

# TRANSFORM WORK

England & Wales · Charity number 1120053

## Details

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Other names	CHRISTIAN WORKPLACE FORUM, TRANSFORM WORK UK
Status	Registered
Legal form	Charitable company
Company number	<a href="#">06203863</a>
Registered	2007-07-12
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.transformwork.net">www.transformwork.net</a>

## Activities

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**Objects:** A) TO ADVANCE THE CHRISTIAN FAITH IN THE WORKPLACE FOR THE BENEFIT OF ALL IN SOCIETYB) TO UNDERTAKE SUCH OTHER CHARITABLE PURPOSES AS THE BOARD MAY FROM TIME TO TIME DETERMINE.

**Activities:** To advance the Christian faith in the workplace for the benefit of all in society.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Religious Activities
- **Who:** The General Public/mankind

## Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE, NATIONAL
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£57,381	£54,392	-	-
2024-01-31	£47,438	£45,323	-	-
2023-01-31	£37,532	£36,302	-	-
2022-01-31	£31,363	£30,204	-	-
2021-01-31	£26,123	£25,363	-	-

## Trustees

Name	Role	Appointed
<b>Julian Shellard</b>	Chair	2018-01-01
Malcolm Jonathan Shaw		2021-05-03
Ofonimeh Umoh Abudu		2018-09-30
Stephen James Doel		2022-11-15
Stephen Matthews		2020-06-12

**TRANSFORM WORK**

England & Wales - Charity number 1120053

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# Accounts

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# TRANSFORM WORK

## ANNUAL DIRECTORS' REPORT

Year ended

31<sup>st</sup> January 2025

Registered office: 8 Marshalsea Road, London, SE1 1HL

### Contents

	Page
Legal and administrative information	2
Report of the directors	3-21
Financial statements	22-26
Independent examiner's report	27

Registered Charity No. 1120053

Company No. 6203863

THURSDAY



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21/08/2025

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COMPANIES HOUSE



### **Legal and Administrative Information**

**Directors during the period:** **Mr Julian Shellard (Chair)**  
**Ms Ofonimeh Abudu**  
**Mr Stephen Matthews**  
**Mr Malcolm Shaw**  
**Mr Stephen Doel**

**Registered office:** 8 Marshalsea Road  
London  
SE1 1HL

**Independent Examiner:** Mrs C M Cowgill ACA  
4 Penny Meadow  
Capel St Mary  
Ipswich  
IP9 2UU

**Bankers:** Metro Bank PLC  
1 Southampton Row  
London  
WC1B 5HA

**Charity number:** **1120053**  
**Company number:** **6203863**



## **Annual Report**

**1st February 2024 - 31<sup>st</sup> January 2025**

### ***We Give Thanks***

We give thanks to our Heavenly Father for His ongoing blessing upon our workplace mission. Every year we reflect and celebrate His love in action as we inspire individual workers to live out their faith at work, encourage groups of Christians as they come together in workplaces and across business sectors and see organisational change through their faith. Our mission continues to grow and we praise God for the work He has called us to in Scotland which is now bearing fruit. We recognise His hand in all we do and His faithfulness to us.

### ***Our Mission***

We inspire, connect, equip and support Christians to transform the places they work in, so they can openly express their faith in word and action. We do this primarily through a team of Ambassadors who connect with and help develop Christian Workplace Groups (CWGs) across the public sector and many industries in the private sector throughout the UK and beyond.

We also support and connect Christian Professional and Sector Groups (CPSGs) who represent a host of professions such as law and health, and sectors such as media, education and politics.

We have a team of Associates with specialist skills who can offer specific expertise to Christians at work.

We are developing our mission across the UK, and we have an increasing number of international connections.



## Strategic Direction 2021-2025

We are now in the final stage of our five-year strategy to Deepen, Widen and Influence our impact. This has been an interesting period as the UK has moved through Covid lockdown and emerged with a more hybrid workplace culture which we are supporting.

Deepen	We have deepened our foundations through a governance review, financial streamlining, and further embedding of prayer. We have also increased our support for workplace, professional and sector groups by developing our Ambassador team and Associates, and launching a variety of new materials from faith literacy to workplace prayer.
Widen	We have widened our regional support to cover North England, East Anglia (with a focus on Cambridge) and Scotland, and launched a variety of new professional sector groups. We continue to widen our international connections, building relationships with global charities and supporting Christians as they extend Christian workplace groups across global organisations.
Influencing	We have refreshed our brand and increased our support base on social media, including a new and growing WhatsApp community. We have supported the launch of the multifaith initiative Faith Friendly Workplaces, linked with the global REDI initiative.

This year (2025/6) we have a specific strategic focus on the following areas:

1. Exploring new income streams to diversify our donor base – areas including legacies, alumni network and Christian CEO sponsorship
2. Improving the support we give our Ambassadors and their development
3. Reviewing our transformational impact across the UK through workplace groups
4. Developing our church workplace ministry mission following a successful North East pilot
5. Continuing to develop a sustainable base in Scotland
6. Continuing to renew our presence in London by recruiting new Ambassadors.



We will also develop our next five-year strategic plan, developing strategies for regional growth in London, Wales and Ireland; the new generation of young workplace leaders; harnessing our working movement to transform on a national basis; and providing global support for Christians in the workplace.

We reflect on the grace that God has given us over the past five years and we are grateful for His sustenance across a challenging period. We are listening to His voice for how we shape our next stage of strategic growth as we develop our next five-year strategic plan.

### ***Christian Workplace Groups***

We are now supporting 474 groups and 92 individuals seeking to start new groups. This year, we have helped to start 34 new groups. It remains more challenging for Ambassadors to keep in touch with groups as many now meet virtually in a hybrid working environment.

The groups are at different stages of development depending on how well established they are in their organisation. This ranges from Level 1 where we know of only one individual Christian within an organisation through to Level 6 where the group is well established and highly regarded by the organisation.

At the end of this year the number of groups at different stages of development was as follows:

- o Level 1: individual (92 individuals)
- o Level 2: initial contact (56 groups)
- o Level 3: early formation (124 groups)
- o Level 4: organisational acceptance (162 groups)
- o Level 5: formal integration (62 groups)
- o Level 6: organisational celebration (70 groups)

We assess the 'health' of our groups according to a number of criteria - for example, whether they are meeting regularly, looking outwards as a group, developing new leaders. Of those we have assessed, 110 groups are 'flourishing', 208 are 'improving', 76 are 'struggling' and 94 are 'failing'. This analysis helps us to know which groups need more help and where we need to focus our support. We have not had recent contact with a number of our groups and during 2025 we intend to re-establish contact wherever possible.



## ***Christian Professional and Sector Groups***

We are now supporting 63 Christian Professional and Sector Groups (CPSGs) and helped to form 3 new CPSGs this year:

- Christians In Food + Retail
- Christians in Trade Unions
- Christians in the Automotive Industry

We assess the 'health' of these groups also according to a number of criteria - for example, whether they are meeting the needs of their members, are outwardly focused, engaging with their professional body, reaching out to new members, students and graduates and developing new leaders. Of those we have assessed, 28 groups are 'flourishing', 17 are 'improving', 11 are 'struggling' and 7 are 'failing'. Again, this analysis helps us to know which groups need more help and where we need to focus our support.

### **Other developments**

- The weekly Tuesday lunchtime 30-minute prayer calls have grown in number. Transform Work continues to host and facilitate these weekly sessions. An exciting initiative began halfway through the year after Thy Kingdom Come, where it felt right to have monthly sector prayer meetings.
- On the first Tuesday of each month the CPSGs pray in sectors - so far we have established the Health and Social Care sector and Education sector. We hope to see more sector prayer meetings take place throughout 2025.
- In March we held our second hybrid annual CPSG leaders' meeting in London. This was well attended with keynote speaker Sam Webster, in-house solicitor for The Christian Institute. In the afternoon Mark Pickering of the Christian Medical Fellowship facilitated group discussions on how we might work effectively as a network.
- CPSGs through Transform Work exhibited at the David's Tent conference alongside the Christian Ambulance Association, FireFightersforChrist and The London Institute for Contemporary Christianity.
- Transform Work facilitated the engagement of the CPSGs to participate in the National Week of Prayer from 6th - 14th September, enabling the Church to pray specifically with knowledge for those working in the professions and sectors.
- **Resource material: We have jointly**
  - produced seven ethical calls to UK election candidates
  - designed a Christmas card listing all CPSGs on the back for CPSG leaders to send to seniors in their respective professional bodies and to MPs.
  - updated the CPSG leaflet which is downloadable from the website.
- A WhatsApp group continues to be a strength of encouragement and communication to the CPSG leadership.



There has been a shift in momentum amongst the CPSG leaders in how they relate to each other and their commitment to work together so that each group can better connect, support and equip Christians within their profession or sector.

Objectives for 2025

1. Design a fresh look for the CPSG website portal [christian-professionals.net](http://christian-professionals.net) and add a search bar to deal with the increase in groups.
2. Provide a Development Level structure for CPSGs similar to the CWGs to help us grow healthy groups.
3. Attend national Christian events as a network to share resources and costs.

## ***Christian Workplace Ministries***

Christian Workplace Ministries (CWM) include chaplains to the workplace, business and entrepreneurial groups as well as larger ministries that seek to support workplace Christians who are neither part of CWGs or CPSGs.

This year we have five additions to our database of 93 workplace ministries:

- AsOne
- P3 Business Care
- Holy Trinity Boar Lane
- WorkCare West Midlands
- Here I am

We are aware of the potential to collaborate with these ministries. We are looking for someone to manage this database and identify how we can work effectively in partnership with them.

## ***Transform Work Team***

### ***Ambassadors***

We now have 23 Ambassadors, with 5 new ambassadors joining us this year:

- Andy D Smith - East Midlands
- Josh Lees - Leeds and Bradford
- Julie Smith - Norfolk and Suffolk
- David Black - Scotland (Energy Sector)
- David-Isaac Arinze - Scotland (Local Authorities)

Two Ambassadors have given notice of finishing their volunteer roles with us. We are so thankful for Adrian Holloway who has been on the team for 12 years, looking after

7



groups in Northamptonshire through to Cambridge and Peterborough. We also give thanks for Lee Higson's passion and experience in leading a CWG in an oil rig in the North Sea as well as supporting CWGs in the oil industry. Both joined us for their last team day in November.

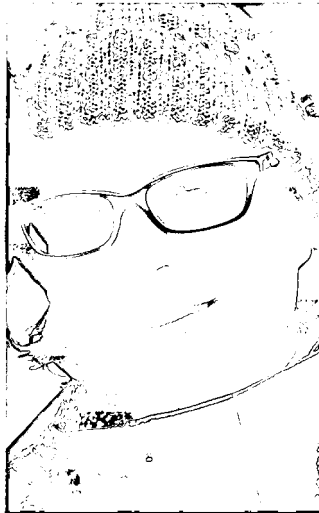
This is Lee signing off online:



We have established four Ambassador 'hubs' as part of our long-term strategy to develop a team of 72 Ambassadors with 12 hub leaders across the British Isles.

Here are a couple of stories of how our workplace groups and CPSGs have been making an impact in their organisations, equipping and mobilising frontline Christians at work.

