forum in mid-March.

Following the retirement of Bishop Dr Joe Aldred in 2020 as Principal Officer for Pentecostal, Charismatic and Multi-cultural Relationships, his replacement was appointed late in 2020, with Shermara Fletcher taking up her role in March 2021.

Detailed reporting of the outcomes of work associated with the seven strategic aims will be reported in more detail below, but national consultation in collaborative mission between member churches, Bodies in Association and other unity movements continued, consultation with groups of Intermediate Bodies deepened understanding of the challenges and opportunities of work at a County level, while the work of the CTE Racial Justice Working Group began in earnest.

STRATEGIC AIMS

In the Enabling Group in March 2021 member churches committed themselves to supporting the Strategic Aims presented to them in October 2020, establishing those aims as a asset of ecumenical priorities for the churches in England. The structure of this Annual Report reflects those seven aims, and reports on the ways in which work has been undertaken in the pursuit of those goals.

- 1. To inspire member churches to work more closely together in mission**
- 2. To find new ways to support intermediate and local ecumenism**
- 3. To find new ways to extend CTE's valued role of relationship-building**
- 4. To create more opportunities for churches to do theology together**
- 5. To increase the capacity of CTE to speak out in the public square**
- 6. To strengthen CTE's own vision of its role and make this more widely known**
- 7. To develop the work of racial justice for CTE and its member churches**

1 To inspire member churches to work more closely together in mission

Despite the continued disruptions from Covid 19 the work in line with strategic aim 1 was particularly fruitful in 2021. The following sets out some of the highlights of the year.

The long awaited Learning to be Missionary Disciples Conference originally scheduled for March 2020 took place from the 16th-18th November at The Hayes in Swanwick in person. The conference drew together 13 of our national member churches, 16 Christian charities (a number of which were Bodies in Association), 3 Theological colleges, 3 other unity movements, 3 intermediate bodies. We heard inspiring and challenging keynote addresses from Dr Sanjee Perera, the Archbishops Advisor on Minority Ethnic Anglican Concerns, Dr Harvey Kwiyanu CEO of Global Connections and leading Malawian missiologist working with CMS and CEO of global connections, and Archbishop Nikitas from the Greek Orthodox Church.

This was a significant gathering, drawing together diverse groups both ecclesially and racially.

The [Mission Research Network](#) helped to gather missiologists and church leaders to consider the topic of mission, race and colonialism in collaboration with BIAPT. We also ran the inaugural [MA Mission prize](#) and hosted workshop for PhD students in mission from across the denominations. [The Mission research library](#) was launched with a growing number of high quality MAs and PhDs be made available to the wider public.

The [New Housing Areas Group](#) began the planning for the New Housing summit a joint ventured planned for June 2022 bringing together practitioners, senior church leaders, housing associations,

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TRUSTEES' REPORT (CONTINUED)

developers and other new housing consultants to consider the challenge of seeing new churches come to birth on new housing estates.

Other work took place around the [Post-covid theology project](#) looking at [missiological questions](#) that should be asked as we seek to live in a covid recovery era. Finally closer working relationships with other unity movements, significantly EA and HOPE Together took place via a series of online workshops around online church entitled [Edging into Hybrid Church](#) and challenges for ministry during the pandemic.

The work around aim 1 continues to flourish with CTE playing a strategic role in hosting and facilitating significant national conversations around a growing number of areas.

2 To find new ways to support intermediate and local ecumenism

Ecumenical Officers are the backbone of local ecumenism and are vital to English ecumenism. At Intermediate level, ecumenically appointed officers (usually referred to as County Ecumenical Officers – CEOs) work alongside their denominationally appointed counterparts (Denominational Ecumenical Officers – DEOs), dealing with queries and providing encouragement and support to local ecumenism. They are supported by National Ecumenical Officers (NEOs), appointed by their Churches at national level, who resource and train them in collaboration with Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources.

Until Covid, NEOs met twice a year, however in 2021, in addition to these regular meetings shifting online, they continued to meet monthly on Zoom for an hour, monitoring the pandemic in relation to the Churches but also to discuss matters of social concern.

Similarly, County Ecumenical Officers met online twice in 2021. CEOs are supported at these meetings and in all of their work by the whole staff team but in particular by Jenny Bond.

The first of the online meetings in 2021 reflected on post-Covid challenges and opportunities, not just at Intermediate (County) level but also at local level in relation to Churches Together (CT) groups. The meeting tasked a small group to create a resource for CT groups to help them get going again after such a long time of inactivity. This resource was professionally designed and was made available at the beginning of September, being circulated by County Ecumenical Officers through their networks and through our eNews service.

A further working group was set up by this meeting, under the leadership of Chris Densham, one of the County Officers, with the support of Ben Aldous, CTE's Principal Officer for Mission and Evangelism, to re-imagine local Churches Together groups. They continue to work steadily.

The second 2021 Zoom meeting for CEOs took place in December and was a follow-up to the two 2020 meetings focused on racial justice. This meeting agreed to meet again in 2021 to continue to encourage and support CEOs in this important area of work. Shermara Fletcher, CTE's Principal Officer for Pentecostal, Charismatic and Multi-cultural Relations

These Zoom meetings have been important to support CEOs both personally and in their work, developing relationships and sharing information in order to enable CEOs to work better in their Intermediate Bodies.

The annual training course for new Ecumenical Officers and facilitators shifted online in 2021. This course is one of the most established pieces of work held under the auspices of CTE. It is a joint enterprise between CTE and the National Ecumenical Officers with responsibility for DEOs. Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, works with them to deliver the course with the support of Lorraine Shannon, our Operations Manager. In January 2021 the course went online and attracted a large number of participants, and a residential course is planned for 2023.

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In 2021, Jenny Bond continued to support and engage with Intermediate Bodies which were in the process of advertising for and appointing replacement CEOs. An induction session for new Officers took place in 2021, staffed both by Jenny Bond and Ben Aldous.

In 2019 National Ecumenical Officers decided to combine their in-service training for Denominational Ecumenical Officers and to hold an annual conference in the autumn for them and for County Ecumenical Officers, working with Jenny Bond. While the conference in 2020 was cancelled, Ecumenical Officers were delighted with the opportunity to meet in September 2021, reflecting on the roots of the ecumenical movement and the current challenges.

CTE continues to support Intermediate Bodies and in 2021 various members of staff have been invited to meetings of Church Leaders, Executive Committees and open meetings.

2020 saw a new CTE initiative: Re-Imagining Intermediate Ecumenism. This continued into 2021 with a meeting of the Re-Imagining team and North West Church Leaders, CEOs and DEOs at the very beginning of January 2021. Similar meetings were held in April with the North East and with the East Midlands people. The Re-imagining team also met with Churches Together in Cornwall and Together 4 Bristol as they had developed different ways of working which the team was keen to explore. The plan had been for the working group to continue its work in 2021 to engage with Church Leaders in all the regions of England, and to identify and share new and imaginative patterns of work. However, due to pressure of work this process stalled in 2021. We hope to start up again in 2022.

3 To find new ways to extend CTE's valued role of relationship-building

Our Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of our work in 2021, with an increasing sense that this is "so that the world may believe": deepening collaborative mission and evangelism between member churches is at the forefront of its concerns. This was challenged in a severe way with disagreements about the status of equal marriage, but the depth of relationships held the fellowship of churches together, with grace and patience exercised on all sides.

The meeting in March took place in lockdown and concentrated on enabling the churches to adopt the Strategic Plan and its goals for their own work and life together. In October the second Enabling Group was conducted in person for the first time in 18 months, and included the Annual General Meeting, followed by presentations and discussion on ways in which, when disagreeing about theology and practice, to do so well, so as to be realistic about the differences between member churches, and to continue their pilgrimage together embracing this diversity.

Two new member churches joined CTE in 2021, one ancient, and another a new church: The Holy Apostolic Catholic Assyrian Church of the East (a church in the Orthodox tradition) became a member in the summer, and the New Church, Vineyard Churches UK, became a member in December, bringing the number of member churches to 52.

In 2021 we saw considerable growth in membership of Bodies in Association, with approval for the applications for membership by British Kirchentag, Christians Against Poverty, Linking Lives, Single Friendly Church and United Society Partners in the Gospel in March, and by the Churches Mutual Credit Union, Eternal Wall, Fresh Expressions, Leprosy Mission and the British Tantar Committee in October to become a Body in Association, bringing the number to 71.

During 2021 the Pentecostal and Charismatic Forum met twice, and appointed as its chair Bishop Tedroy Powell as Pastor Agu Irukwu came to end of his period of tenure.

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A major change to this work arose with the retirement of Bishop Dr. Joe Aldred in October 2020, and the recruitment of his successor to the role of Principal Officer for Pentecostal, Charismatic and Multicultural Relations, Ms Shermara Fletcher, who took up her post on 1 March 2021.

Member churches continue to involve CTE staff in their work and synodal life, and a new development has been the establishment of a place for the CTE General Secretary on the Church of England General Synod in this new quinquennium. This accompanies a place that CTE staff members Dr Joe Aldred and now Shermara Fletcher, occupy on behalf of the Pentecostal and Charismatic Forum representing the black-led and Pentecostal churches.

A key area of the work of Churches Together in England is the support for the Pentecostal, Charismatic new independent churches, and development of their integral role in ecumenical relationships.

Representatives of CTE's Pentecostal and Charismatic Forum met twice this year chaired by CTE's Pentecostal and charismatic President. This year work has focussed on strategically facilitating the presidential transition from Pastor Agu of RCGUK to Bishop Tedroy Powell of Church of God of Prophecy. The Forum now has a renewed focus given to a) government legislations of particular interest to Pentecostals and charismatics, b) an emerging generation subgroup focussing on intergenerational engagement and succession planning and c) Monthly morning prayers. The Forum will also be developing a strategy in collaboration with reimagining intermediate ecumenism for Pentecostal and Charismatic ecumenical engagement at CTE's intermediate level.

