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
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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 Rasaq 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

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.

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

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

roughly 40,000 visits a month and has recently worked closely with theologian Alister Mcgarth 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.

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.

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.

TRUSTEES' REPORT (CONTINUED)

World Council of Churches: The 11th Assembly of the World Council of Churches WCC took place in Karlsrule, 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.

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 Heath: 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

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.

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

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.

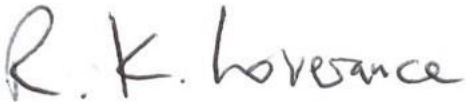
In preparing those financial statements, the directors are required to: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; observe the methods and principles in the Charities SORP; state whether applicable UK Accounting 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 General 2022 £	Designated 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 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		420,720	47,165	-	467,885	416,190
EXPENDITURE						
Charitable activities	5	471,131	56,064	-	527,195	385,948
Other						
Total expenditure		471,131	56,064	-	527,195	385,948
Net Income/(Expenditure)		(50,411)	(8,899)	-	(59,310)	30,242
Gains / (Losses) on investments		(45,992)	-	-	(45,992)	32,977
Net Income/(Expenditure)		(96,403)	(8,899)	-	(105,302)	63,219
Transfers between funds		(104,726)	104,726	-	-	-
Net movement in Funds		(201,129)	95,827	-	(105,302)	63,219
Reconciliation of Funds	13					
Balances at 1 January		**580,886**	**254,173**	**2,356**	**837,415**	**774,196**
Net movement in Funds		(201,129)	95,827	-	(105,302)	63,219
Balances at 31 December		379,757	350,000	2,356	732,113	837,415

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	
			257,894		304,262
Current Assets					
Debtors	10	23,910		53,538	
Cash at bank and in hand		490,333		507,101	
		514,243		560,639	
Current Liabilities					
Amounts falling due within one year	11	(38,202)		(24,068)	
Net Current Assets			476,041		536,571
Creditors: amounts falling due in more than one	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 Date: 18th May 2023

Company Number: 05354231

		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)	
		75,541		(61,222)
Cash flows from operating activities		**(29,761)**		5,538
Cash flows from investing activities				
Dividends, interest and rents from investments	**12,993**		7,168	
Cash provided by investing activities		**12,993**		7,168
Change in cash and cash equivalents in the year		**(16,768)**		12,706
Cash and cash equivalents at the beginning of the year		**507,101**		494,395
Total cash and cash equivalents at the end of the year		**490,333**		507,101

Components of cash and cash equivalents	**Balance at 1 January £**	**Cashflows £**	**Balance at 31 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	507,101	(16,768)	490,333

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.

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.

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		Restricted	Total
	General	Designated	Funds	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		Restricted	Total	Total
	General	Designated	Funds	Funds	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		Restricted	Total
	General	Designated	Funds	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

4) Investments

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

5) Expenditure: Charitable activities

	Unrestricted Funds General 2022 £	Designated 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 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

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds General 2021 £	Designated 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Staff costs:				
Charitable activities	272,325	-	-	272,325
Total Staff costs	272,325	-	-	272,325
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	103,739	5,820	-	109,559
Governance Costs				
Independent Examination Fee	2,712	-	-	2,712
Other Governance costs	1,352	-	-	1,352
Total Governance costs	4,064	-	-	4,064
Total	380,128	5,820	-	385,948

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	338,393	272,325

No employees received remuneration greater than £60,000.

The average number of employees (including 2 who are part-time) during the year was:	**2022 Number**	*2021 Number*
Direct charitable activities	5.0	5.0
Management and administration	2.0	2.0
Total	7.0	7.0

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	2,776
Depreciation	
At 1 January 2022	2776
Charge for the year	-
At 31 December 2022	2,776
Net Book Value	
At 31 December 2022	-
At 31 December 2021	-

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	257,894	304,262

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
	257,894	304,262

10) Debtors

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

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	38,202	24,068

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)

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	**1,822**	*3,418*

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	200,000	-	-	-	-	200,000
Total designated funds	254,173	47,165	(56,064)	-	104,726	350,000
Restricted Funds						
They also served	2,356	-	-	-	-	2,356
Total Funds	837,415	467,885	(527,195)	(45,992)	-	732,113

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 £	Investments £	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

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 General 2021 £	Designated 2021 £	Restricted Funds 2021 £	Total Funds 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.