***New Christian Workplace Group - Charlotte Wright***

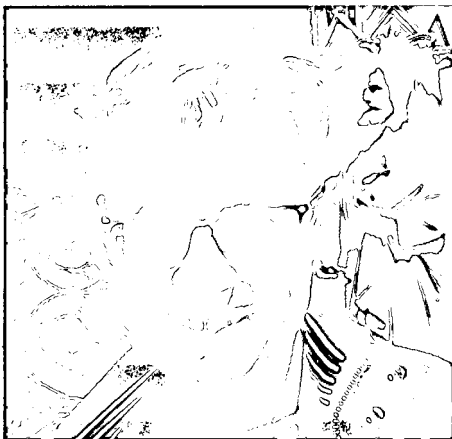


*I've been working at my company for 23 years, and for most of that time as the only Christian in the workplace and so sourced my workplace support via Chaplaincy Plus in Birmingham but always wished to be able to set up a small group in our company.*

*In the last year it became apparent that there were a couple of other Christians in the workplace, and another became a Christian through an online Alpha course we ran during Covid with the help of Chaplaincy Plus. With the support of Alex from Transform Work who just advised me to start just getting everyone together, we started our own group (named "Ignite") about 4 months ago, with 3 or 4 regular attenders each month. We have lots of changes going on within the business and office and it has been an invaluable group so far, praying for the office as a whole and supporting each other at difficult times.*

*We pray that God will continue to bless the group as we find our feet, that others within the office choose to join us, and that we can make a significant impact within the office over time.*

***Alex Keen, Ambassador for Birmingham***



*2024 was a year of consolidation and growth for me personally in my role as Ambassador for the West Midlands, but also for the groups that I have the privilege of working with. I am now in two-way contact with over 20 groups ranging from local government, national agencies and housing services, to banking, finance, insurance and the engineering sector. It has been both humbling and an inspiration to see the strength and variety of groups that exist, all united by a common love for the Lord and a passion to see His name glorified and His kingdom come in their workplaces.*

*We held three online gatherings during the course of the year. In February we heard from Alison Thornley of the Christian Dental Fellowship, who talked from her experience of taking "God opportunities" to share faith naturally and with confidence and sensitivity at work. In June our East Midlands Ambassador, Andy Smith - recently retired from Rolls-Royce, Derby - spoke about the Gospel opportunities, benefits and challenges of starting and engaging with*

*multi-faith networks. In September Simon Greathead and the team at Jaguar Land Rover shared from their positive experience of working within and under the corporate Diversity Inclusion & Equalities umbrella, and the fruit that has borne in terms of building mutual trust and respect between the Christian network and the organisation - ultimately enabling them to host their first "Christians in the Workplace" conference in February 2024.*

*A particular joy for me has been to see new groups form and existing ones strengthen, and to have been able to support some of the groups at their Easter and Christmas events. It has also been exciting to see the relationship with ChaplaincyPlus and WorkCare West Midlands begin to develop, and I look forward to all that the Lord has in store for 2025.*

## **Associates**

Associates are people who are able to give their time and expertise free to our groups to support and equip workplace Christians to fulfil their calling. During 2024 the team comprised:

- Joe Clease, Faith Literacy and Diversity & Inclusion Specialist
- Jeremiah Igunnubole, Workplace Advocacy in defence of freedom of speech and religion
- Anne de Leyser, Local Houses of Prayer for the Workplace
- Dave Law, Faith Friendly Workplaces
- Andy Moore, Apologetics and keynote speaker for workplace events
- Collin Seale, Workplace Discipleship & Faith Sharing
- Lyndsey Seale, Workplace Discipleship & Faith Sharing.

Here is Collin Seale teaching on Workplace Discipleship at our team day in November.



## ***Operations Team***

We have a small, remunerated Operations Team including our CEO:

- Ros Loaker, Chief Executive Officer, employed 3 days a week
- Ali Loaker, Transform Work Administrator, contracted 1.5 days a week
- Stephen Clarke, Finance Officer, employed 3 hours a week.

In addition, we have excellent volunteers.

Rafik Massih continues to manage our IT systems.

Peter Martin (photo below, with our CEO at the David's Tent conference) joined us in July as a volunteer Project and Events Manager to release the CEO from organising events. Peter brought energy and dynamism to this role, helping CPSGs to connect better and finding new opportunities to promote Transform Work.

Gabby Connell (photo below, with our CEO) is our Transform Work Presenter. She currently interviews leaders of Christian Workplace Groups and is heading up our Respectful Dialogues: Navigating Religious Conversations at Work series.



During 2024 we established a staff team meeting every Tuesday online to connect, share celebrations from the past week and challenges of the week to come, and then pray.

We are keen to grow our office team and to support our Ambassadors more effectively by seeking a volunteer database expert in 2025.



## ***Board and CEO***

### **Julian Shellard, Chair of the Board of Trustees**

Julian is a solicitor and has worked both in central government and the pharmaceutical industry.

### **Mal Shaw, Trustee Director**

Mal works as an interim Programme Consultant, delivering and advising on projects and programmes with major financial services organisations such as Nationwide, Aviva and Lloyds Bank.

### **Ofonimeh Abudu, Trustee Director**

Ofonimeh was called to the Bar of England and Wales before crossing over to become a solicitor. Ofonimeh worked as a director in a national law firm and now advises central government.

### **Stephen Doel, Trustee Director**

Whilst at a major tech company, Stephen realised the workplace is his mission field. Now he has the joy of working full time to equip Christians in the workplace, for Transform Work and Faith in Business.

### **Steve Matthews, Trustee Director**

Steve is a town planner with Sefton Council, just north of Liverpool. He is Transform Work Ambassador for Liverpool / Merseyside.

### **Ros Loaker, Chief Executive Officer**

Ros works part time as CEO for Transform Work and is passionate about seeing Christians bringing their whole selves to work including sharing their faith in Jesus. She is also a qualified part time Swedish Massage Therapist.

## *Projects and events*

### *Kickstart Scotland*

Pioneering into Scotland has been a bumpy journey. We started strongly, excited to receive grant funding in December 2023 as confirmation to go. However, as the months went on, we realised how tough the terrain was, especially for the newly appointed Scottish Lead Ambassador, Andrea Thomas, who was also completing a Masters at the same time. Work stopped between June and September as Andrea took unpaid leave for study and health reasons and eventually resigned from her post as circumstances dictated that she move back to London.

However, in their commitment to supporting the work in Scotland, the Board of Trustees of Transform Work had already booked their tickets to gather in Edinburgh at the same time as she resigned. It was a little unsettling and yet there was an unusual expectation that the Lord had something planned for us as we journeyed to Scotland. We were extremely blessed and surprised at The Lord's wonderful solutions

Gathering round the table in The Hilton Hotel on the afternoon of Friday 11th October were the Transform Work Board members with invited workplace friends Martyn Link from The Business Connection and Gavin Matthews from Solas. We wanted to learn more about the spiritual climate in Scotland and workplace endeavours, to understand how we best fit. We wanted to come and support what was taking place rather than reinvent the wheel. On hearing their reports, it felt like a barren land spiritually as seemingly church after



church were closing and there was reluctance for Christians to make themselves known for fear of losing jobs or being persecuted in work... and yet there was hope. New congregations were springing up in unusual places and Father was speaking.

Martyn shared how at the start of 2024 he felt The Lord told him to gather workplace Christians again through the Thrive Scotland initiative. However, he had laid the project down as others were not convinced. The plan was to have a series of conferences across Scotland during one week covering 5 major cities - Glasgow, Aberdeen, Inverness, Dundee, Edinburgh - to awaken and strengthen workplace Christians to action and to call this revived movement **Thrive 25**.

We had received a prophetic word at our retreat in February 2024:

*"Open doors in '24 so you can thrive in '25"*

So on hearing Martyn say "Thrive 25", our whole Board erupted with smiles and joy, very much to Martyn's surprise. All became clear when we shared the prophetic word and Gavin also sensed this was a Holy Spirit appointment. Together we agreed to support Martyn if the current Trustees of The Business Connection also felt progressing Thrive 25 was of the Lord. It was important to be unified going forward.

Suddenly we all felt now is the time and together we all bowed our heads in the bar area of The Hilton Hotel, Edinburgh and prayed and prayed and prayed for God's Spirit to move amongst the Christians in Scotland, for revival to come again to this land and for guidance for Thrive 25. We all felt it was a Holy Spirit moment and history was made as The Lord knit us together relationally in one accord.



After we finished praying, a couple who were visiting from the USA came over to thank us. They were surprised and challenged by our boldness in openly praying in the hotel. We ministered to them individually and as a couple while the Holy Spirit spoke through us to them. It was a special time. We also blessed the hotel staff before endeavouring to find somewhere to feast together and to continue conversations.

The next day members of the Transform Work Board prayer walked the city in the morning and then met in the offices of DaySix Design agency in the afternoon, who



wonderfully opened their workplace to us. After discussion and prayer it was agreed that Ros Loaker would take on the lead for Scotland in the absence of a Scottish lead ambassador.

Three months later, we now have two volunteer Ambassadors, David-Isaac Arinze for the Local Authority sector and David Black for the Energy sector. We are still seeking the Lord to provide the

right person to lead the Education sector and especially to grow Christian Workplace Groups in the 19 Scottish universities. We are also keen to find a Lead Ambassador who can coordinate the networking and support other Ambassadors as other sectors develop such as health and social care, finance and insurance, arts and media, food and retail. We now have 18 groups established and are currently working with 5 individuals to start groups. A monthly online lunchtime networking meeting has been established for leaders of groups and in January monthly energy sector meetings were also started.

At the start of 2025 we were part of the interview process for the Thrive 25 Project Manager (who is now in place) and we look forward to working with Lindsey McCowan to accomplish all the Lord has in store!

We are thankful to the Haldane Trust for their grant that helped us kickstart groups in Scotland, for Andrea Thomas for her patience as we pioneered this hard ground, for the early adopters of leaders of Christian Workplace Groups who caught the vision which spurred us on, for the two voluntary ambassadors who said yes, and of course the Holy Spirit who set us up in The Hilton Hotel to bring vision to reality as workplace friends joined as one. We are so very thankful for hearts that are open to Father's bidding and excited to be working with The Business Connection and Solas on mission for Thrive 25 to play our part in seeing the transformation of Scotland as Christ followers kneel in prayer and stand boldly for The Truth in work! *Maranatha.*

## ***Team Day***

We held our hybrid Team Day on Saturday 30th November, an opportunity for the Ambassadors, Associates, Office team, and Trustees to come together and connect. 23 members of the team attended (13 in person and 10 online) and we used the opportunity for a mixture of worship, prayer, teaching and fellowship.

This was well-structured and included the following sessions:

- simple ways to share faith and disciple colleagues (Collin Seale)
- how to present Transform Work to a Christian Workplace Group (Julian Shellard)
- growing our income (Stephen Doel/Mal Shaw)
- church workplace ministry (Peter Martin / Bently Eapen)
- developing Ambassadors (Steve Matthews / Stephen Doel).

Special thanks to the Christian Medical Fellowship for their hospitality.

Team day wouldn't be the same without dinner together -





## ***David's Tent***

In August we held a joint exhibit stand at the David's Tent festival with the Christian Ambulance Association and Firefighters for Christ. The aim was to represent a wide range of Christian Professional Sector Groups, provide information, answer queries and generate referrals for follow up after the festival.

This was very productive and we jointly achieved nearly 600 referrals, whilst talking to around 800 individuals. There were referrals to seventeen sector networks, the main ones being to the Association of Christian Teachers, Christian Medical Fellowship and the NHS Christian Network.

There was also interest in the Food, Tech and Retail sectors which did not have sector groups - we have subsequently helped to launch a Retail network.