National leaders of the forum have focused on working with government ministers and the NHS to promote vaccine messaging, turning their premises into vaccine centres, and promoting the Windrush compensation scheme for victims of the Government Windrush scandal. Shermara is also the representative for the Forum on the Church of England's General synod.

The Pentecostal and Charismatic Forum also hosted a National Meet the Pentecostals Webinar in collaboration with CTE's Bodies in association "meet the" online seminar series. A national audience consisting of intermediate bodies/charities, theologians and county ecumenical officers had the opportunity to hear from members of our Pentecostal Forum, leaders in the Pentecostal and Charismatic church and to share the magnificent work that is happening across the nation.

4 To create more opportunities for churches to do theology together

The responses to the pandemic by churches was varied and often quite pragmatic. For instance, the closure of church buildings for public worship in March 2020 resulted in many services going online, and that aspect of worship has continued with a hybrid form of delivery, both in-person (or, more correctly, in-building), initially duly socially distanced and masked, and online. The member churches worked together to establish a project entitled Post-Covid Theology which aimed to pose questions to local churches and congregations about the decisions they are making in mission, worship, pastoral care and spirituality, and begin to provide some provisional answers.

5 To increase the capacity of CTE to speak out in the public square

It has been the role of Presidents to represent the member churches of Churches Together in England in the public square, and so in 2021 with three changes to their personnel, a new face of the Presidency is emerging. Two Presidents stood down from their roles as their time-limited tenure came to a close: Archbishop Angaelos, the Orthodox President and Pasto Agu Irukwu, President appointed by the Pentecostal and Charismatic Forum. Their successors are Archbishop Nikitas of the Oecumenical Patriarchate and the Greek Orthodox Diocese of Thyatiera and Great Britain, and Bishop Tedroy Powell of the Church of God of Prophecy, appointed the Pentecostal and Charismatic Forum. In addition, Rev Dr Hugh Osgood, Moderator of the Free Churches Group and its President, steps down from that role in March 2022, with his successor, Rev Helen Cameron already appointed and ready to take up the reins in April of 2020.

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TRUSTEES' REPORT (CONTINUED)

Other channels of communication include the CTE website, and from time to time the General Secretary will offer guidance or encouragement for ecumenical endeavour on behalf of the CTE staff and Trustee Board, most often addressed to the member churches, or supporting others who have a message to bring.

6 To strengthen CTE's own vision of its role and make this more widely known

Conversations about the manner in which CTE pursues its aims take place from time to time, most especially about the way in which it acts to support its member churches and serve as a catalyst for ecumenical work and vision. The launch of the new website in October 2021 was a major strengthening of this role as supporter of the ecumenical work of its members, and it is hoped that increasingly stories of good ecumenical collaboration and deepening fellowship will populate the site, and inspire others to emulate the work described.

Amongst other developments associated with this were the transition of the monthly CTe-News to a 'Mailchimp' platform, and the opportunities that gives to share the news of member church activities of an ecumenical character.

The themes which dominated CTE's communications in 2021 were the same as those in 2020 – coronavirus, racial justice and our new website.

As the country moved in and out of various rules and regulations CTE worked with our Member Churches to support the vaccination programme and to overcome vaccine hesitancy. This included [hosting two webinars](#) with leading medical and theological figures.

[Candle Of Justice: a moment of action](#) was launched by CTE on 25 May– commemorating the first anniversary of George Floyd's murder. Christians across the country lit candles, prayed for racial justice and committed to taking personal and institutional action to tackle racial injustice in our society and our churches. Communications supported this event by gathering and publishing daily prayers from a broad range of Member Churches.

Two of CTE's primary communications channels were refreshed in 2021. Our [monthly email newsletter, CTe-News](#), was redesigned and moved to a new publishing platform in June. This streamlined the staff time taken up in production; benefitting the editorial and storytelling content. The new format was responsive (easier to read on all types of devices) and allowed us greater visibility of subscriber engagement at granular level.

The launch of the redesigned [CTE website](#) in Autumn 2021 gave the organisation a solid platform through which to share its vision and role. Highlights include

- The new 'Ecumenism explained' section – unpacks what working in unity is all about
- A mission research library, bringing together a range of MA and PhD studies focusing on mission and evangelism
- an interactive map connecting users to county ecumenical bodies across England
- an expanded local unity section
- a new mission section, including topical mission pages
- a press centre (also helpful with strategic Aim 5: To increase the capacity of CTE to speak into the public square)

Engagement with CTE's two social media channels, [Twitter](#) and [Facebook](#), has continued to grow. Twitter followers reached 2,950 (up 19%) and Facebook followers reached 1447 (up 20%).

The cleaner, more professional look and feel of the website and e-newsletter has also been extended into CTE's printed materials for example, papers in the [Post-Covid Theology Project](#) and event posters.

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7 To develop the work of racial justice for CTE and its member churches

The newly-established Racial Justice Working Group met twice in 2021, and has both begun to shape its working groups around themes of campaigns, accountability and theology, and provide the space for the member churches' racial justice officers to meet together regularly. Issues of health inequalities, criminal justice and provision of equal opportunities have been highlighted. Representation was made to the United Nations Working Group of human rights for people of African descent, and a media campaign to commemorate the murder of George Floyd a year ago was rolled out, entitled "Candle of Justice", with a wide range of media outlets picking up on this project (which will become a more permanent fixture in the CTE calendar for 2022 and beyond.) The Racial Justice Working Group met invited guests, including Superintendent Jeff Boothe from the Metropolitan Police requesting assistance in recruiting more officers from the black communities, Emmanuel Gottora from Citizens UK, Dr Lias Adeji, who collaborated with CTE for an online webinar later in 2021, and Dr Stuart Murray-Williams and Pastor Les Isaacs, who introduced the Black Lights online course for raising awareness of racial justice. We sought to work as closely as possible with the similar programmes developed by Churches Together in Britain and Ireland, our sister National Ecumenical Instrument.

Shermara Fletcher, CTE's principal officer for Pentecostal, Charismatic and Multicultural relations represented CTE and responded to several requests for advice, consultation, and input from for a wide variety of organisations and individuals including:

- a. The University of the West Indies for which we spoke at the History, heritage, and identity symposium for the Caribbean Diaspora in the United Kingdom
- b. Government departments including the Department for Housing Communities and Local Government on church and community matters especially vaccine massaging, homelessness, and Windrush, COP26 national faith communities meeting
- c. London Churches Refugee fund in their work with churches helping homeless people and refugees
- d. Provided support for research for Yale divinity school on Pentecostal and Black church ecclesiology, black and Pentecostal theology, and global diaspora identity.
- e. Provided research for The Interfaith Network on Pentecostal and Charismatic responses to the Pandemic
- f. Enabled strategic partnership with Martin Luther King's daughter for UK Christian Charity Tearfund
- f. Other organisations including Churches Together in Britain and Ireland, Churches Against Poverty, the Interfaith Network, National Church Leaders Forum – A Black Christian Voice, The Good Faith Partnership, Evangelical alliance council, One People Commission, Sports Chaplaincy UK and MMC Government consultants.
- g. Media: Shermara Fletcher has provided written articles for websites, publications journals and magazines, broadcasts for the TBN UK such as Mercy ships and Declaration; interviews for UCB Radio and Premier Christian Radio
- h. She has preached in a wide range of churches nationally

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TRUSTEES' REPORT (CONTINUED)

GOVERNANCE ISSUES AND GENERAL REMARKS

Trustees met intensively in 2021, mostly online, with a blended meeting for the final meeting of the year. In 2022 we plan to alternate online and in-person meetings. Trustees' main task in 2021 was recruitment of a new General Secretary, and extra meetings were scheduled with staff, both with and without the current General Secretary, in order to deepen trustees' understanding of staff workloads and task allocations. This resulted a greater emphasis being placed on qualities of leadership, strategic vision and operational oversight in the requirements for the post. It is likely that some rearrangement of task allocations will be required in future, but it was decided that this would be better undertaken once a new General Secretary is in post. The post was widely advertised in August; twenty-two applications were received and five were shortlisted. In November trustees announced the appointment of bishop Mike Royal, of the Apostolic Pastoral Congress as CTE's new General Secretary. Bishop Mike will bring to CTE wide ecumenical experience, especially with the Pentecostal churches and extensive experience in community engagement as co-Chief Executive of the Cinnamon Network.

CTE operates a 'link trustee' system, and individual trustees work closely with their linked staff member in refining their area of the Strategic Plan. In 2021 trustees worked with staff and County Ecumenical Officers in leading webinars on topics of particular concern for intermediate ecumenism; on chairing the Racial Justice Working Group; on the reception of the long-awaited website and on the preparations for Forum 2022. Trustees, together with the General Secretary, lead on assessing membership applications from new member churches, so have met this year with the Assyrian Catholic Orthodox Church and with Vineyard. Trustees have also worked with the General Secretary on the difficult issues thrown up by the non-enactment of the Fourth Presidency; a paper considering possible ways forward was considered by trustees in October and will be before the Enabling Group in May 2022.

As usual, the chair worked closely with the General Secretary in setting the agenda for the Enabling Group, in order to deepen member churches' feeling of involvement in and responsibility for CTE's work. In March, following a period of consultation with member churches, trustees and staff led sessions which succeeded in incorporating member church responses into the next iteration of the Strategic Plan. In October, the focus was on 'living well with disagreement' as part of the Fourth Presidency work.

The Board, through its Finance Committee, continue to exercise careful financial control. During the year, we revisited the issue of whether it is still advantageous to retain a London base. As a result, while deciding to retain it, we have reduced our out-goings by downsizing our presence at the Free Church Group's Tavistock Square premises, while retaining our storage facilities and use of meeting rooms as necessary. While we may have to set a deficit budget for 2022 to cover Forum costs and change-over of General Secretaries, the board was reassured to learn that the rolling surplus / deficit figure over the 8 years from 2015-21 amounts to an average surplus of c. £17,000 pa.