We also spoke to a number of church leaders about starting workplace ministry in their churches and encouraged a number of members of Christian Workplace Groups.

## ***International Connections***

Transform Work supports Christian Workplace Groups in many organisations that operate globally. We continue to develop relationships with like-minded organisations such as Corporate Christ in India, Transform Work Italy and [Faith & Work Movement Global](#) based in the USA. Transform Work and Faith & Work Movement Global have continued to jointly promote workplace gatherings in London.

## ***Prayer***

### ***Thursdays 7:30am***

This weekly zoom prayer call provides a weekly opportunity to pray for Transform Work, Christian Workplace Groups, workplace related events, issues of national concern affecting the workplace - whatever God puts on our hearts. All are welcome to join.

### ***Jesus to be Revealed***

We continued with our two corporate days of prayer and fasting. These were at the start of Lent in February and the beginning of Advent in November. Online prayer meetings were arranged during each of these weeks where we prayed for specific sectors and were joined by representatives of several CWGs and CPSGs as well as our donors and volunteers.



### ***Strategic Prayer Leads***

With the support of Lloyd van Vuuren from Concert of Prayer, we completed our "Corporate Prayer Academy", seeing 6-10 people from CWGs participate in online training sessions to learn how to lead others in corporate prayer, specifically in a workplace context. In January 2025 we launched Transform Prayer with our new prayer lead David-Isaac Arinze leading half-hour online prayer sessions on Mondays, Wednesdays and Fridays. We also worked with Anne de Leyser from Local House of Prayer to develop training in how to take our place as part of the Royal Priesthood to speak blessings over our workplaces and organisations. Anne led one of our *Jesus To Be Revealed* prayer sessions.

### ***Eternal Wall of Answered Prayer***

Transform Work continues to partner with Eternal Wall to galvanise workplace answered prayer to feature on the Eternal Wall. In the words of Founder Richard Gamble,

*"I can build this wall of a million bricks, but we need your help, we need your workplace answered prayers. So that when someone comes on this site from the police, or insurance or dentistry and sees an answered prayer in their profession or sector, it could be life changing for them. Visit our website and please add your testimony."*

### ***Thy Kingdom Come***

Thy Kingdom Come is a global call to prayer started by the Church of England but is now supported by Christians from many denominations across the globe. It runs between Ascension and Pentecost, calling Christians to pray for those they meet in their daily lives. Over the past five years, we have provided workplace materials and hosted prayer calls led by Christian Professional and Sector Groups. This year we also provided an article on the wider Transform Work mission and the opportunities for Christians coming together in the workplace which was published by Thy Kingdom Come and emailed to 30k recipients.

### ***Faith Friendly Workplaces***

Faith at Work UK is an initiative led by our associate Dave Law, with the involvement of several of our team, that aims to encourage HR departments to support faith employee resource groups.

The initiative recognises that many HR departments have limited faith literacy and do not wish to be seen to be favouring one faith over another. As such, they have adopted



a multifaith approach, working with other faiths and multifaith groups such as the Religious Freedom and Business Foundation (RFBF) and Good Faith Partnership, and the UK Parliament All Party Parliamentary Group (APPG) For Freedom of Religion and Belief.

Their launch conference was held in March 2024 with around 60 higher level executives in attendance and received good post-conference feedback. The UK Religious Equity, Diversity and Inclusion (REDI) Awards were given for the most Faith Friendly companies - Baringa Partners, Rolls Royce, NATS, OVO Energy and Thames Water. A reception with the APPG for Freedom of Religion and Belief on the following day celebrated the winners.

Regular zoom meetings restarted in June and have covered faith initiatives at Rolls Royce and Baringa Partners, chaplaincy at Canary Wharf, spiritual wellbeing at work with the global wellness officer from PayPal, an open forum for discussion, providing content for Inter-faith Week and a session on encouraging businesses to engage respectfully with the religious festivals of different faiths.

### Finances

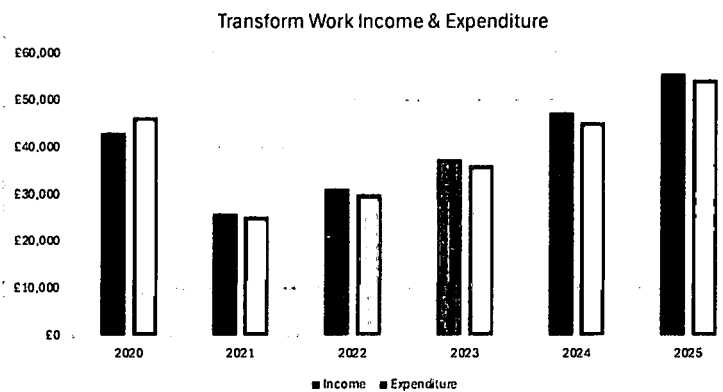
We give thanks for a 13% year-on-year increase in our income compared with 2024, which also represents a doubling of our annual income since 2021.

Donations accounted for two thirds of our income, and the remainder from grants including the Haldane Trust which kickstarted our work in Scotland above.

Our income was marginally higher than our expenditure, with our main investments being:

- a) **Refresh of our website**, which included simplifying the back-end system so that future changes are easier to implement. These changes mean we are making greater use of the website, for example registration for events. This will increase traffic to, and use of, the website.
- b) **Kickstart Scotland**, where we hired Andrea Thomas to initiate this project, and then continued it through our CEO, Ros Loaker.

We launched the 100 Campaign in November, with the aim to increase the number of regular givers to Transform Work by 100 people. By the financial year end, we were already over 10% of the way towards this target. We were delighted with the generosity





of those who joined this campaign - we asked for a regular donation of £10/month but most people signing up are giving significantly more than this. This will provide a stronger financial base to the organisation, which we can supplement through grants, one-off gifts and other income sources.

We have also undertaken a comprehensive review to identify new income streams. This has involved input from our team, Trustees, Ambassadors, leaders of Christian Workplace Groups and a dedicated workshop at our Team day. We now have some clear changes to introduce, which we aim to roll out through 2025.

### ***Help Transform Work transform every workplace***

Transform Work has the largest database of Christian Workplace Groups in the country. We support each one of them through our Ambassador network, our extensive resources and through our partnerships with Christian Professional Sector Groups.

But we know this is only a fraction of the total number of UK organisations with Christians working in them. We also know that not enough people know about Transform Work and the vital work we do to support Christians on their everyday frontline - their workplace.

Our vision is that every workplace in the UK has a Christian Workplace Group (CWG), supported by Transform Work, that is equipping and supporting Christians to do their best work and infuse their organisations with the message of Christ.

Thank you so much to everyone who is already supporting Transform Work, whether that be financially, through prayer, through involvement and in many other ways. You are helping us achieve our vision.

If you would like to strengthen our ministry financially, we'd be delighted if you would consider one of these options:

- [Joining our 100 Campaign](#) or
- [Making a larger one-off donation](#)



## *Finally*

Thank you for reading our annual report and we hope that you have been inspired in seeing how God is growing our mission in the workplaces of the UK and beyond.

We are keen to play our part through inspiring, connecting, equipping and representing Christians in the workplace, as we look to see spiritual transformation come to the UK and beyond.

**We invite you to join Transform Work** as we live out our amazing calling as believers as expressed in 1 Peter 2 v 9-10: "You are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light."

We need your support in a number of ways, so please consider whether:

- you could be a volunteer Ambassador in your region or business sector, helping us start and support Christian workplace groups
- you could volunteer your skills and experience to support us, for example in our office team, in marketing, social media or in fundraising
- you could support us financially, whether through monthly donations or with a larger gift to accelerate our mission in a specific area.

We have such a great opportunity to influence the workplaces and the nation at this time.

Please contact us at [Office@Transformwork.net](mailto:Office@Transformwork.net) for more details on any aspect of this annual report, or to offer your support.

Thank you.

A handwritten signature in black ink, appearing to read 'Ros Loaker'.

**Ros Loaker**  
**Chief Executive Officer**  
**Transform Work**  
**June 2025**

A handwritten signature in black ink, appearing to read 'Julian Shellard'.

**Julian Shellard**  
**Director and Chair of the Board**  
**Transform Work**  
**June 2025**



## Transform Work

### Statement of Financial Activities, including Income and Expenditure Account for the year ended 31<sup>st</sup> January 2025

	Note	Total funds 2025 (Unrestricted) £	Total funds 2024 (Unrestricted) £
<b>INCOME</b>			
<b>Income and endowments from:</b>			
Donations, legacies and grants	3	55,714	47,408
Charitable activities - revenue earned	4	1,667	30
Investments		0	0
<b>Total incoming resources</b>		<u>57,381</u>	<u>47,438</u>
<b>EXPENDITURE</b>			
<b>Expenditure on:</b>			
Charitable activities	5	<u>54,392</u>	<u>45,323</u>
<b>Total expenditure</b>		<u>54,392</u>	<u>45,323</u>
<b>Net income for the year</b>		<b>2,989</b>	<b>2,115</b>
<b>Total funds brought forward</b>		<b>8,968</b>	<b>6,853</b>
<b>Total funds carried forward</b>		<u><u>11,957</u></u>	<u><u>8,968</u></u>

# transformwork

## Transform Work Balance Sheet as at 31st January 2025

	Note	2025 £	2024 £
<b>FIXED ASSETS</b>	2	0	152
<b>CURRENT ASSETS</b>			
Debtors	6	4,126	1,193
Cash at bank and in hand		9,857	9,748
<b>Total current assets</b>		<b>13,983</b>	<b>10,941</b>
<b>CREDITORS: amounts falling due within one year</b>	7	(2,026)	(2,125)
<b>NET CURRENT ASSETS</b>		<b>11,957</b>	<b>8,816</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>11,957</b>	<b>8,968</b>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	8	<b>11,957</b>	<b>8,968</b>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

These accounts were approved by the Board of Directors on 7 May 2025 and were signed on its behalf by:



Stephen Doel,  
Trustee Director responsible for finance



## Transform Work

### Notes to the Accounts for the year ended 31st January 2025

#### 1 Accounting Policies

##### Basis of preparation of the accounts

The accounts have been prepared under the historical cost convention, with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and with the Charities Act 2011.

The charity has taken advantage of the exemption in Financial Reporting Standard 102 Section 1A Small Entities from the requirement to produce a Cash Flow Statement.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The accounts have been prepared using the Accruals method, as required for a charitable company.

#### 2 Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office equipment	- 25% of cost	£
<b>COST</b>		
Bal bf 1/02/2024		304
Disposals		<u>-304</u>
Bal cf 31/01/25		<u>0</u>
<b>DEPRECIATION</b>		
Bal bf 1/02/2024		152
Disposals		<u>-152</u>
Bal cf 31/01/25		<u>0</u>
<b>NET BOOK VALUE</b>		
At 31/01/25		<u>0</u>
At 31/01/24		<u>152</u>

#### 3 Income from Donations, Legacies and Grants

	2025	2024
	£	£
Trinity Ministries grants	7,200	6,300
Haldane Trust grant	10,000	0
Donations from churches and organisations	12,560	15,814
Other donations	20,866	20,308
Gift aid	5,088	4,986
	<u>55,714</u>	<u>47,408</u>



## Transform Work

Notes to the Accounts  
for the year ended 31st January 2025

### 4 Income from Charitable Activities

	2025	2024
	£	£
Fundraising income	17	30
Speaker fees received	100	0
Conference fees received	1,550	0
	<u>1,667</u>	<u>30</u>

### 5 Analysis of Expenditure on Charitable Activities

	2025	2024
	£	£
Staff wages	33,428	27,252
Employer's Pension costs	924	745
Staff expenses (subsistence, hospitality, travel costs)	766	804
Volunteer expenses	329	0
Trustee travel and accommodation	771	0
Admin costs - insurance	522	512
- zoom and software subs and expenses	534	496
- payroll/pension admin costs	756	774
- phone and work from home costs	396	396
- admin services	9,684	8,640
- other admin expenses	29	346
Bank charges	10	14
Advertising, marketing, promotional	286	297
Website expenses	958	923
Website design and rebranding costs	900	1,988
Hubb training	0	450
Venue expenses	678	380
Conference costs	2,481	208
Fundraising costs	0	144
Annual report costs	413	528
Independent examiner's fee	375	350
Depreciation of office equipment	0	76
Loss on disposal of equipment	152	0
	<u>54,392</u>	<u>45,323</u>

### 6 Debtors

	2025	2024
	£	£
Gift aid debtors	3,646	943
Conference prepayment	480	250
	<u>4,126</u>	<u>1,193</u>

25



## Transform Work

### Notes to the Accounts for the year ended 31st January 2025

#### 7 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	770	780
Pension creditors	149	145
Conference fees received in advance	732	850
Accruals	375	350
	<u>2,026</u>	<u>2,125</u>

#### 8 Charity Funds

	2025	2024
	£	£
<b>Unrestricted funds:</b>		
<b>General funds</b>		
Bal bf 1/2/24	8,968	6,853
Net income in the year	<u>2,989</u>	<u>2,115</u>
General funds cf 31/1/25	<u>11,957</u>	<u>8,968</u>
<b>Total Unrestricted funds</b>	<u>11,957</u>	<u>8,968</u>

#### 9 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefit from an employment with the charity.

Expenses were paid for trustees fulfilling their duties as follows:

	2025	2024
	£	£
Trustee travel and hotel expenses	<u>771</u>	<u>0</u>

#### 10 Average Number of Employees

During the year the average number of employees was 3 (2024 - 2).

**Independent Examiner's Report**  
**to the Trustees of Transform Work**  
**on the Accounts for the year ended 31<sup>st</sup> January 2025**  
**Registered Charity No. 1120053**  
**Company No. 6203863**

I report to the trustees on my examination of the accounts of the above charitable company for the year ended 31<sup>st</sup> January 2025.

**Responsibilities and basis of report**

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

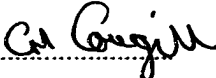
Having satisfied myself that the accounts of the company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the 2011 Charities Act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

**Independent examiner's statement**

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

- the accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- or the accounts did not accord with those records;
- or the accounts did not comply with relevant accounting requirements under section 396 of the Companies Act 2006, 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 the accounts had not been prepared in accordance with the Charities SORP (FRS102).

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

Signed:  Date: 24/4/25

Mrs. Carole Cowgill ACA  
4 Penny Meadow  
Capel St. Mary  
Ipswich  
IP9 2UU



**TRANSFORM WORK**

England & Wales - Charity number 1120053

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# Accounts

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# TRANSFORM WORK

## ANNUAL DIRECTORS' REPORT

Year ended

31<sup>st</sup> January 2024

Registered office: 8 Marshalsea Road, London, SE1 1HL

### Contents

	Page
Legal and administrative information	2
Report of the directors	3-14
Financial statements	15-19
Independent examiner's report	20

Registered Charity No. 1120058  
Company No. 6203863





**Transform Work  
Legal and Administrative Information**

**Directors during the period:** **Mr Julian Shellard (Chair)**  
**Ms Ofonimeh Abudu**  
**Mr Stephen Matthews**  
**Mr Malcolm Shaw**  
**Mr Stephen Doel (appointed 15 November 2023)**

**Registered office:** 8 Marshalsea Road  
London  
SE1 1HL

**Independent Examiner:** Mrs C M Cowgill ACA  
4 Penny Meadow  
Capel St Mary  
Ipswich  
IP9 2UU

**Bankers:** Metro Bank PLC  
1 Southampton Row  
London  
WC1B 5HA

**Charity number:** **1120053**  
**Company number:** **6203863**

# Annual Report

1st February 2023 - 31<sup>st</sup> January 2024

## *We Give Thanks...*

Every year our small yet passionate, faith-filled, dedicated team - mostly of volunteers - goes over and above to connect, support and equip Christians to empower them to transform their workplaces in Jesus' name. And this year has been the fullest yet with even greater growth and impact. We have felt stretched and yet at the same time have experienced the Lord's favour. So right at the start of this Annual Report, we want to stop and give thanks to JESUS.

## *Our Mission*

We connect, equip and support Christians to transform the places they work in, so they can openly express their faith in word and action. We do this through a team of Ambassadors who connect with and help develop Christian Workplace Groups (CWGs) across the public sector and many industries in the private sector throughout the UK. We also support and connect Christian Professional and Sector Groups (CPSGs) who represent a host of professions such as finance, transport and government. We have a team of Associates with specialist skills who can offer specific expertise to Christians at work. Although we currently operate mainly within England, we are growing in Wales and Scotland and we have an increasing number of international connections with similar groups.

## *Strategic Direction 2021-2025*

The initial stages of our 5 year strategy are building a strong foundation based on updated governance, stabilised finances, a comprehensive marketing rebrand and integrating regular prayer into all our activities.

Our commitment to Diversity, Equality and Inclusion has developed strongly into a joint initiative with other international partners, and has included engagement with an All-Party Parliamentary Group.

We are now going for growth, seeking to significantly increase the number of CWGs and deepen the support we give to them.



We aim to:

- grow the Ambassador team and deepen both their maturity and capability
- extend our reach across the British Isles, with an initial focus on Scotland
- partner with other international missions to develop in other countries
- develop our relationships with churches, encouraging them to acknowledge the importance of workplace missional discipleship.

To achieve this, we need to increase our financial support both from regular givers and other sources including trusts and Christian businesses.

## *Christian Workplace Groups*

We are now supporting 476 groups and 92 individuals seeking to start new groups. This year, we have helped to start 24 new groups. It remains more challenging for Ambassadors to keep in touch with groups as many now meet virtually in a hybrid working environment.

The groups are at different stages of development depending on how well established they are in their organisation. This ranges from Level 1 where we know of only one individual Christian within an organisation through to Level 6 where the group is well established and highly regarded by the organisation.

At the end of this year the number of groups at different stages of development was as follows:

- Level 1: individual (92 individuals)
- Level 2: initial contact (52 groups)
- Level 3: early formation (135 groups)
- Level 4: organisational acceptance (152 groups)
- Level 5: formal integration (67 groups)
- Level 6: organisational celebration (70 groups)

Two groups have closed.

We assess the 'health' of our groups according to a number of criteria - for example, whether they are meeting regularly, looking outwards as a group, developing new leaders. Of those we have assessed, 104 groups are 'flourishing', 177 are 'improving', 66 are 'struggling' and 75 are 'failing'. This analysis helps us to know which groups need more help and where we need to focus our support.

## *Christian Professional and Sector Groups*

We are now supporting 58 Christian Professional and Sector Groups (CPSGs), and helped to form 5 new CPSGs this year whilst adding two established Healthcare groups:

- Healthcare Christian Fellowship (Great Britain + Ireland)
- Healthcare Christians Fellowship Switzerland - Chrétiens Au Service de la Santé
- Christian Rail
- Finance and Insurance Christian Network



- Christians In Security
- Christians in Health and safety
- Christians in Events.

We assess the 'health' of these groups also according to a number of criteria - for example, whether they are meeting the needs of their members, are outwardly focused, engaging with their professional body, reaching out to new members, students and graduates and developing new leaders. Of those we have assessed, 21 groups are 'flourishing', 17 are 'improving', 12 are 'struggling' and 8 are 'failing'. Again, this analysis helps us to know which groups need more help and where we need to focus our support.

Other developments:

- The CPSG website portal [christian-professionals.net](http://christian-professionals.net), continues to develop and grow
- A core team has emerged who join in the weekly Tuesday lunchtime 30 minutes' prayer calls
- A WhatsApp group continues to be a strength of encouragement and communication to the CPSG leadership
- In February we organised a retreat for CPSG leaders at Ffald-y-Brenin. 16 people attended from 9 sectors
- In March we held our first hybrid annual CPSG leaders' meeting in London. This was well attended with keynote speakers Dr Jonathan Oloyede, National Day of Prayer and Worship, and Anne de Leyser, Director of Ffald-y-Brenin and Local Houses of Prayer.
- We have jointly produced a postcard, designed by LICC, to distribute through the CPSGs, student ministries and local churches to encourage Christians to join their relevant CPSG.

We are encouraging the CPSGs to share their resources for maximum impact, collaborating at key Church events, Christian media and other online activities. Please join us in praying for an Ambassador for the CPSGs to facilitate and coordinate their activities during 2024.

## *Christian Workplace Ministries*

Christian Workplace Ministries (CWM) include chaplains to the workplace, business and entrepreneurial groups as well as larger ministries that seek to support workplace Christians that aren't CWGs or CPSGs.

This year we have added four new ministries to our database of 88 workplace ministries:

- The Catholic Union of Great Britain
- BizMin
- God and Work Netherlands
- Work With God

We are aware of the potential to collaborate with these ministries and are looking for someone to manage this database and identify how we can work effectively in partnership with them.



## *Transform Work Team & Events*

### **Ambassadors**

We now have 22 Ambassadors, with four new ambassadors joining us this year:

- Ridgely Johnson, South England
- Brad McLaughlin, Finance & Insurance Christian Network
- Bently Eapen, North East of England region and Consumer Packaged Goods Sector
- Moyin Olu Davies, Greater Manchester

We have established four Ambassador 'hubs' as part of our strategy to develop a team of 72 Ambassadors with 12 hub leaders across the British Isles.

Here are a couple of stories of how our workplace groups and CPSGs have been making an impact in their organisations, equipping and mobilising frontline Christians at work.

## Testimonies

### **BAE Systems Christian Group Leader - Brian Forbes**

"In the Spring of 2020 I had a sense of being called to bring more of God to my workplace, including a form of pastoral care. In early 2021, I approached Diversity, Equality and Inclusion (DE&I) within the company to ask if they had a Christian group. They said no and invited me to start one. That same week, another couple of people and I started to meet virtually to pray for what God wanted us to do for Him in our workplace. We spoke blessings over the company and its sites and employees.

Within DE&I, we fitted into an Employee Resource Group (ERG) for cultural and ethnic diversity called Embrace which includes other faith sub-groups. We are represented on the Embrace steering group.

The support from DE&I and Embrace has been ever-increasing and is tremendous. The support that we are receiving from the company is getting better and better. There is increasing focus on not just evolving and improving what is offered through DE&I in the UK, the strategy is to replicate the growth in the company's home markets overseas.

The Group has grown from a few of us to over 80 people mainly in the UK and every week it keeps growing. We have people connecting with us too from as far away as Malaysia and Australia. One of the beautiful things about the Group is that it is diverse with people from all different church backgrounds and stages of faith. There is great joy in seeing something grow that is non-denominational and united by the One Holy Spirit.