PLANS FOR THE FUTURE

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us. A regular meeting between the General Secretaries of the five instruments will be restarted in 2022.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from member churches, and a subscription levy of £50 pa applied to those organisations that are CTE Bodies in Association. Both new Bodies in Association that joined in 2021 and two new member churches will aid this stability.

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There was a call for the major mission conference described above to continue in the future, and plans to support a conference organised by the Evangelical Alliance in 2022, and to plan one for CTE in 2023 are well advanced.

The major CTE event in 2022 will be its Forum, with the theme of Reconciling Hope: A broken church for a broken world. The title is deliberately ambiguous, acknowledging as it does the fragmentation of the church that makes ecumenism an imperative, but also how a church that is not overly-triumphalistic is one that walks the way of God's reconciling work, which the way of a cross, death and resurrection. Bringing together over three hundred representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Bodies in Association, CTE's Forum is the broadest representative ecumenical gathering of Christians in England. Plans for this are largely complete and bookings have begun. Other major events at which ecumenical involvement is expected include the Lambeth Conference in the summer of 2022 and the Assembly of the World Council of Churches in late August–early September in Karlsruhe, Germany.

RISK REVIEW

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness to the vital importance of health and safety. This encourages all staff to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is regarded seriously.

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 17 and is considered satisfactory by the Trustees. The surplus in the year on the General Fund of £59,039 (2020: £23,302) leaves the general fund with a balance of £580,886 (2020: £521,847) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

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TRUSTEES' REPORT (CONTINUED)

INVESTMENT POLICY & PERFORMANCE

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was much improved on 2021 and this was in line with a significant increase in the market at the year end.

RESERVES POLICY

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs. The total reserves at year end was £837,415 (2020: £774,196).

At the year end the charity held restricted funds of £2,356 (2020: £2,356), designated funds of £254,173 (2020: £249,993) and general funds of £580,886 (2020: £521,847) of which £Nil (2020: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

INDEPENDENT EXAMINERS

Knox Cropper LLP were appointed as Independent Examiners of the Charity at the last Annual General Meeting and a resolution proposing their reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company

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TRUSTEES' REPORT (CONTINUED)

and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board

Rowena Loverance (Convenor/Chair)

Dated:

**REPORT OF THE INDEPENDENT EXAMINERS
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2020**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2021 set out on pages 17 to 29.

Responsibilities and basis of report

As the 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts 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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 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 applicable 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.

Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date:

CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2021	2021	2021	2021	2020
		£	£	£	£	£
INCOME						
Donations and	2	361,704	-	-	361,704	360,547
Charitable Activities	3	37,318	10,000	-	47,318	48,983
Investments	4	7,168	-	-	7,168	7,181
Total		<u>406,190</u>	<u>10,000</u>	<u>-</u>	<u>416,190</u>	<u>416,711</u>
EXPENDITURE						
Charitable activities	5	380,128	5,820	-	385,948	367,565
Other						
Total expenditure		<u>380,128</u>	<u>5,820</u>	<u>-</u>	<u>385,948</u>	<u>367,565</u>
Net						
Income/(Expenditure)		26,062	4,180	-	30,242	49,146
Gains / (Losses) on investments		<u>32,977</u>	<u>-</u>	<u>-</u>	<u>32,977</u>	<u>(8,895)</u>
Net						
Incoming/(Expenditure)		59,039	4,180	-	63,219	40,251
Transfers between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in Funds		<u>59,039</u>	<u>4,180</u>	<u>-</u>	<u>63,219</u>	<u>40,251</u>
Reconciliation of Funds	13					
Balances at 1 January		521,847	249,993	2,356	774,196	733,945
Net movement in Funds		<u>59,039</u>	<u>4,180</u>	<u>-</u>	<u>63,219</u>	<u>40,251</u>
Balances at 31 December		<u>580,886</u>	<u>254,173</u>	<u>2,356</u>	<u>837,415</u>	<u>774,196</u>

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
AS AT 31 DECEMBER 2021**

	Notes	£	2021 £	£	2020 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	304,262	273,985	273,985	
			304,262		273,985
Current Assets					
Debtors	10	53,538	40,284	40,284	
Cash at bank and in hand		507,101	494,395	494,395	
		560,639	534,679	534,679	
Current Liabilities					
Amounts falling due within one year	11	(24,068)	(19,809)	(19,809)	
Net Current Assets			536,571		514,870
Creditors: amounts falling due in more than one year	12		(3,418)		(14,659)
Net Assets			837,415		774,196
Funds					
Unrestricted:					
General	13		580,886		521,847
Designated	13		254,173		249,993
Restricted	13		2,356		2,356
Total Funds			837,415		774,196

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

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and were signed on its behalf by:

James Laing, Director
Company Number: 05354231

Date:

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021		2020
	£	£	£
Net income/(expenditure) for the year	63,219		40,251
Adjustments for:			
Purchases/disposals of investments	2,700	(4,868)	
(Gains)/losses on investments	(32,977)	8,895	
Dividends, interest and rents from investments	(7,168)	(7,181)	
(Increase)/decrease in debtors	(13,254)	(38,558)	
(Decrease)/increase in creditors	4,259	5,239	
Increase/(decrease) in creditors over one year	(11,241)	(2,916)	
	<u>(57,681)</u>		<u>(39,389)</u>
Cash flows from operating activities	5,538		862
Cash flows from investing activities			
Dividends, interest and rents from investments	<u>7,168</u>	<u>7,181</u>	
Cash provided by investing activities	<u>7,168</u>		<u>7,181</u>
Change in cash and cash equivalents in the year	12,706		8,043
Cash and cash equivalents at the beginning of the year	<u>494,395</u>		<u>486,352</u>
Total cash and cash equivalents at the end of the year	<u>507,101</u>		<u>494,395</u>

	Balance at 1 January £	Cashflows £	Balance at 31 December £
Components of cash and cash equivalents			
Cash held with investment managers	347,355	3,575	350,930
Cash at bank and in hand	<u>147,040</u>	<u>9,131</u>	<u>156,171</u>
Total Funds	<u>494,395</u>	<u>12,706</u>	<u>507,101</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1) Accounting Policies

a) Basis of preparation

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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b) Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

c) Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d) Investment income

Investment income is recognised on the receipts basis.

e) Grants paid

Grants paid are recognised on a payments basis.

f) Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

g) Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h) Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- | | |
|-------------------------|---------------------------|
| i) Office furniture | - 10% / 20% straight line |
| ii) Office equipment | - 20% straight line |
| iii) Computer equipment | - 50% / 33% straight line |

All assets costing more than £1,000 are capitalised.

i) Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

k) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l) Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m) Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2) Grants and Donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Donations:	1,264	-	-	1,264	7
Grants:	-	-	-	-	1,000
Contributions from Member Churches	360,440	-	-	360,440	359,540
Total	361,704	-	-	361,704	360,547

Comparative grants and donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Donations:	7	-	-	7	74
Grants:	1,000	-	-	1,000	350
Contributions from Member Churches	359,540	-	-	359,540	348,440
Total	360,547	-	-	360,547	348,864

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Subscriptions from intermediate	18,750	-	-	18,750	18,800
Conference fee income	18,236	10,000	-	28,236	8,018
Contribution to former employees pension	-	-	-	-	21,720
Miscellaneous income	332	-	-	332	445
Total	37,318	10,000	-	47,318	48,983

Comparative income from charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Subscriptions from intermediate bodies	11,800	7,000	-	18,800	16,450
Conference fee income	(1,982)	10,000	-	8,018	29,435
Sales of publications	-	-	-	-	1,075
Contribution to former employees pension deficit	21,720	-	-	21,720	-
Miscellaneous income	445	-	-	445	139
Total	31,983	17,000	-	48,983	47,099

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
UK Listed Investment	6,190	-	-	6,190	5,738
Bank interest received	978	-	-	978	1,443
Total	7,168	-	-	7,168	7,181

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
UK Listed Investment	5,738	-	-	5,738	8,126
Use of premises	-	-	-	-	100
Bank interest received	1,443	-	-	1,443	2,421
Total	7,181	-	-	7,181	10,647

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Staff costs:					
Charitable activities	272,325	-	-	272,325	278,182
Total Staff costs	272,325	-	-	272,325	278,182
Support costs:					
Rent	2,750	-	-	2,750	10,000
Office costs	14,180	-	-	14,180	10,919
Staff welfare, training and recruitment	4,360	-	-	4,360	4,477
Computer consultancy and running costs	2,093	-	-	2,093	2,106
Travel expenses	12,496	-	-	12,496	9,173
Insurance	6,451	-	-	6,451	6,117
Legal fees, HR and financial consultancy	14,000	-	-	14,000	14,000
Conference expenses	32,221	5,820	-	38,041	11,094
Investment management fees	78	-	-	78	82
Website	4,785	-	-	4,785	9,982
Bad debts	10,325	-	-	10,325	4,660
Total Support costs	103,739	5,820	-	109,559	82,610
Governance Costs					
Independent Examination Fee	2,712	-	-	2,712	5,088
Other Governance costs	1,352	-	-	1,352	1,685
Total Governance costs	4,064	-	-	4,064	6,773
Total	380,128	5,820	-	385,948	367,565

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Staff costs:					
Charitable activities	278,182	-	-	278,182	246,132
Total Staff costs	278,182	-	-	278,182	246,132
Support costs:					
Rent	10,000	-	-	10,000	15,000
Office costs	10,919	-	-	10,919	16,855
Staff welfare, training and recruitment	4,477	-	-	4,477	7,965
Computer consultancy and running costs	2,106	-	-	2,106	3,005
Travel expenses	9,173	-	-	9,173	22,064
Insurance	6,117	-	-	6,117	4,459
Legal fees, HR and financial consultancy	14,000	-	-	14,000	14,170
Conference expenses	11,043	51	-	11,094	35,766
Investment management fees	82	-	-	82	80
Website	9,982	-	-	9,982	810
Bad debts	4,660	-	-	4,660	(2,445)
Total Support costs	82,559	51	-	82,610	117,729
Governance Costs					
Independent Examination Fee	5,088	-	-	5,088	72
Other Governance costs	1,685	-	-	1,685	5,143
Total Governance costs	6,773	-	-	6,773	5,215
Total	367,514	51	-	367,565	369,076

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £1,419 (2020: £1,286).