As well as continually meeting weekly to pray, we started to offer virtual lunch and learns and webinars. Those have significantly increased in number and broadened in topic. When we started, we ran a couple a year but in 2024 we are proposing to run nine. They are growing quickly, in some cases a 400% increase compared to the previous webinar and most of that increase is people not connected with the Group before. And we are getting into the practical application and relevance today of the Christian Faith in many of these sessions, for example, one is on healing, another is on our identity. We are getting growing interest in our talks from people who are not connected to the Group yet and the feedback is very positive.

As well as virtual talks, we have started talks in-person from 2023. We have twice given talks on our faith to cohorts of 80 young apprentices in one part of the company and we have been invited back. The wheels are in motion for us to give talks this year, 2024, to the new apprentice intake of 900 young people in another part of the company and another 900 already on the apprentice scheme there. We share the basic Gospel message and our faith in a relational and authentic way. In 2024 chaplaincy re-started in a couple of parts of the company after a long break. This is an impartial listening ear and pastoral care service sitting alongside other employee health and well-being services. We are in talks to support the development and improvement of this including the expansion to other sites. The feedback from this has also been very positive.



Here are some key pointers based on our experience:

- Listen to the Lord and obey Him, be patient, don't go ahead of Him
- Don't limit the Lord
- Pray lots and big and be expectant
- Make the most of every opportunity
- Be bold
- Share the Gospel and aspects of the Christian faith explaining their importance and why this is relevant to everyone today."

### **Lucy Honeysett, Lead Coordinator for Christians in Care**

Christians in Care is a new network that launched in the summer of 2023. She writes:

"Our prayer is that we connect with Christians working in the care sector across the UK, together encouraging and inspiring one another to live and speak for Jesus. We're now connected with almost a hundred carers and meet monthly online. We have active WhatsApp groups with regular prayer requests, Bible encouragements, and worship songs to dance around the kitchen to! It's a joy to encourage Christian carers who are at risk of feeling forgotten and yet day and night provide compassionate care and support to the most vulnerable in society and convey our Father's heart as they care.

Ros from Transform Work has been a wonderful source of encouragement, advice, wisdom and prayerful support. The weekly prayer times with Ros and fellow CPSGs leaders have been invaluable and we enjoyed a face-to-face meeting in March which was a real blessing. Thank you TW for walking with us as we all seek to shine bright for Jesus in every line of work He's given us."

## **Associates**

Associates are people who are able to give their time and expertise free to our groups to support and equip workplace Christians to fulfil their calling. Dave Law and David MacFarlane initially joined the Transform Work Team as Ambassadors. They sensed God calling them to work in a different capacity with Transform Work and thus during the year they have both become Associates and joined the existing team. The team now comprises:

- Joe Cleave, Faith Literacy and Diversity & Inclusion Specialist
- Jeremiah Igunnubole, Workplace Advocacy in defence of freedom of speech and religion
- Dave Law, Faith Friendly Workplaces
- David MacFarlane, Strategist and Coach, Hearing God's Voice
- Andy Moore, Apologetics and keynote speaker for workplace events
- Collin Seale, Workplace Discipleship & Faith Sharing
- Lyndsey Seale, Workplace Discipleship & Faith Sharing

## **Operations Team**

We have a small remunerated Operations Team including our CEO:

- Ros Loaker, Chief Executive Officer, employed 3 days a week



- Ali Loaker, Transform Work Administrator, contracted 1.5 days a week
- Rashmi Horo, Finance Officer, employed 3 hours a week.

In addition, we have excellent volunteers:

- Emma Mew, Transform Work Retreat Coordinator
- Poornima Whomsley, Partnership and Strategic work
- Rafik Massih, IT

We are keen to grow our office team and to support our Ambassadors more effectively.

We also contracted with Rio Summers as a graphic designer to lead our rebrand.

## Board

Julian Shellard, Chair of the Board of Trustees

Mal Shaw, Trustee Director

Ofonimeh Abudu, Trustee Director

Ros Loaker, Chief Executive Officer

Stephen Doel, Trustee Director

Steve Matthews, Trustee Director

## Project and Events Manager

We are keen to employ a Project and Events Manager to release the CEO from organising events.

Emma Mew volunteered to coordinate the Transform Work retreat at Ffald-y-Brenin, Wales, and this proved highly successful. We are seeking financial support for a part-time role.

## Kickstart Scotland

We received a generous grant of £10,000 from the Haldane Trust to kickstart our mission in Scotland and at year end were recruiting a paid Lead Ambassador for 2 days a week for a year. We plan to build a sustainable base for our work in Scotland, starting by developing Scottish networks of CWGs in the University, Local Authority and Energy sectors.

## 20 Year Celebration

On Saturday 30th September we met to give thanks to the Lord for the ministry of Transform Work. It was a privilege to be asked to host our celebration on the land where the Eternal Wall of Answered Prayer will be built. What an amazing opportunity to sow prayers for the workplace and be on the actual land (an open field) before the wall is built. At the time we did not know we were the first organisation to do this - forever pioneering!

We heard Richard Gamble's amazing testimony of how the Lord has led him in this initiative. Dr Jonathan Oloyede, Director of the National Day of Prayer and Worship, gave an inspiring and



challenging talk about how important it is for Christians to multiply, based on Deuteronomy 1:11. We had an inspirational celebration to help galvanise our future vision.

## Team Day

We held a hybrid Team Day on 25 November, the first time since November 2019 to connect with most of the team in person, celebrate in worship and share testimonies. 23 attended, a significant increase from the previous attendance of 16 in 2019. A huge thank you to Ann Cheung, our North West Ambassador, for excellently facilitating the 3 workshops: An Engaging Vision, Being Equipped and Empowered and Building for the Future. We look forward to building on this at our next Team Day in November 2024. Special thanks to the Evangelical Alliance London Office for their hospitality.

## *International Connections*

### Vision For Work Europe Retreat

Faith & Work Movement Global organised a European retreat from 14-16th July to explore God's vision for work and to connect with like-minded leaders. Ros Loaker was a keynote speaker and contributed to a panel discussion alongside Dr. David Miller & Marie Vandermuelen. Carol Porter, our Ambassador for National Government Groups, also attended. She met a group leader from Switzerland whom she had been coaching in setting up and leading a CWG in the Swiss national government. 30 people attended who were already passionate about workplace ministry in their organisations and great testimonies were shared.

### Exploring International Connections

We continue to be in touch with like-minded organisations such as Corporate Christ in India, Transform Work Italy and Faith & Work Movement Global based in the USA. Since the summer retreat, Transform Work and Faith & Work Movement have jointly run a number of workplace gatherings in London including a meeting in the House of Lords in January to encourage Christians in Technology hosted by Lord Wei.

In November we received an enquiry from a well-known mission organisation that has identified those in the workplace as a hard-to-reach people group. In their research they came across Transform Work. They have 40 offices across Europe with staff who can speak the native language and know workers in those countries. Could this be part of the Lord's strategy to connect, equip and support workplace Christians in other nations? Please pray for wisdom and discernment as we continue to meet and discuss.

## Prayer

### Thursdays 7:30am

During lockdown our Board began to meet weekly to pray. During this year we decided to open up these dedicated times of prayer not only to our team but any who value this ministry. We have seen much fruit as a result of taking time to rest and intercede together. You are welcome to join us.

### Jesus to be Revealed

We continued with our two corporate days of prayer and fasting. This year these were at the start of Lent in February and the beginning of Advent in November, with those leading from our prayer initiatives. Online prayer meetings were arranged during each of these weeks where we prayed for specific sectors and were joined by representatives of several CWGs and CPSGs as well as our donors and volunteers.

### Eternal Wall of Answered Prayer

Transform Work started partnering with Eternal Wall to galvanise workplace answered prayer to feature on the Eternal Wall. In the words of Founder Richard Gamble, *"I can build this wall of a million bricks, but we need your help, we need your workplace answered prayers. So that when someone comes on this site from the police, or insurance or dentistry and sees an answered prayer in their profession or sector, it could be life changing for them. Visit our website and please add your testimony."*

[Testimony - Eternal Wall of Answered Prayer](#)

### Thy Kingdom Come

We have continued to develop workplace resources to support this global prayer mission outreach during the period from Ascension through to Pentecost. We received good feedback from the workplace prayer journal and are exploring opportunities for foreign translations, and to make church leaders more aware of these resources for their congregations. This year we increased the contribution from the CPSGs who led prayers using pre-recorded videos as well as online lunchtime sector-led prayer meetings. Ros Loaker and Ali Loaker attended the international launch event in London where Transform Work was highlighted through the Defence Christian Network's contribution in the meeting.

The longer-term aim is to use these resources to establish workplace prayer groups that last beyond the eleven days of Thy Kingdom Come.

### Strategic Prayer Lead

We wanted to increase our prayer opportunities together as a team and prayed for someone who could coordinate prayer support. Instead of one person, God has given us a team of three Transform



Work prayer champions, each wanting to train up workplace Christians in different aspects of prayer.

In January 2023 Dave MacFarlane led the first of many cohorts, training up some of our Ambassador team on how Christians can more clearly hear from God about the opportunities in our workplaces.

We also engaged with Lloyd van Vuuren from Concert of Prayer about training workplace leaders in corporate prayer. With Lloyd's help we trialed a "Corporate Prayer Academy", seeing 6-10 people from CWGs participate in online training sessions to learn how to lead others in corporate prayer, specifically in a workplace context. Our ambition is to support these trained leaders to equip others in expanding the Corporate Prayer Academy programme. We also worked with Anne de Leyser from Local House of Prayer to develop training in how to take our place as part of the Royal Priesthood to speak blessings over our workplaces and organisations.

## *Faith friendly workplaces*

We are proud of the role that Transform Work is playing in developing faith friendly workplaces in the UK. As mentioned in our report last year, God has placed the vision for Faith Friendly Workplaces (FFW) on Dave Law's heart and with support from his Equality, Diversity and Inclusion management in his organisation, Thames Water, he has pioneered this vision supported by Transform Work. Currently, three of the top five faith friendly workplaces in the UK are led by Transform Work Ambassadors. The Faith Friendly Workplaces initiative led by Dave now covers 35 organisations and has increasingly grown in terms of reach and engagement. There were three standout developments this year:

1. Engagement with the All Party Parliament Group (APPG) on International Freedom of Religion or Belief. This included a Call for Action Report published in November.
2. No.10 Downing Street engagement. A workplace faith summit was held in July at the Prime Minister's Office chaired by John Glen, Chief Secretary to the Treasury. Transform Work representatives took part and other attendees included executives from Rolls-Royce, NHS, Google, OVO Energy, Salesforce, Baringa, American Express, and NATS, sharing how they are embracing faith in the workplace. A key point expressed was that a person's beliefs is an asset with bottom line benefits and an opportunity to be grasped rather than missed.
3. The first UK national conference on faith and belief at work that took place in London in March 2024. Partnering with the Religious Freedom & Business Foundation, Multifaith Centre, University of Derby, Baringa, Good Faith Partnership and other stakeholders, Dave and FFW Initiative members played a key role in helping to organise this conference, and in launching Faith at Work UK.



## *Improving the way we work*

### **Marketing & Branding**

In May we completed our rebranding with the help of graphic designer Rio Summers and our web site provider Hubb Church. The rebrand includes new fonts, colours, restructured website, and a new logo signifying growth through collaboration.

Key aspects include a standard professional look and feel, and easier access to resources for workplace groups. This coincides with the move to a more global focus with our new name of Transform Work.

We have begun to use the power of our rebranding on social media, with branded T shirts, and are starting to apply for grants from large funders.

## *Finances*

### **Fundraising**

As a result of inviting our VIPs to join us for our 20 year celebration in September, Ruth Walker, a faithful friend and supporter of Transform Work, responded by encouraging us to apply for grant funding from the Haldane Trust. On November 8th we submitted our application and received an email on November 27th to let us know the committee has approved the £10K award to kickstart a Scottish Lead Ambassador.

*"If I can say your application was one of the best I've seen - and I've seen over 15,000 in my career! It was first rate." Haldane Trust*

We are aiming to grow 3 new Scottish networks in the University, Local Authority and Energy sectors and within each to grow 10 new CWGs discipling approximately 300 workplace Christians. This is a pioneering initiative and the role includes finding donors to provide ongoing support.

We have carried out a review of potential grant funders, identifying a number of trusts funding Christian ministry projects who may become future funders. We will review our plans and bid for funding where appropriate.

Alongside this we are seeking to develop new channels of funding through social media outreach, and creating a 'value proposition' with our Christian Workplace Groups. We are excited about the opportunities open to us. In order to grow into the vision God has given us we recognise the need to actively request funds. This is a cultural change for us.

We are so thankful for the continued regular giving of our VIPs which sustains this ministry. We couldn't do it without them.



## Are you one of our VIPs?

We are keen to find ways to increase our regular monthly giving. If you are reading this report and are not yet a financial supporter, please do not hesitate to get in touch or simply donate online at [www.transformwork.net/donate](http://www.transformwork.net/donate) to become one of our VIPs. It was a privilege to connect 1-2-1 with our VIPs during the year, sending special progress reports and invitations to our 20 Year Celebration and our Annual VIP Online Event. The VIP events give space for supporters to ask questions and interact with our Board and core team. Ideally to keep growing we need an extra £1000 a month from regular donations.

## Finally

As you have read this annual report, you will have seen that we have been laying firm foundations as an organisation, but the real work is to continue to build and establish workplace groups. For this we now need to invest in our amazing team of volunteer ambassadors like never before.

We sensed the Lord speaking to us in 2018 through Mark 6:39-44. Before Jesus performed the miracle of the feeding of the five thousand, "He got the people to sit down in groups of hundreds and fifties". The message was clear - *Transform Work, you need to get your structure right first so you will be able to steward the miracle that is coming through the workplace.*

More than ever, we need to make sure the workplace groups within our family are able to hold the miracle that is coming, to disciple those the Father gives them. It is time to press forward to reach our goal of the 72 ambassadors who will be commissioned into their role to see men and women, through workplace missional communities, equipped to make disciples and transform their workplaces and change nations in Jesus' name. We know that "*with God all things are possible*" (Matthew 19:26). Please pray with us and join us in this exciting mission!

A handwritten signature in black ink that reads 'Julian Shellard'.

**Ros Loaker**  
Chief Executive Officer  
Transform Work  
April 2024

**Julian Shellard**  
Director and Chair of the Board  
Transform Work  
24 April 2024

**Transform Work**

**Statement of Financial Activities,  
 including Income and Expenditure Account  
 for the year ended 31<sup>st</sup> January 2024**

	Note	Total funds 2024 (Unrestricted) £	Total funds 2023 (Unrestricted) £
<b>INCOME</b>			
<b>Income and endowments from:</b>			
Donations, legacies and grants	3	47,408	37,532
Charitable activities - revenue earned		30	0
Investments		0	0
<b>Total incoming resources</b>		<u>47,438</u>	<u>37,532</u>
<b>EXPENDITURE</b>			
<b>Expenditure on:</b>			
Charitable activities	4	<u>45,323</u>	<u>36,302</u>
<b>Total expenditure</b>		<u>45,323</u>	<u>36,302</u>
<b>Net income for the year</b>		2,115	1,230
<b>Total funds brought forward</b>		6,853	5,623
<b>Total funds carried forward</b>		<u><u>8,968</u></u>	<u><u>6,853</u></u>

The notes to the accounts form an integral part of these accounts.

**Transform Work**

**Balance Sheet  
as at 31st January 2024**

	Note	2024 £	2023 £
<b>FIXED ASSETS</b>	2	<u>152</u>	<u>228</u>
<b>CURRENT ASSETS</b>			
Debtors	5	1,193	1,555
Cash at bank and in hand		<u>9,748</u>	<u>6,655</u>
<b>Total current assets</b>		10,941	8,210
<b>CREDITORS: amounts falling due within one year</b>	6	(2,125)	(1,585)
<b>NET CURRENT ASSETS</b>		<u>8,816</u>	<u>6,625</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u><u>8,968</u></u>	<u><u>6,853</u></u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	7	<u><u>8,968</u></u>	<u><u>6,853</u></u>

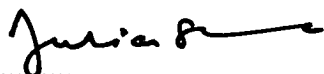
The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

These accounts were approved by the Board of Directors on 16 APRIL 2024  
and were signed on its behalf by:



.....  
Chair of Directors

**JULIAN SHELLARD**

## Transform Work

### Notes to the Accounts for the year ended 31st January 2024

#### 1 Accounting Policies

##### Basis of preparation of the accounts

The accounts have been prepared under the historical cost convention, with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and with the Charities Act 2011.

The charity has taken advantage of the exemption in Financial Reporting Standard 102 Section 1A Small Entities from the requirement to produce a Cash Flow Statement.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The accounts have been prepared using the Accruals method, as required for a charitable company.

#### 2 Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

<b>Office equipment</b>	- 25% of cost	£
<b>COST</b>		
Bal bf 1/02/2023		304
Additions		
Bal cf 31/01/24		<u>304</u>
<b>DEPRECIATION</b>		
Bal bf 1/02/2023		76
Charge for the year		<u>76</u>
Bal cf 31/01/24		<u>152</u>
<b>NET BOOK VALUE</b>		
At 31/01/24		<u>152</u>
At 31/01/23		<u>228</u>

#### 3 Income from Donations, Legacies and Grants

	2024	2023
	£	£
Trinity Ministries grants	6,300	6,000
Donations from churches and organisations	15,814	856
Donation from Selwyn Charitable Trust	0	10,000
Other donations	20,308	18,792
Gift aid	4,986	1,884
	<u>47,408</u>	<u>37,532</u>

## Transform Work

### Notes to the Accounts for the year ended 31st January 2024

#### 4 Analysis of Expenditure on Charitable Activities

	2024	2023
	£	£
Staff wages	27,252	27,340
Employer's Pension costs	745	745
Staff expenses (subsistence, hospitality, travel costs)	804	660
Admin costs - insurance	512	518
- zoom and software subs and expenses	496	451
- payroll admin costs	774	551
- phone and work from home costs	396	396
- admin services	8,640	2,160
- other admin expenses	346	13
Bank charges	14	55
Advertising, marketing, promotional	297	0
Website expenses	923	830
Website design and rebranding costs	1,988	1,102
Hubb training	450	0
Venue expenses	380	1,000
Conference costs	208	0
Fundraising costs	144	0
Gifts and donations	0	80
Annual report costs	528	0
Independent examiner's fee	350	325
Depreciation of office equipment	76	76
	<u>45,323</u>	<u>36,302</u>

#### 5 Debtors

	2024	2023
	£	£
Gift aid debtors	943	1,355
Conference prepayment	250	200
	<u>1,193</u>	<u>1,555</u>

#### 6 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	780	781
Pension creditors	145	479
Conference fees received in advance	850	0
Accruals	350	325
	<u>2,125</u>	<u>1,585</u>

## Transform Work

### Notes to the Accounts for the year ended 31st January 2024

#### 7 Charity Funds

	2024 £	2023 £
<b>Unrestricted funds:</b>		
<b>General funds</b>		
Bal bf 1/2/23	6,853	5,623
Net income in the year	2,115	1,230
General funds cf 31/1/24	<u>8,968</u>	<u>6,853</u>
<b>Total Unrestricted funds</b>	<u>8,968</u>	<u>6,853</u>

#### 8 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with the charity.

Expenses were paid for trustees fulfilling their duties as follows:

	2024 £	2023 £
Trustee expenses	<u>0</u>	<u>0</u>

**Independent Examiner's Report**  
**to the Trustees of Transform Work**  
**on the Accounts for the year ended 31<sup>st</sup> January 2024**  
**Registered Charity No. 1120053**  
**Company No. 6203863**

I report to the trustees on my examination of the accounts of the above charitable company for the year ended 31<sup>st</sup> January 2024.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

- the accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- or the accounts did not accord with those records;
- or the accounts did not comply with relevant accounting requirements under section 396 of the Companies Act 2006, 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 the accounts had not been prepared in accordance with the Charities SORP (FRS102).

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

Signed: Carole Cowgill Date: 26/3/2024

Mrs. Carole Cowgill ACA  
4 Penny Meadow  
Capel St. Mary  
Ipswich  
IP9 2UU



**TRANSFORM WORK**

England & Wales - Charity number 1120053

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# Accounts

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TRANSFORM WORK UK

ANNUAL DIRECTORS' REPORT

Year ended

31<sup>st</sup> January 2023

Registered office: 8 Marshalsea Road, London, SE1 1HL

**Contents**

	Page
Legal and administrative information	2
Report of the directors	3-8
Financial statements	9-13
Independent examiner's report	14

Registered Charity No. 1120058  
Company No. 6203863

**Transform Work UK**  
**Legal and Administrative Information**

**Directors during the period:** **Mr Julian Shellard (Chair)**  
**Ms Ofonimeh Abudu**  
**Mr Stephen Matthews**  
**Mr Malcolm Shaw**

**Registered office:** 8 Marshalsea Road  
London  
SE1 1HL

**Independent Examiner:** Mrs C M Cowgill ACA  
4 Penny Meadow  
Capel St Mary  
Ipswich  
IP9 2UU

**Bankers:** Metro Bank PLC  
1 Southampton Row  
London  
WC1B 5HA

**Charity number:** **1120053**  
**Company number:** **6203863**

# Annual Report

**1st February 2022- 31<sup>st</sup> January 2023**

## *Context*

We connect, equip and support Christians to transform the places they work in, so they can openly express their faith in word and action.

We do this through a team of Ambassadors who connect with Christian Workplace Groups (CWGs). We also support Christian Professional and Sector Groups (CPSGs) who represent various professions such as finance, transport and government.

Although we currently operate mainly within England, we are keen to grow in Scotland and Wales, and we have an increasing number of international connections where similar groups have begun to develop.

We have links with a number of Associates who offer specialist knowledge and expertise.

The effects of the lockdowns and subsequent hybrid working on those in the workplace continues to bring joys and challenges.

Many are not going back into the office or work premises and thus the CWG is not able to meet in person. This has hindered communication and building relationships within the CWG.

For others, online CWG meetings continue to be effective as those who work in the regions or feel isolated as a Christian in their organisation are able to meet virtually and still have a sense of being part of a group.

## *Strategic Direction 2021-2025*

The early stages of our 5 year strategy concentrate on building a strong base through increasing our times of prayer, updating our governance policies, developing our financial management and rebranding.

Our initiative in the Diversity and Inclusion area, Faith Friendly Workplaces is gradually gathering momentum.

Once we have strengthened our base, we will focus on growth. This will include

- increasing our Ambassador team across the UK, especially Scotland and Wales

- developing relationships across workplace mission and established churches
- reaching out through our social media communities.

## *Christian Workplace Groups*

We record the details of our groups and how they are growing and developing.