7) Staff Costs

Staff costs during the year were:

	2021	2020
	£	£
Wages and salaries	240,118	234,546
Social security costs	20,577	20,444
Pension contributions	11,630	23,511
Total	272,325	278,501

No employees received remuneration greater than £60,000.

The average number of employees (including 2 who are part-time) during the year was:

	2021	2020
	Number	Number
Direct charitable activities	5.0	5.0
Management and administration	2.0	2.0
Total	7.0	7.0

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

7) Staff Costs (Continued)

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £11,241 in the current year (2020: release of £2,369).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel in the year amounted to £54,406 (2020: £54,406).

8) Tangible Fixed Assets

	Office Equipment
Cost	£
At 1 January 2021	2,776
At 31 December 2021	<u>2,776</u>
Depreciation	
At 1 January 2021	2776
Charge for the year	-
At 31 December 2021	<u>2,776</u>
Net Book Value	
At 31 December 2021	<u>-</u>
At 31 December 2020	<u>-</u>

9) Investments

	UK Listed Investments 2021	UK Listed Investments 2020
	£	£
Market Value		
At 1 January 2021	273,985	278,012
Additions	10,100	78,500
Disposals	(12,800)	(73,632)
(Decrease)/Increase on revaluation in year	32,977	(8,895)
At 31 December 2021	<u>304,262</u>	<u>273,985</u>
Historic Cost	<u>255,850</u>	<u>255,850</u>

The UK listed investments are as follows:

	UK Listed 2021	UK Listed 2020
	£	£
COIF Charities Investment Fund	35,879	31,025
Epworth Property Income Trust for Charities Fund	30,284	25,786
Epworth UK Equity Fund	94,014	90,146
Epworth Global Equity Fund	19,567	16,217
Epworth Sterling Sovereign Bond Fund	25,424	22,284
Epworth Corporate Bond Fund	41,363	38,010
Epworth Climate Stewardship Fund	57,731	50,517
	<u>304,262</u>	<u>273,985</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

10) Debtors

	2021	2020
	£	£
Other debtors	43,408	38,736
Prepayments	10,130	1,548
Total	<u>53,538</u>	<u>40,284</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2021	2020
	£	£
Other creditors	11,929	11,710
Tax and NI creditor	5,970	5,555
Accruals	6,169	2,544
Total	<u>24,068</u>	<u>19,809</u>

12) Pension Obligations

a) TPT Retirement Solutions - The Growth Plan

Past and some current employees of CTE are entitled to membership of the TPT Retirement Solutions – The Growth Plan (“the Plan”). The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
---------------------------------------	----------------------	-------------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
---	-----------------------	--

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

12) Pension Obligations (continued)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2021	2020
	£	£
Provision as at 1 January	14,659	17,575
Unwinding of the discount factor	35	178
Deficit contributions paid	(3,447)	(3,346)
Re-measurements – impact of any change in assumptions	(7,829)	252
Provision as at 31 December	<u>3,418</u>	<u>14,659</u>

13) Funds

	Balance at 1 January	Income	Expenses	Gains	Transfers	Balance at 31 December
	£	£	£	£	£	£
Unrestricted Funds:						
General funds	521,847	406,190	(380,128)	32,977	-	580,886
Designated funds:						
Forum	49,993	10,000	(5,820)	-	-	54,173
Special Projects						
Fund	<u>200,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>200,000</u>
Total designated funds	<u>771,840</u>	<u>416,190</u>	<u>(385,948)</u>	<u>32,977</u>	<u>-</u>	<u>835,059</u>
Restricted Funds						
They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>774,196</u>	<u>416,190</u>	<u>(385,948)</u>	<u>32,977</u>	<u>-</u>	<u>837,415</u>

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

13) Funds (continued)

Comparative statement of funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	498,545	399,711	(367,514)	(8,895)	-	521,847
Designated funds:						
Forum	33,044	17,000	(51)	-	-	49,993
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>731,589</u>	<u>416,711</u>	<u>(367,565)</u>	<u>(8,895)</u>	<u>-</u>	<u>771,840</u>
Restricted Funds They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>733,945</u>	<u>416,711</u>	<u>(367,565)</u>	<u>(8,895)</u>	<u>-</u>	<u>774,196</u>

14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	304,262	276,624	580,886
Designated funds:				
Forum	-	-	54,173	54,173
Special Projects Fund	-	-	200,000	200,000
Total designated funds	<u>-</u>	<u>-</u>	<u>254,173</u>	<u>254,173</u>
Restricted Funds They also served	<u>-</u>	<u>-</u>	<u>2,356</u>	<u>2,356</u>
Total Funds	<u>-</u>	<u>304,262</u>	<u>533,153</u>	<u>837,415</u>

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	273,985	247,862	521,847
Designated funds:				
Forum	-	-	49,993	49,993
Special Projects Fund	-	-	200,000	200,000
Total designated funds	<u>-</u>	<u>-</u>	<u>249,993</u>	<u>249,993</u>
Restricted Funds They also served	<u>-</u>	<u>-</u>	<u>2,356</u>	<u>2,356</u>
Total Funds	<u>-</u>	<u>273,985</u>	<u>500,211</u>	<u>774,196</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

15) Operating lease commitments

At 31 December 2021 the charity had no (2020: nil) annual commitments under operating leases.

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2020	2020	2020	2020
	£	£	£	£
INCOME				
Donations and	360,547	-	-	360,547
Charitable Activities	31,983	17,000	-	48,983
Investments	7,181	-	-	7,181
Total	399,711	17,000	-	416,711
EXPENDITURE				
Charitable activities	367,514	51	-	367,565
Other				
Total expenditure	367,514	51	-	367,565
Net Income/(Expenditure)	32,197	16,949	-	49,146
Gains / (Losses) on investments	(8,895)	-	-	(8,895)
Net Incoming/(Expenditure)	23,302	16,949	-	40,251
Transfers between funds	-	-	-	-
Net movement in Funds	23,302	16,949	-	40,251

17) Related Party Transactions

There are no related party transactions during the year.

Accounts



CHURCHES TOGETHER IN ENGLAND
(A COMPANY LIMITED BY GUARANTEE)

COMPANY NUMBER 05354231
CHARITY NUMBER 1110782

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2020

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

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**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) Mr Richard Bradbury (Vice-chair of Trustees and Deputy Convenor until October 2020) Mrs Amanda Allchorn Rt Rev'd Michael Beasley Revd Stephen Fowler Mr William Gabb (until October 2020) Mrs Doral Hayes Rt Rev'd Paul Hendricks Dr. Elizabeth Joy Mr James Laing (Treasurer) Revd David Lavender (Company Secretary) Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group from October 2020) Bishop Moses Owusu-Sekyere Revd Dr Callan Slipper Maddy Thomson (from October 2020) Fr. Nephon Tsimalis (from October 2020) Victoria Turner (from October 2020)
Company Secretary	Revd David Lavender
Chief Executive Officer/General Secretary	Revd Dr Paul Goodliff
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside London EC2V 6DZ Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiners	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

The Trustees present their annual report with the accounts for the year ended 31 December 2020. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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).

ABOUT CHURCHES TOGETHER IN ENGLAND

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland is the successor body to the British Council of Churches, and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are: Churches and Denominations with a national presence; Unions of Churches; and Associations or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or – if appropriate – their County/Intermediate Body.

At a national level CTE has 48 Member Churches or Councils of Churches and a similar number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal Churches and a President nominated by the Religious Society of Friends and the Lutheran and German-speaking Churches. The Presidents meet regularly to discuss matters of concern to the churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of HM The Queen, at Windsor. This has subsequently been signed by the new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed and general fresh directions are discerned. The functions of the Forum are: to engage in worship and discussion; to recommend to the Member Churches such matters as it believes should be addressed jointly; to support and encourage Intermediate Bodies in their role as the servants of their participating churches; and to share its reflections on the activities and future programmes of CTE. The Forum does not have other roles in the governance of CTE. During 2018 the Forum met during September, fulfilling those purposes.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

The Members of the charity, with other ecumenical representatives, comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of Denominations, Bodies in Association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the Trustees and electing the chair of the Trustees. Its responsibilities also include: the admission and classification of members of the charity; agreeing procedures at general meetings and meetings of the Trustees; receiving the annual report and accounts of the Trustees; and appointing Independent Examiners.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the Trustees and comment upon their operation, but may not limit or otherwise affect the Trustees' legal powers and obligations. The Enabling Group meets twice a year.

Being a company limited by guarantee, there is a Board of Directors who also act as the Trustees of the registered charity. The members of the charity elect the Trustees. The Trustees manage the business of the charity and are responsible for: ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up; ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there; acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets; and regulating the financial affairs of the charity. The Trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The Trustees may appoint an honorary treasurer. The Trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group)

Mr Richard Bradbury (Trustee until October 2020 and Deputy Convenor until October 2020)

Mrs Amanda Allchorn

Rt Rev'd Michael Beasley

Revd Stephen Fowler

Mr William Gabb (until October 2020)

Mrs Doral Hayes

Rt Rev'd Paul Hendricks

Dr. Elizabeth Joy

Mr James Laing (Treasurer)

Revd David Lavender (Company Secretary)

Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group from October 2020)

Bishop Moses Owusu-Sekyere

Revd Dr Callan Slipper

Maddy Thomson (from October 2020)

Fr. Nephon Tsimalis (from October 2020)

Victoria Turner (from October 2020)

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

The day-to-day management of the company is delegated to the General Secretary, Revd Dr Paul Goodliff, who reports to the Trustees and is managed by the Convenor. There are five full time staff members and two part-time staff members.