During the year we added 42 new groups. It has been more challenging for Ambassadors to keep in touch with groups many of whom are meeting virtually. The groups are at different stages of development depending on how well established they are in the life of the organisation they are part of.

This varies from Level 1 where we may know of only one individual Christian within an organisation through to Level 6 where the group is well established and highly regarded by the organisation.

At the end of this year the number of groups at different stages of development was as follows:

- o Level 1: individual (82 individuals)
- o Level 2: initial contact (53 groups)
- o Level 3: early formation (125 groups)
- o Level 4: organisational acceptance (148 groups)
- o Level 5: formal integration (69 groups)
- o Level 6: organisational celebration (65 groups).

This gives us a total of 460 formed groups and 82 potential future groups (i.e. those organisations where we just know of one individual Christian at the moment).

Three groups, Bromley Council / Oxleas NHS Foundation Trust, L+Q Housing Association London & Airbus Portsmouth were put into Level 0 (i.e. former group) former as they had folded.

We assess the 'health' of our groups according to a number of criteria - for example, whether they are meeting regularly, looking outwards as a group, developing new leaders.

We are still completing our assessment across all groups, but we estimate that 90 groups are 'flourishing', 125 are 'improving', 50 are 'struggling' and 66 are 'failing'. This rough analysis helps us to know which groups need more help and where we need to focus our support.

## *Christian Professional and Sector Groups*

We added eight new Christian Professional and Sector Groups (CPSGs) during the year:

- Christian Healthcare Professionals Network
- Christians in Care
- Christians in Engineering
- Festive - Further Education Colleges
- Heaven in Healthcare
- HR Christian Network
- Local Authorities Christian Network
- NHS Christian Network

We have introduced a website portal for the CPSGs called [Christian-professionals.net](http://Christian-professionals.net). This includes a CPSG audio prayer page resulting from the Thy Kingdom Come initiative.

There are 13 audio prayers from CPSG leaders and 11 online Zoom prayers from CPSG leaders. A core team has emerged who join in the weekly Tuesday lunchtime 30 minutes' prayer calls. In addition a WhatsApp group continues to be a strength of encouragement and communication across the CPSG leadership.

We gradually improved our website thanks to a new volunteer Sam Porter who joined us in March 2022. He helped to create [www.christian-professionals.org](http://www.christian-professionals.org), a portal of CPSG logos in sectors (e.g. healthcare and media) that link directly to their websites.

## *Christian Workplace Ministries*

Christian Workplace Ministries (CWM) include chaplains to the workplace, business and entrepreneurial groups as well as larger ministries that seek to support workplace Christians that aren't CWGs or CPSGs.

We are looking to find someone who can manage this CWM database going forward. We added six new Christian Workplace Ministries during the year:

- Word on the Street
- Pray4 NHS SE Scotland
- Moorgate Talks
- Aldersgate Talks
- Christian Businesses In Kent (CBIK)
- City Bible Forum.

## *Transform Work UK Team*

### **Ambassadors**

Eight new ambassadors joined the Transform Work UK Team during this year, whilst other ambassadors had changes in role. We were sorry to see Rick Pearl leave us due to family commitments but thankful for the 7 years he volunteered with us, supporting groups in Wales which he was able to hand over to Bernadette Sam-King.

- Lee Higson, former Ambassador for Bolton, went back into the Oil and Gas Industry where he now supports CWGs in Oil and Gas organisations.
- Grace Gillen moved jobs from Local Authority to the NHS and so moved sideways from the Local Authority Christian Network (LACN) into the NHS Christian Network.
- Two new ambassadors known to the LACN - Paul Mew and Velma Dean - joined the Ambassador Team in May 2022.
- Brian Raj joined in June 2022 to support groups on Canary Wharf.
- Sue White and Alan Bowden both took retirement from the Department for Education where they were part of the Christian Staff Network. They joined the Ambassador team in July 2022 to create a strong team of three with Carol Porter to support CWGs in different Government department groups.
- Stephen Doel joined our Ambassador team in August 2022 with the remit of connecting, equipping and supporting workplace Christians in Cambridge.
- Alexander Keen had started a CWG in his local authority but left soon after to become ordained. Still committed to workplace ministry having become a curate in the Midlands, Alex joined us in the summer of 2022. This coincided with Steve Bavington from Chaplaincy Plus leaving his role and enabled a successful handover supporting the CWGs that had been overseen by Chaplaincy Plus.

Our monthly zoom call to support Ambassadors was proving difficult for quite a number to join, so towards the end of the year we decided to introduce a new approach with Ambassadors meeting instead in four smaller groups of six Ambassadors based on common interests.

## **Associates**

On 25th January 2023 Joe Cleave presented the Faith Literacy material at a hybrid meeting held at the Christian Medical Fellowship offices. Even though delegates were low in number we had people join us from the States. We had a good edifying discussion where people were able to voice their concerns and receive responses from Joe, Ros and Julian too. During the year the material started to be used in a few workplaces as momentum built with great feedback.

## **The Office**

Amy Styles, Graphic Design, left us to get a full time position

Natalie Mensa, Graphic Designer volunteer

Rafik Massih, IT, volunteer

Sam Porter, Website Developer volunteer

Poornima Whomsely, Partnership and Strategic work volunteer

Rio Summers, Branding based in Spain, contract worker.

Rashmi Horo, Finance Officer 3 hours a week employed from May 2022

Ali Loaker, Administration, 1.5 days a week, contractor, from November 2022

Ros Loaker, Chief Executive Officer, 3 days a week employed

## *Prayer*

### **Pastoral Support**

Femi Idowu continued to serve workplace individuals with 1-2-1 pastoral care as well as producing Wisdom for Work edifying weekly sound bites.

### **Jesus to be revealed**

We introduced two corporate days of prayer and fasting. This year these were at the start of Lent, Wednesday 2nd March and the beginning of Advent, November 28th 2022.

### **Eternal Wall of Answered Prayer**

Transform Work UK started partnering with this organisation to galvanise workplace answered prayer to feature on the Eternal Wall.

### **Thy Kingdom Come**

We are aligning our workplace material to support the updated themes of Thy Kingdom Come, the global wave of prayer at Pentecost. This year we increased the contribution from the professional sector groups who led prayers using pre-recorded videos.

The longer term aim is to use these resources to establish workplace prayer groups that continue beyond the eleven days of Thy Kingdom Come.

## **Strategic Prayer Lead**

We wanted to increase our prayer opportunities together as a team and prayed for someone who could coordinate prayer support. Instead of one person, God has given us a team of three Transform Work UK prayer champions, each wanting to train up workplace Christians in different aspects of prayer.

In January 2023 Dave MacFarlane led the first of many cohorts training up first our Ambassador team on how to hear from God in our workplaces for our workplaces. We also began talking with Lloyd van Vuuren from Concert of Prayer about training workplace leaders in corporate prayer and Anne De Leyser from Local House of Prayer to train people in how to use 'blessing prayers' for our workplaces and organisations.

## *Faith friendly workplaces*

God has placed the vision for Faith Friendly Workplaces on Dave Law's heart and with support from his Equality, Diversity and Inclusion management in his organisation, Thames Water, he has run with this vision supported by Transform Work UK.

In the space of a year Dave has been instrumental in bringing together 35 organisations, thanks to the connections within Transform Work UK. A steering group was formed containing eight of the organisations. They began to host larger open meetings with keynote speakers such as the Director of the Multi-Faith Centre, University of Derby and another meeting discussed the topic of Sikhism in the workplace. At the end of 2022 the steering group agreed to work with the Multi-Faith Centre to research a potential kite mark for faith in the workplace.

## *Improving the way we work*

### **Marketing & Branding**

Our rebrand progressed well with the support of our contracted graphic designer Rio Summers and our web site provider Hubb church. We brought together a diverse group of Transform Work UK supporters and gained their input to determine how we should express our identity more clearly. Following this input, we chose new colours, fonts and logo.

We began to upgrade our booklets, restructure our website and make the transition to a global identity through changing our name from 'Transform Work UK' to simply 'Transform Work'. Our target is to launch the rebrand in May 2023. The rebrand will provide a more professional and contemporary image to help us communicate more effectively.

# Finances

## Fundraising

We are exploring opportunities to build on our foundation of regular donors with whom we share our strategy and development successes every 6 months. This is important to our growth as we seek to develop our Ambassador team across the U.K. to a target of 72 Ambassadors supporting 1000 workplace groups.

Our particular areas of focus is building relationships with large funders, Christian CEOs, churches and our wider followers on social media.

We are also considering the potential of a membership model provided this empowers our mission rather than acts as a constraint.

## VIP Connections

We have developed opportunities for positive engagement with those who financially give towards the ministry of Transform Work UK (our VIPs), providing regular updates to outline our goals and objectives and share financial information in a spirit of gratitude and accountability. This included our hybrid Celebration and Annual General Meeting on 26 October 2022 where we thanked our VIPs for their contribution to the past and also into the future and encouraged them to share about Transform Work UK with their friends and ask them if they would give financially towards this work. We spent time together praising and thanking God for sustaining this ministry and also now for lifting off into the coming expansion. See

[www.youtube.com/playlist?list=PL5y8vYmDbR0qhtkpd2egQWuwweyI04zw0](https://www.youtube.com/playlist?list=PL5y8vYmDbR0qhtkpd2egQWuwweyI04zw0)



Ros Loaker  
CEO, Transform Work UK  
October 2023

25 Julian Shellard  
Chair of the Board, Transform Work UK  
October 2023

## Transform Work UK

Statement of Financial Activities,  
including Income and Expenditure Account  
for the year ended 31<sup>st</sup> January 2023

	Note	Total funds 2023 (Unrestricted) £	Total funds 2022 (Unrestricted) £
<b>INCOME</b>			
<b>Income and endowments from:</b>			
Donations, legacies and grants	3	37,532	30,963
Charitable activities - revenue earned		0	400
Investments		0	0
<b>Total incoming resources</b>		<u>37,532</u>	<u>31,363</u>
<b>EXPENDITURE</b>			
<b>Expenditure on:</b>			
Charitable activities	4	<u>36,302</u>	<u>30,204</u>
<b>Total expenditure</b>		<u>36,302</u>	<u>30,204</u>
<b>Net income for the year</b>		<b>1,230</b>	<b>1,159</b>
<b>Total funds brought forward</b>		5,623	4,464
<b>Total funds carried forward</b>		<u><u>6,853</u></u>	<u><u>5,623</u></u>

The notes to the accounts form an integral part of these accounts.

**Transform Work UK**

Balance Sheet  
as at 31st January 2023

	Note	2023 £	2022 £
<b>FIXED ASSETS</b>	2	<u>228</u>	<u>0</u>
<b>CURRENT ASSETS</b>			
Debtors	5	1,555	1,639
Cash at bank and in hand		<u>6,655</u>	<u>4,571</u>
<b>Total current assets</b>		8,210	6,210
<b>CREDITORS: amounts falling due within one year</b>	6	(1,585)	(587)
<b>NET CURRENT ASSETS</b>		<u>6,625</u>	<u>5,623</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u><u>6,853</u></u>	<u><u>5,623</u></u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	7	<u><u>6,853</u></u>	<u><u>5,623</u></u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

These accounts were approved by the Board of Directors on 25 October 2023  
and were signed on its behalf by:

JULIAN SHELLARD 

Chair of Directors

# Transform Work UK

## Notes to the Accounts for the year ended 31st January 2023

### 1 Accounting Policies

#### Basis of preparation of the accounts

The accounts have been prepared under the historical cost convention, with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and with the Charities Act 2011.