PUBLIC BENEFIT

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

As a charity, CTE is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

We work out our public benefit in a number of ways. It is primarily done through the service which we offer to our members (as detailed below). However, we also contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which assist them to create relationships with neighbours of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales.

The charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that they may all be one. As you, Father are in me and I am in you, may they also be in us so that the world may believe that you have sent me". (John 17:21) (NRSV)

REVIEW OF THE YEAR

After a very full year of consolidating the work of previous years, it was agreed that in 2020 Churches Together in England would concentrate upon establishing a new Strategic Plan for 2020 and thereafter. In addition to the usual meetings for governance (Trustee Boards and Enabling Group) and the sustaining of relationships (Bodies in Association and the Pentecostal Forum), so much of the work anticipated at the start of the year was affected profoundly by the Covid-19 pandemic that initially brought a nation-wide lockdown in March, gradually eased during the late Spring and summer, only to be implemented afresh in the autumn with the prospects for the damage caused by the pandemic seeming to be deepening as the year drew to a close, with fresh severe restrictions upon social and economic life.

Churches Together in England responded with its member churches in flexible and rapid ways. Public worship closed with the first national lockdown throughout England, and was briefly re-imposed in November (with lobbying by church leaders and the General Secretary preventing such a move afresh when the Tier-4 restrictions were imposed on 19th December. A weekly meeting on zoom with ecumenical figures began in March, and continued until the summer, when it reverted to a monthly meeting. Church leaders and the General Secretary, together with Dr Joe Aldred, took the opportunity to meet with various Government ministers and civil servants as invited, and overall the pandemic has served to reset the relationship between church and Government in a more collaborative way.

The work to renew our website began late in the year, working with the media organisation CPO in discussing our aims and values. This work will be completed in 2021.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (CONTINUED)

Relationships

Our Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of our work in 2019, with an increasing sense that this is "so that the world may believe": deepening collaborative mission and evangelism between member churches is at the forefront of its concerns. This was challenged in a severe way with disagreements about the status of equal marriage, but the depth of relationships held the fellowship of churches together, with grace and patience exercised on all sides.

The meeting in March took place just prior to the lockdown and concentrated on issues of broad societal change in the light of Brexit, led by Dr Malcolm Brown from the Church of England and the implications for the churches of the legacy of the transatlantic slave trade, with a presentation by The Movement for Justice and Reconciliation. In October the second Enabling Group was conducted on-line via Zoom, and included the Annual General Meeting, followed by presentations and discussion on racial justice and on intermediate ecumenism, together with Bible studies that informed reflection on living in a post-Covid world.

In 2020 we approved the applications for membership by Neighbourhood Prayer Watch, World Vision UK, Church Mission Society, Faith in Later Life and Kick-UK to become a Body in Association.

Website and Social Media

CTE's communications in 2020 were dominated by three things: coronavirus, racial justice and the new website project. We also launched our Facebook account.

Our new **CTE coronavirus web hub** hosted a wide range of content under four sections: Guidance, Resources, Stories and Church reflections. This included 17 diverse Member Church Coronavirus reflections collated for our June 2020 CTe-News.

A highlight in 2020 was the **Candle of Hope** initiative, which saw thousands support our CTE Presidents' call for a National Day of Prayer and Action on Sunday 22 March, ahead of the Coronavirus lockdown. From 1 March - 17 April 2020, the call to prayer statement received 48,158 unique page views. Unique page views for our site as a whole rose from 12,739 in February 2020 to 94,642 in March 2020.

In the run up to the day of prayer, we used the opportunity to **launch CTE on Facebook** on 19 March, and by the end of the year 1,204 people had liked the page. Social media content has included videos on prayer from CTE Presidents and Trustees.

We continue to Tweet ecumenical news and good news stories from across the churches via our Twitter account @ChurchesEngland, which had more than 2,500 followers by the end of the year. In the 15 months from June 2019 to September 2020, our **Twitter** followers increased 46% (from 1,701 to 2,476). We retweet content from many of our 50 Member Churches and the numerous county and local Churches Together groups across the nation, as well as sharing resources from our sister ecumenical instrument, Churches Together in Britain and Ireland, and initiatives such as Thy Kingdom Come.

We have arranged two **webinars** for County Ecumenical Officers/Bodies in Association to develop their effective use of social media.

On our website we have shared more than 150 articles on ecumenical news or stories of churches working together in unity. This has included stories of churches uniting to respond to the coronavirus pandemic, to host outdoor services, to pray together and to hold remembrance services for those grieving.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (CONTINUED)

We also collated a range of content on **the churches' response to racial injustice**, including collating church and CTE Presidents' statements released in the wake of George Floyd's death, an interview with racial justice officers from the churches, and stories of churches working locally to tackle racial injustice, including in Nottingham and Luton. Our Presidents also released two statements on racial injustice, in June and July.

More than 1,660 people received our monthly e-newsletter **CTe-News** by the end of the year (up from 1,516 in October 2019).

In 2020 our website www.cte.org.uk received 297,906 unique page views (compared to 144,891 the previous year – the significant increase being largely due to the Candle of Hope national call to prayer content). This is an average of 814 unique page views per day (up from 397 in 2019).

The most popular pages were the Candle of Hope national call to prayer in March, our home page, the coronavirus funerals and wedding information page, the Prayers of Hope page (encouraging continued weekly prayer following the national day of prayer), the Presidents' Hagia Sophia statement in July, and our Member Church information.

The **new website project** is well underway, with the aim of launching in the summer of 2021. We are excited about the site's new features, which include an interactive map allowing people to select a region and access details on the Intermediate Bodies/CEOs in that area; an expanded local unity section – including a new Flexible Framework toolkit; a new mission section, including a mission research library (hosting a range of Masters and PhD dissertations on missional topics); a press centre (aimed at journalists); an A-Z resources index and advanced search functionality.

Ecumenical Relationships

Pentecostal, Charismatic Churches and Multi-cultural Relations.

During 2020 the Pentecostal and Charismatic Forum met twice, and planned a 24 hour conference for June, postponed due to Covid-19 to 2021, and again to 2022 due to continuing uncertainty related to the pandemic.

A major change to this work arose with the retirement of Bishop Dr. Joe Aldred in October 2020, and the recruitment of his successor to the role of Principal Officer for Pentecostal, Charismatic and Multicultural Relations, more fully described below. Ms Shermara Fletcher took up her post on 1 March 2021.

CTE Presidents engaged with the issues of racial justice highlighted by the death of George Floyd in May 2020, entering into a listening process with black Christians, including a young black people, and called for greater racial justice in church and society. The Trustees agreed to establish a CTE Racial Justice Working Group, the parameters of which were agreed at the October Board, and implemented at its first meeting in February 2021. Trustees Rev'd Dr. Lurliene Miller and Bishop Moses Owusu-Sekyere have been appointed co-chairs of this.

Ecumenical Officers and Intermediate Bodies

Ecumenical Officers are the backbone of local ecumenism and are vital to English ecumenism. At Intermediate level, ecumenically appointed officers (usually referred to as County Ecumenical Officers – CEOs) work alongside their denominationally appointed counterparts (Denominational Ecumenical Officer – DEOs), dealing with all sort of queries and providing encouragement and support to local ecumenism. They are supported by National Ecumenical Officers (NEOs), appointed by their Churches at national level, who resource and train them in collaboration with Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources.

Normally NEOs meet twice a year. In 2020 the January meeting took place in Manchester. Two months later, when it was clear that Covid-19 required a national lockdown, CTE called together the National

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

Ecumenical Officers to compare notes, on Zoom, and to decide how best to proceed. These Zoom meetings took place weekly until the summer when it was possible to reduce their frequency to weekly. They quickly became a four nations forum and until the summer were chaired alternatively by CTE and Churches Together in Britain and Ireland. At the beginning, the main task was to convey to our smaller Member Churches the importance of closing their buildings but over the months many issues were discussed, some of which were relayed to the Westminster Government, the Scottish Government and the Welsh Assembly. The meetings continued throughout 2020 and into 2021.

The enthusiasm shown for these meetings prompted us to offer similar meetings to County Ecumenical Officers, though they were not all focused on Covid. As CEOs are part-time, some of them with very limited hours, or voluntary, these meetings have not been as frequent.

1. The first, on 1 April, did focus on the Coronavirus situation. CEOs shared how they and others around them were feeling, the challenges of the situation and also the new opportunities. The meeting was very well received and involved CEOs who are normally unable to attend face-to-face meetings.
2. The second meeting continued that focus. This time CEOs spoke of the way technology had been used and community built during Eastertime. They also reflected on the disproportionate effect of Covid on BAME communities.
3. A further Zoom meeting focused on social media and was a training session on how best to use it.
4. At the meeting on 19 May, CEOs reported region by region on the activities of their Intermediate Bodies and a huge amount of mission activity was revealed. The issue of church closures was also raised, with many pointing out that some congregations will not survive the financial implications of lockdown. It was suggested that this was something which Church Leaders at Intermediate level could best address, ensuring ecumenical collaboration in decisions about which churches to close permanently.
5. On 25 September further training on social media was offered to CEOs. 'Getting the most out of Twitter' was a joint event for them and for CTE's Bodies in Association.
6. *29 September saw the first of two meetings in response to the death of George Floyd and the Black Lives Matter movement.* The aim of this first one was to help CEOs understand the issues and be more aware of the need for change and for practical actions. Alton Bell, chair of the Movement for Reconciliation and Justice, spoke on the history and the philosophical root of racism and Dionne Gravesande, Senior Ecumenical Relations Manager at Christian Aid, helped us to understand microaggression/white privilege/white supremacy.
7. A follow-up meeting on 9 December reflected on the first meeting and considered how to move forward and how to work out what actions were needed. Among these, it was pointed out that a clear diversity policy (covering gender and age as well as race) would be worth putting in place to help Intermediate Bodies keep an eye on how well they are doing. Akin to this was to look at the composition of committees and governance bodies. The importance of education and awareness was also stressed, both as something CEOs could do by themselves (eg by reading) and also something that Intermediate Bodies could consider, given that one of the unique abilities of ecumenical instruments is to create an ecumenical space where people can gather. It was noted that it might be possible to put on a county event or create a county reading group or perhaps do something at a regional level. More importantly, the need to listen to people's experience of injustice was recognised. It was clear that this is a challenging area and it was agreed to have another Zoom meeting on the topic after about six months to encourage and support CEOs in this important area of work.

**CHURCHES TOGETHER IN ENGLAND
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TRUSTEES' REPORT (CONTINUED)

These Zoom meetings have been important to support CEOs both personally and in their work, developing relationships and sharing information in order to enable CEOs to work better in their Intermediate Bodies.

The annual training course for new Ecumenical Officers and facilitators was held as usual in 2020. This is one of the most established pieces of work held under the auspices of CTE. It is a joint enterprise between CTE and the National Ecumenical Officers with responsibility for DEOs. Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, works with them to deliver the course with the support of Lorraine Shannon, our Operations Manager.

While there were no induction sessions for new CEOs in 2020, Jenny Bond continued to support and engage with Intermediate Bodies which were in the process of advertising for and appointing replacement CEOs. An induction session for them was planned for early 2021.

Unsurprisingly, the scheduled conference for all Ecumenical Officers was not able to go ahead in 2020 but NEOs have taken the decision to plan for a residential conference in 2021.

National Ecumenical Officers continued to work with *A Flexible Framework for Local Unity in Mission* and in 2020 published a Toolkit to sit alongside it. This Toolkit provides an easy-to use framework helping local churches to collaborate with confidence and flexibility, developing the right agreement for their joint venture – such as a holiday club, mission event, messy church, homeless shelter or community café. It guides readers step by step, helping them decide which type of agreement would work best for their local group. It points to the key questions to ask and the practical steps to follow. *A Flexible Framework* and its toolkit is designed to help local ecumenical groups to collaborate with confidence, prudence and flexibility. The content was produced by the Baptist, Church of England, Methodist and United Reformed Church (URC) National Ecumenical Officers, working with a volunteer group of County Ecumenical Officers and CTE staff. The toolkit document was designed by the URC Communications Department.

Another piece of work allied to the *Flexible Framework* toolkit is to re-visit and update the materials relating to a Formal Declaration of Ecumenical Welcome and Commitment. Jenny Bond worked in 2020 to ensure that these are fit for purpose and all of these, apart from the Catholic documents, have been updated and are on the CTE website.

During 2020 CTE Trustees worked on formulating strategic aims for the work and one of these is to find new ways to support intermediate and local ecumenism. This led to a great deal of work to map CEOs and Intermediate Bodies for key and current information about them in order to inform accurately this area of work.

As part of this work, CTE has committed to visit all Intermediate Bodies between 2020 and 2023. Zoom has facilitated this enormously, with most of the visits which took place in 2020 being made by Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources, by Ben Aldous, CTE's Principal Officer for Mission and Evangelism, and by Paul Goodliff, CTE's General Secretary. In particular, Jenny Bond was invited to some meetings of regional Church Leaders to report on what CTE was doing particularly in relation to the pandemic and to issues of racial justice.

CEOs have always been encouraged to meet in regional groupings for support, encouragement and information sharing. In 2020, Jenny Bond put in a considerable amount of work to re-encourage these meetings, ensuring that all CEOs were able to meet in viable groupings. Zoom has been a real boon here and she was able to accept invitations to attend some of these regional meetings.

2020 saw a new CTE initiative: Re-Imagining Intermediate Ecumenism. This began in the summer with Paul Goodliff, CTE's General Secretary, and Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources, working with the NEOs for the Baptist Union of Great

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (CONTINUED)

Britain, the Bishops' Conference of England and Wales, the Church of England, the Methodist Church, the Salvation Army and the United Reformed Church. The following meetings were held in 2020:

1. A national meeting with one key Church Leader from those Churches involved at Intermediate level and also with representatives of CTE's Pentecostal Forum.
2. A meeting between Paul Goodliff and Jenny Bond with Church Leaders, CEOs and DEOs in Yorkshire. Originally planned as a separate project which was rendered impossible by Covid restrictions, this meeting has now been included in the Re-Imagining process.
3. CTE's Enabling Group meeting held in September 2020 received a presentation and a report on this process and it is planned to report further in March 2021.

A meeting is planned early in January 2021 of the whole Re-Imagining team and North West Church Leaders, CEOs and DEOs. East Midlands CEOs have indicated their willingness for a similar meeting in their region and the working group will continue its work in 2021 to engage with Church Leaders in all the regions of England, and to identify and share new and imaginative patterns of work.

Staff and Trustees

CTE would be unable to work as well as it does without the good relationships within the Board of Trustees, within its staff, and between the two bodies. CTE staff meet once a month in London for staff meetings, have a weekly Skype conversation and meet for a 24 hour residential meeting each January. During 2020 Bishop Dr. Joe Aldred retired after 18 year's service with the national ecumenical instruments, predominantly Churches Together in England, and we appointed Ms Shermara Fletcher as his replacement, and she will take up her post in March 2021. Joe Aldred had made a huge contribution to the ecumenical life of England, and brought his networking and academic skills to the role, retiring as one of the most significant ecumenists of his generation, in recognition of which in 2019 he received the award of The Lambeth Cross.

The Trustee Board served the organisation in many ways, especially in seeking a way forward with the challenges presented by the Fourth Presidency. Rowena Loverance continued to server as Convenor, and at the October AGM Mr Richard Bradbury retired as Enabling Group's Deputy Convenor, and was replaced by Trustee Rev'd Dr. Lurliene Miller.

Ecumenism is sustained and developed by this complex web of relationships and networks, and we are grateful to all who have worked with us in 2020.

Mission and Evangelism

The first strategic aim of CTE is to inspire member churches to work more closely together in mission, and this aim has been pursued in 2020, which, for all its challenges and anomalies proved to be a year of growth in CTE's work in the areas of mission and evangelism.

Co-ordinating groups that generally meet 3 or 4 times a year at the CTE Tavistock Square offices in Euston all transitioned to digital platforms such as Zoom or Microsoft teams fairly seamlessly. In fact, the transition to virtual meetings enabled those who would face a long journey and were thus often prohibited from attending an opportunity to join us.

Co-ordinating groups committed to a rhythm of a virtual gathering twice a year with a contextual gathering in a particular location to explore that community on the other occasion.

The Group for Evangelisation, one of CTE's longest running groups, was ably chaired by Francis Brien (deputy general secretary of the URC) and gathers leaders with the portfolio in mission and evangelism three times a year. More engagement from YFC, The Bible Society, EA and other parachurch organisations was welcomed and a strengthening of representatives from member churches was encouraging. A significant gathering just before lockdown in October saw about 15 members of the

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (CONTINUED)

group gather at St Pantelimon's in Harrow to hear the new Archbishop Nikitas of the Oecumenical Patriarchate on his vision for evangelism.

The Group for New Housing Areas saw the induction of a new chair in Penny Marsh. The group established a sub committee under the leadership of Ali Boulton from New Housing Hub to explore the potential of a New Housing Summit in 2020 with a number of webinars planned in the run up. The group heard from Paul Bradbury from CMS on leadership and Sue Steer from New Lubbesthrope on the progress of the work in that Estate.

The Churches Rural group also saw two new chairs in Simon Mattholie and Claire Maxim and continues to be an encouragement to those in rural settings.

A new group called the Mission Research Network was established as a co-ordinating group bringing together missiologists and educators from member churches theological institutions meeting 4 times a year. The network desires to create a robust, vibrant, critical and independent mission research community in the UK to resource God's Church in mission. This includes holding seminars for doctoral students and days with BIAPT's Mission special interest group. Another new group the Urban Mission Alliance looks set to be established in 2021.

25th-26th March 2020 was supposed to see the inaugural *Learning to be Missionary Disciples Conference* taking place at High Leigh. The 1st national lockdown postponed that and subsequently it was rebooked for November. Due to continuing restrictions the conference was moved online. It was wonderful to welcome 70 participants to the *Learning to be Missionary Disciples* conference held virtually via zoom on the 25th and 26th November. Although we could not meet in person, as we hoped, it was a rich time of learning together. During the two days people gathered representing over 20 of our **Member Churches**, alongside charities, mission agencies, youth organisations, theological institutions and ecumenical bodies of various kinds - national, regional, intermediate (county-level) and local. Certainly, had we held the conference physically we would not have been able to draw such a range of people. Joel Edwards CBE, said, "of all the virtual meetings this year, meeting with the CTE family to explore the idea of being missionary disciples in a Covid climate was one of my most meaningful events. A second conference in November 2021 is scheduled.

There was a general sense that during the pandemic more organisations were looking to establish deeper relationships. An informal but substantial relationship with yourneighbour.org and the organisation behind it The Good Faith Partnership continues to develop in 2021.

Theology

Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources, is a member of the national committee of the Society for Ecumenical Studies and in 2020 was proactive in enabling them to hold several Zoom webinars, some but not all, on Covid related topics. These were advertised on the CTE website and CEOs encouraged to attend. Further webinars are planned for 2021.

Alongside the other CTE nominee, Ann Clifford (from Pioneer), Jenny Bond continues to work with the writers' group preparing the material for the annual Week of Prayer for Christian Unity. In 2020 this work was disrupted by Covid and was largely done in-house by Churches Together in Britain and Ireland. There are plans to reconvene the group in 2021.

Governance issues and general remarks

The Theos report, delivered in July 2017 continues to set the broad parameters of the work of the staff and Board of Churches Together in England, and throughout 2020 Trustees developed the new Strategic Plan, presented to member churches for their engagement at the October 2020 Enabling Group. This will now, in its subsequent iterations, direct the priorities of Churches Together in England as an ecumenical instrument, and it is hoped, shape the collaborative work of its member churches.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

The Enabling Group appointed three new Trustees in 2020, deepening the representation from Orthodox and New churches and welcoming a young ecumenist from the United Reformed Church. Evaluation of representation in terms of ethnicity, gender, tradition and skills/experience was maintained throughout the year, and in general, we believe that we are representative of the churches.

The Board, through its Finance Committee, continue to exercise careful financial control as they enter (as planned) a period of deficit financing. That is sustainable in the short term, but clearly not in the long term, and after engaging with Member Churches about that during 2019, revised subscription amounts were invited for 2020 from those member churches which contribute relatively small subscriptions. This process was generally approved by member churches, setting the finances for 2021 on a stable footing. During the year we concluded negotiations about a large pension debt owed upon the retirement of Dr David Cornick, a minister of the United Reformed Church and a member of its pension scheme, (a so-called 'cessation event' under pension law) and were reimbursed for some £25,000 of those financial liabilities during 2020 with our partner organisation, The Free Churches Group, and are grateful to them for their willing participation in this financial burden.

We continue to work in partnership with the Inter-Faith Network of the United Kingdom, the British Trust for Tantor, the *Gather* network and the Evangelical Alliance, Hope Together and the National Church Leaders' Forum, (amongst others) as well as the other National Instruments and Churches Together in Britain and Ireland. In particular, Jenny Bond is a member of the writers' group for the Week of Prayer for Christian Unity, convened by CTBI. Joe Aldred remained an Honorary Research Fellow at Roehampton University and Paul Goodliff an Associate Research Fellow at Spurgeon's College and a member of the World Council of Churches Pentecostal Joint Consultative Group in its third round of meetings. Ben Aldous has been appointed a research fellow at Queen's Theological Foundation.

PLANS FOR THE FUTURE

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us. A regular meeting between the General Secretaries of the five instruments continued in 2020, meeting once in early March in Glasgow, and thereafter by zoom.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from member churches, and a new subscription levy of £50 pa applied to those organisations that are CTE Bodies in Association. Both new Bodies in Association joining in 2021 and a small number of new member churches will aid this stability.

The major mission conference described above was to be held in March, but the pandemic postponed that until November, when it was conducted on-line, and successfully so.

It is anticipated that the work on a Strategic Plan for 2020 completed in the third quarter will be endorsed by member churches, and woven into their own strategies, in 2021, and this will guide the working priorities for both staff and Trustees from henceforth.

2020 marked the 30th anniversary of the establishment of Churches Together in England, and plans that we would be marking this with a service of celebration for all the various ecumenical groups, local, intermediate and national, in England in the year was cancelled because of Covid-19.

CTE's Forum

Bringing together over three hundred representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Bodies in Association, CTE's Forum is the broadest representative ecumenical gathering of Christians in England. Planning for this began in 2020, was disrupted by the pandemic but is due to begin again in 2021.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

RISK REVIEW

The Trustees undertake each year a wide-ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible.

The Trustees are aware that the continued financial stability of the charity relies on contributions from Member Churches and Intermediate Body subscriptions and to some extent on donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its Trustees.

CTE places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness to the vital importance of health and safety. This encourages all staff to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a certified first aider amongst its employees. Staff training and consciousness-raising is regarded seriously.

CTE is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. CTE is registered with the Information Commissioner.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 16 and is considered satisfactory by the Trustees. The surplus in the year on the General Fund of £23,302 (2019: £49,549) leaves the general fund with a balance of £521,847 (2019: £498,545) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

INVESTMENT POLICY & PERFORMANCE

The Trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was disappointing but this was in line with a significant downturn in the market at the year end.

RESERVES POLICY

It is the policy of the Trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The Trustees require as reserves a minimum of nine months' expenditure in order to meet any contractual and winding-up costs.

At the year end the charity held restricted funds of £2,356 (2019: £2,356), designated funds of £249,993 (2019: £233,044) and general funds of £521,847 (2019: £498,545) of which £Nil (2019: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT (CONTINUED)

INDEPENDENT EXAMINERS

Knox Cropper LLP were appointed as Independent Examiners of the Charity at the last Annual General Meeting and a resolution proposing their reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

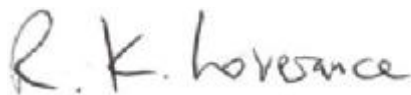
In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant information of which the company's independent examiners are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant information and to establish that the company's independent examiners are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board



Rowena Loverance (Convenor/Chair)

Dated: 23rd September 2021

**REPORT OF THE INDEPENDENT EXAMINERS
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2020**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2020 set out on pages 16 to 30.

Responsibilities and basis of report

As the 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts 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.

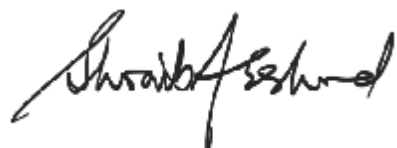
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 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 applicable 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.



Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date: 23rd September 2021

**CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated			
		2020	2020	2020	2020	2019
		£	£	£	£	£
INCOME						
Donations and	2	360,547	-	-	360,547	348,864
Charitable Activities	3	31,983	17,000	-	48,983	47,099
Investments	4	7,181	-	-	7,181	10,647
Total		<u>399,711</u>	<u>17,000</u>	<u>-</u>	<u>416,711</u>	<u>406,610</u>
EXPENDITURE						
Charitable activities	5	367,514	51	-	367,565	369,076
Other						
Total expenditure		<u>367,514</u>	<u>51</u>	<u>-</u>	<u>367,565</u>	<u>369,076</u>
Net Income/(Expenditure)		32,197	16,949	-	49,146	37,534
Gains / (Losses) on investments		<u>(8,895)</u>	<u>-</u>	<u>-</u>	<u>(8,895)</u>	<u>28,232</u>
Net Incoming/(Expenditure)		23,302	16,949	-	40,251	65,766
Transfers between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in Funds		<u>23,302</u>	<u>16,949</u>	<u>-</u>	<u>40,251</u>	<u>65,766</u>
Reconciliation of Funds	13					
Balances at 1 January		498,545	233,044	2,356	733,945	668,179
Net movement in Funds		<u>23,302</u>	<u>16,949</u>	<u>-</u>	<u>40,251</u>	<u>65,766</u>
Balances at 31 December		<u>521,847</u>	<u>249,993</u>	<u>2,356</u>	<u>774,196</u>	<u>733,945</u>

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
AS AT 31 DECEMBER 2020**

	Notes	£	2020 £	£	2019 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	273,985	273,985	278,012	278,012
Current Assets					
Debtors	10	40,284		1,726	
Cash at bank and in hand		494,395		486,352	
		534,679		488,078	
Current Liabilities					
Amounts falling due within one year	11	(19,809)		(14,570)	
Net Current Assets			514,870		473,508
Creditors: amounts falling due in more than one year	12		(14,659)		(17,575)
Net Assets			774,196		733,945
Funds					
Unrestricted:					
General	13		521,847		498,545
Designated	13		249,993		233,044
Restricted	13		2,356		2,356
Total Funds			774,196		733,945

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

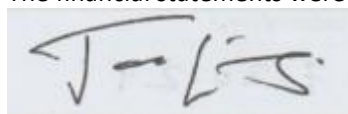
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and were signed on its behalf by:



James Laing, Director
Company Number: 05354231

Date: 23rd September 2021

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020	2019
	£	£
Net income/(expenditure) for the year	40,251	65,766
Adjustments for:		
Purchases/disposals of investments	(4,868)	6,550
(Gains)/losses on investments	8,895	(28,232)
Dividends, interest and rents from investments	(7,181)	(10,647)
(Increase)/decrease in debtors	(38,558)	2,043
(Decrease)/increase in creditors	5,239	(82,314)
Increase/(decrease) in creditors over one year	(2,916)	(21,876)
	<u>(39,389)</u>	<u>(134,476)</u>
Cash flows from operating activities	862	(68,710)
Cash flows from investing activities		
Dividends, interest and rents from investments	<u>7,181</u>	<u>10,647</u>
Cash provided by investing activities	<u>7,181</u>	<u>10,647</u>
Change in cash and cash equivalents in the year	8,043	(58,063)
Cash and cash equivalents at the beginning of the year	<u>486,352</u>	<u>544,415</u>
Total cash and cash equivalents at the end of the year	<u>494,395</u>	<u>486,352</u>

	At 1 January 2020 £	Cashflows £	At 31 December 2020 £
Components of cash and cash equivalent			
Cash held with investment managers	349,569	(2,214)	347,355
Cash at bank and in hand	136,783	10,257	147,040
Total cash and cash equivalents at the end of the year	<u>486,352</u>	<u>8,043</u>	<u>494,395</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

1) Accounting Policies

a) Basis of preparation

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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b) Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

c) Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d) Investment income

Investment income is recognised on the receipts basis.

e) Grants paid

Grants paid are recognised on a payments basis.

f) Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

g) Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h) Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

- | | |
|-------------------------|---------------------------|
| i) Office furniture | - 10% / 20% straight line |
| ii) Office equipment | - 20% straight line |
| iii) Computer equipment | - 50% / 33% straight line |

All assets costing more than £1,000 are capitalised.

i) Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j) Funds

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose. At the decision of the Trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

k) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l) Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m) Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

2) Grants and Donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Donations:	7	-	-	7	74
Grants:	1,000	-	-	1,000	350
Contributions from Member Churches	359,540	-	-	359,540	348,440
Total	360,547	-	-	360,547	348,864

Comparative grants and donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2019	2019	2019	2019	2018
	£	£	£	£	£
Donations:	74	-	-	74	16
Grants:	350	-	-	350	20,583
Contributions from Member Churches	348,440	-	-	348,440	347,140
Total	348,864	-	-	348,864	367,739

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Subscriptions from intermediate bodies	11,800	7,000	-	18,800	16,450
Conference fee income	(1,982)	10,000	-	8,018	29,435
Sales of publications	-	-	-	-	1,075
Contribution to former employees pension deficit	21,720	-	-	21,720	-
Miscellaneous income	445	-	-	445	139
Total	31,983	17,000	-	48,983	47,099

Comparative income from charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2019	2019	2019	2019	2018
	£	£	£	£	£
Subscriptions from intermediate bodies	9,450	7,000	-	16,450	16,800
Conference fee income	19,480	9,955	-	29,435	42,913
Sales of publications	1,075	-	-	1,075	-
Miscellaneous income	139	-	-	139	6,858
Total	30,144	16,955	-	47,099	66,571

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
UK Listed Investment	5,738	-	-	5,738	8,126
Use of premises	-	-	-	-	100
Bank interest received	1,443	-	-	1,443	2,421
Total	7,181	-	-	7,181	10,647

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2019	2019	2019	2019	2018
	£	£	£	£	£
UK Listed Investment	8,126	-	-	8,126	3,791
Use of premises	100	-	-	100	-
Bank interest received	2,421	-	-	2,421	2,509
Total	10,647	-	-	10,647	6,300

CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Staff costs:					
Charitable activities	278,182	-	-	278,182	246,132
Total Staff costs	<u>278,182</u>	<u>-</u>	<u>-</u>	<u>278,182</u>	<u>246,132</u>
Support costs:					
Rent	10,000	-	-	10,000	15,000
Office costs	10,919	-	-	10,919	16,855
Staff welfare, training and recruitment	4,477	-	-	4,477	7,965
Computer consultancy and running costs	2,106	-	-	2,106	3,005
Travel expenses	9,173	-	-	9,173	22,064
Insurance	6,117	-	-	6,117	4,459
Legal fees, HR and financial consultancy	14,000	-	-	14,000	14,170
Conference expenses	11,043	51	-	11,094	35,766
Investment management fees	82	-	-	82	80
Website	9,982	-	-	9,982	810
Bad debts	4,660	-	-	4,660	(2,445)
Total Support costs	<u>82,559</u>	<u>51</u>	<u>-</u>	<u>82,610</u>	<u>117,729</u>
Governance Costs					
Independent Examination Fee	5,088	-	-	5,088	72
Other Governance costs	1,685	-	-	1,685	5,143
Total Governance costs	<u>6,773</u>	<u>-</u>	<u>-</u>	<u>6,773</u>	<u>5,215</u>
Total	<u>367,514</u>	<u>51</u>	<u>-</u>	<u>367,565</u>	<u>369,076</u>

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5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds General	Designated	Restricted Funds	Total Funds	Total Funds
	2019	2019	2019	2019	2018
	£	£	£	£	£
Staff costs:					
Charitable activities	246,132	-	-	246,132	347,168
Total Staff costs	<u>246,132</u>	<u>-</u>	<u>-</u>	<u>246,132</u>	<u>347,168</u>
Support costs:					
Rent	15,000	-	-	15,000	14,125
Office costs	16,855	-	-	16,855	14,769
Staff welfare, training and recruitment	7,965	-	-	7,965	10,475
Computer consultancy and running costs	3,005	-	-	3,005	4,638
Travel expenses	22,064	-	-	22,064	21,462
Insurance	4,459	-	-	4,459	4,297
Legal fees, HR and financial consultancy	14,170	-	-	14,170	17,800
Conference expenses	35,001	27	738	35,766	83,995
Investment management fees	80	-	-	80	320
Website	810	-	-	810	-
Bad debts	(2,445)	-	-	(2,445)	3,180
Total Support costs	<u>116,964</u>	<u>27</u>	<u>738</u>	<u>117,729</u>	<u>175,061</u>
Governance Costs					
Independent Examination Fee	72	-	-	72	2,460
Other Governance costs	5,143	-	-	5,143	6,935
Total Governance costs	<u>5,215</u>	<u>-</u>	<u>-</u>	<u>5,215</u>	<u>9,395</u>
Total	<u>368,311</u>	<u>27</u>	<u>738</u>	<u>369,076</u>	<u>531,624</u>

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £1,286 (2019: £2,437).

7) Staff Costs

Staff costs during the year were:

	2020	2019
	£	£
Wages and salaries	234,546	223,960
Social security costs	20,444	21,012
Pension contributions	23,192	1,160
Total	<u>278,182</u>	<u>246,132</u>

No employees received remuneration greater than £60,000.

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7) Staff Costs (Continued)

The average number of employees (including 2 who are part-time) during the year was:

	2020	<i>2019</i>
	Number	<i>Number</i>
Direct charitable activities	5.0	3.0
Management and administration	2.0	2.0
Total	<u>7.0</u>	<u>5.0</u>

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £2,369 in the current year (2019: release of £21,876).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel in the year amounted to £54,406 (2019: £53,248).

8) Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 January 2020	2,776
At 31 December 2020	<u>2,776</u>
Depreciation	
At 1 January 2020	2776
Charge for the year	-
At 31 December 2020	<u>2,776</u>
Net Book Value	
At 31 December 2020	<u>-</u>
At 31 December 2019	<u>-</u>

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9) Investments

	UK Listed Investments 2020 £	UK Listed Investments 2019 £
Market Value		
At 1 January 2020	278,012	256,330
Additions	78,500	223,323
Disposals	(73,632)	(229,873)
(Decrease)/Increase on revaluation in year	(8,895)	28,232
At 31 December 2020	<u>273,985</u>	<u>278,012</u>
Historic Cost	<u>279,092</u>	<u>259,484</u>

The UK listed investments are as follows:

	UK Listed 2020 £	UK Listed 2019 £
COIF Charities Investment Fund	31,025	29,152
Epworth Property Income Trust for Charities Fund	25,786	26,618
Epworth UK Equity Fund	90,146	149,688
Epworth Global Equity Fund	16,217	11,478
Epworth Sterling Sovereign Bond Fund	22,284	23,062
Epworth Climate Stewardship Fund	50,517	-
Epworth Corporate Bond Fund	38,010	38,014
	<u>273,985</u>	<u>278,012</u>

10) Debtors

	2020 £	2019 £
Other debtors	38,736	252
Prepayments	1,548	1,474
Total	<u>40,284</u>	<u>1,726</u>

11) Current Liabilities: Amounts Falling Due Within One Year

	2020 £	2019 £
Other creditors	11,710	8,405
Tax and NI creditor	5,555	6,165
Accruals	2,544	-
Total	<u>19,809</u>	<u>14,570</u>

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12) Pension Obligations

a) The Pension Trust Growth Plan

Past and some current employees of CTE are entitled to membership of the Pension Trust Growth Plan ("the Plan"). This is a multi-employer pension plan which in most respects is a money purchase arrangement, although it does include certain guarantee elements as described below.

Contributions paid into the Plan up to and including September 2001 (Series 1 and Series 2) were converted to defined amounts of pension payable from normal retirement dates. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed total scheme assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme. During the year this amounted to £3,447 (2019: £3,347) in respect of CTE.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities. From 1 April 2019 to 31 January 2025: the additional contributions will be £3,551 per annum (payable monthly and increasing by 3% each on 1st April).

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using an appropriate discount rate of 0.27% (2019: 1.13%). The unwinding of the discount rate is recognised as a finance cost.

	2020	2019
	£	£
Provision as at 1 January	17,575	39,451
Unwinding of the discount factor	178	327
Deficit contributions paid	(3,346)	(3,845)
Re-measurements – impact of any change in assumptions	252	526
Re-measurements – amendments to the contribution schedule	-	(18,884)
Provision as at 31 December	14,659	17,575

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13) Funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	498,545	399,711	(367,514)	(8,895)	-	521,847
Designated funds:						
Forum	33,044	17,000	(51)	-	-	49,993
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>731,589</u>	<u>416,711</u>	<u>(367,565)</u>	<u>(8,895)</u>	<u>-</u>	<u>771,840</u>
Restricted Funds They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>733,945</u>	<u>416,711</u>	<u>(367,565)</u>	<u>(8,895)</u>	<u>-</u>	<u>774,196</u>

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

Comparative statement of funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	448,996	389,655	(368,311)	28,232	(27)	498,545
Designated funds:						
Windrush Commemoration	-	-	(27)	-	27	-
Forum	16,089	16,955	-	-	-	33,044
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>665,085</u>	<u>406,610</u>	<u>(368,338)</u>	<u>28,232</u>	<u>-</u>	<u>731,589</u>
Restricted Funds They also served	<u>3,094</u>	<u>-</u>	<u>(738)</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>668,179</u>	<u>406,610</u>	<u>(369,076)</u>	<u>28,232</u>	<u>-</u>	<u>733,945</u>

**CHURCHES TOGETHER IN ENGLAND
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14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	273,985	247,862	521,847
Designated funds:				
Forum	-	-	49,993	49,993
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	249,993	249,993
Restricted Funds				
They also served	-	-	2,356	2,356
Total Funds	-	273,985	500,211	774,196

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current £	Total £
Unrestricted Funds				
General funds	-	278,012	220,533	498,545
Designated funds:				
Forum	-	-	33,044	33,044
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	233,044	233,044
Restricted Funds				
They also served	-	-	2,356	2,356
Total Funds	-	278,012	455,933	733,945

15) Operating lease commitments

At 31 December 2020 the charity had no (2019: nil) annual commitments under operating leases.

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16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2019	2019	2019	2019
	£	£	£	£
INCOME				
Donations and legacies	348,864	-	-	348,864
Charitable Activities	30,144	16,955	-	47,099
Investments	10,647	-	-	10,647
Total	389,655	16,955	-	406,610
EXPENDITURE				
Charitable activities	368,311	27	738	369,076
Total expenditure	368,311	27	738	369,076
Net Income/(Expenditure) before gains/(losses) on investments	21,344	16,928	(738)	37,534
Gains / (Losses) on investments	28,232	-	-	28,232
Net Incoming/(Expenditure	49,576	16,928	(738)	65,766

17) Related Party Transactions

There are no related party transactions during the year.