The charity has taken advantage of the exemption in Financial Reporting Standard 102 Section Small Entities from the requirement to produce a Cash Flow Statement.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The accounts have been prepared using the Accruals method, as required for a charitable company.

### 2 Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office equipment	- 25% of cost	£
<b>COST</b>		
Additions		304
Bal of 31/01/23		<u>304</u>
<b>DEPRECIATION</b>		
Charge for the year		76
Bal of 31/01/23		<u>76</u>
<b>NET BOOK VALUE</b>		
At 31/01/23		<u><u>228</u></u>

### 3 Income from Donations, Legacies and Grants

	2023	2022
	£	£
Trinity Ministries grants	6,000	6,000
Donations from churches and organisations	856	3,056
Donation from Selwyn Charitable Trust	10,000	0
Other donations	18,792	20,268
Gift aid	1,884	1,639
	<u>37,532</u>	<u>30,963</u>

## Transform Work UK

### Notes to the Accounts for the year ended 31st January 2023

#### 4 Analysis of Expenditure on Charitable Activities

	<b>2023</b>	<b>2022</b>
	£	£
Staff wages	27,340	22,405
Employer's Pension costs	745	648
Staff expenses (subsistence, hospitality, travel costs)	660	206
Admin costs - insurance	518	496
- zoom and software subs and expenses	451	335
- payroll admin costs	551	521
- phone and work from home costs	396	396
- admin services	2,160	0
- other admin expenses	13	51
Bank charges	55	153
Website expenses and design costs	1,932	1,688
Venue expenses	1,000	0
Conference costs	0	700
Trustee training expenses	0	70
Gifts and donations	80	480
Professional fees - rebranding	0	1,755
Independent examiner's fee	325	300
Depreciation of office equipment	76	0
	<u><b>36,302</b></u>	<u><b>30,204</b></u>

#### 5 Debtors

	<b>2023</b>	<b>2022</b>
	£	£
Gift aid debtors	1,355	1,639
Conference prepayment	200	0
	<u><b>1,555</b></u>	<u><b>1,639</b></u>

#### 6 Creditors: amounts falling due within one year

	<b>2023</b>	<b>2022</b>
	£	£
Trade creditors	781	35
Pension creditors	479	252
Accruals	325	300
	<u><b>1,585</b></u>	<u><b>587</b></u>

## Transform Work UK

Notes to the Accounts  
for the year ended 31st January 2023

### 7 Charity Funds

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Unrestricted funds:</b>		
<b>General funds</b>		
Bal bf 1/2/22	5,623	3,986
Net income/ (expenditure) in the year	1,230	1,159
Net Transfers to Gift/Tithe fund		478
General funds cf 31/1/23	<u>6,853</u>	<u>5,623</u>
<b>Total Unrestricted funds</b>	<u>6,853</u>	<u>5,623</u>

### 8 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with the charity.

Expenses were paid for trustees fulfilling their duties as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Training expenses	<u>0</u>	<u>70</u>



**TRANSFORM WORK**

England & Wales - Charity number 1120053

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# Accounts

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*Inspiring Christians to transform  
their workplace and the nation*

## ANNUAL DIRECTORS' REPORT

Year ended

31<sup>st</sup> January 2022

Registered office: 8 Marshalsea Road, London, SE1 1HL

Email: [office@transformworkuk.org](mailto:office@transformworkuk.org)

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

### Contents

	Page
Legal and administrative information	2
Report of the directors	3-9
Financial statements	10-13
Independent examiner's report	14

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COMPANIES HOUSE

**Transform Work UK**  
**Legal and Administrative Information**

**Directors during the period:**           **Mr Julian Shellard (Chair)**  
  **Mrs Jayne Payne (resigned 3/5/21)**  
  **Mrs Susan Harrison (resigned 3/5/21)**  
  **Ms Ofonimeh Abudu**  
  **Mr Stephen Matthews**  
  **Mr Malcolm Shaw (appointed 3/5/21)**

**Registered office:**                       **8 Marshalsea Road**  
  **London**  
  **SE1 1HL**

**Independent Examiner:**               **Mrs C M Cowgill ACA**  
  **4 Penny Meadow**  
  **Capel St Mary**  
  **Ipswich**  
  **IP9 2UU**

**Bankers:**                                   **Santander UK PLC**  
  **Bootle**  
  **Merseyside**  
  **L30 4GB**

**Charity number:**                       **1120058**  
**Company number:**                   **6203863**

## **REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 JANUARY 2022**

### **Introduction**

The directors present their report and financial statements of the charity for the year ended 31 January 2022. The directors have adopted the provisions of the Statement of Recommended Practice (SORP) *Accounting and Reporting by Charities (revised 2015)* in preparing the annual report and financial statements of the charity.

### **Directors' Responsibilities**

Charity law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The directors are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

### **Organisation and Status**

Transform Work UK (TWUK) operates under a Memorandum of Association and Articles of Association. It was registered as a charity on 2nd May 2007 following a merger of two charities with similar objectives (Christian Workplace Forum and Getting God to Work). It has the charity registration number 1120053 and is also registered as a company with the number 6203863. Its main purpose is the advancement of the Christian faith in the workplace by means of the development and support of Christian Workplace Groups.

Directors in addition to those named above may be recommended to the Board for approval by the current directors.

Operational leadership of the organisation was exercised by Mrs. Ros Loaker in her role as Chief Executive Officer. She headed up the core team responsible for guiding the day-to-day activities of the organisation. Mr Richard Kean was hired and employed as Finance Officer. A number of volunteers serve the organisation.

## **Public benefit**

The charity Directors have complied with their duty to have due regard to the guidance on public benefit in section 4 of the 2011 Charities Act, and the supplementary guidance on the advancement of religion for the public benefit, published by the Charity Commission, in exercising their powers and duties.

## **REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS**

The Board of Directors met formally for Board meetings during the year with further business being conducted via informal means of communication such as email and conference calls.

Transform Work UK delivers its charitable objectives through:

- Supporting and equipping Christian Workplace Groups to reach their full potential based on Christian values, to the benefit of their organisations. Groups pass through several stages of development from early formation to full recognition at management level. Support is offered through one-to-one meetings with group leaders, visits to groups, regular telephone and email contact.
- Providing workshops and other events for all those involved with Christian Workplace Groups to come together for mutual support and equipping.
- Supplying helpful literature in the form of booklets and workbooks for leaders and groups
- Providing a website with links to helpful articles and a contact database so that Christian Workplace Groups can be easily located by anyone interested and their activities publicised.
- Working together with other organisations with similar objectives.

Our vision is to inspire Christians to transform the workplace and the nation. Our strategy for fulfilling the vision includes building and supporting vibrant and effective Christian workplace and professional groups, envisioning young people, providing a voice for the workplace Christian, and providing resources and networking opportunities

The report that follows summarises the activities of Transform Work UK (TWUK) during the past year 01 February 2021 to 31 January 2022.

## **Annual Report**

1st February 2021 - 31 January 2022

### **Context**

We connect, equip and support Christians to transform the places they work in. We do this through a team of Ambassadors who connect with Christian Workplace Groups. We also support Christian Professional and Sector Groups who represent various professions such as education, health and media. Although we currently operate mainly within the UK, we have an increasing number of international connections where similar groups have begun to develop.

We have links with a number of Associates who offer specialist knowledge and expertise.

Our ministry has continued to thrive despite the unusual circumstances around the continued changes to working environments and conditions through 2021. New ways of working, connecting and communicating have meant that some organisations have flourished whilst others have floundered and these changes have of course been mirrored in our work with groups and individuals alike.

### **Ambassador Team**

Our ambassador team is the heart of Transform Work as our wonderful volunteers encourage and equip those on the frontline in their places of work. Bernadette Sam-King joined the team responding to an appeal for volunteers based in Wales. Carol Porter also joined the team having retired from national government where she led a fantastic Christian Workplace Group. We currently have 17 ambassadors.

### **Reports from Ambassador Team**

The increase in online meetings, whilst challenging for some groups, has been fruitful for others. For example, one group extended their reach nationally using Yammer for building a network of small call groups and running Alpha in the Workplace nationally online. Another group ran a series of online Hope Explored sessions with 30-40 attendees including attendees from the USA. Both groups increased their influence across the company through the use of online MS Teams.

### **Christian Workplace Groups**

We connect and equip a variety of workplace groups across the UK. These groups are exclusively for the staff of the organisation and are generally started and supported through the organisation's diversity and inclusion framework. These Christian staff groups tend to exist in larger organisations such as local and national government or larger corporations in the professions, commerce and industry. However we also support groups of 3-4 staff within smaller organisations where we can also see culture changes as these groups pray for and engage with their workplace. Jesus says, "For where two or three gather in my name, I am there with them." (Matt 18:20) This is the foundation for our Christian Workplace Groups.

We record the details of our groups and how they are getting on. This year's figures are incomplete due to the ongoing impact of Covid. However, from the data available:

- 20 new groups were grown and supported
- 26 groups met with our ambassadors face to face, including Zoom and Teams video calls
- 99 groups had a meaningful two-way connection with our ambassadors, including online contact

- 87 groups are flourishing, 109 improving, 57 struggling, 53 failing (we are still completing our assessment across all groups)
- The groups are at different stages of development
  - Level 1: individual (87 individuals)
  - Level 2: initial contact (53 groups)
  - Level 3: early formation (121 groups)
  - Level 4: organisational acceptance (150 groups)
  - Level 5: formal integration (64 groups)
  - Level 6: organisational celebration (62 groups).
- This gives us a total of 450 formed groups and 87 potential future groups.
- Three groups were put into Level 0: former as they had folded.

### **Christian Professional and Sector Groups**

We are currently working with 48 Christians Professional and Sector Groups across the UK and Europe who are all at various stages in development from a handful of members such as the Water Companies Christian Network to the Christian Medical Fellowship that has over 4000 members. We encourage each group to develop their own network so that isolated Christians can connect and be encouraged by like minded professionals and together be a voice to bring biblical values into the heart of their profession and sector.

Three new groups were added to the CPSG network:

- Pharma Connections
- Arsvitalis - Performing Arts Centre Group in Spain
- Water Companies Christian Network

Unfortunately the group 'Christians Working with the Bereaved' folded as we came out of lockdown and the appetite for this decreased. The Christian Care Home Network is struggling to find an inspired leader to currently run with this network.

There continues to be a greater buy-in to the CPSG network and a core team has emerged from those that regularly attend the 30 mins Tuesday lunchtime prayer & catch up meetings. During the latter half of the year speakers were arranged to share on the first Tuesday of the month a longer hourly call such as Tim Vickers from Graduate Impact / IFES, Andy Flanagan, Christians in Politics, Nick Shepherd, Church of England- Everyday Faith. Other speakers arranged for the coming year are Steve Osei-Mensah from LICC and Benedick Harding from UCCF. The hope is to engage with those working with students so they can pass the baton onto the CPSGs and CWGs. There is a lot of potential and energy to partner and support young people heading into the workplace. We have also begun planning an online stress seminar for all CPSGs to participate in. The format is likely to be 3 keynote speakers from within the network to speak on a general stress related topic and then each profession or sector breaks out into their specific zoom call to discuss further with prayer.

However, there are many CPSG leaders that are still on the edges of this network and don't attend the calls. More needs to be done to engage.

### **International Connections**

Resulting from the pressures of 2020 one of the areas which was not intentionally pursued was our international connections. Although we had zoom prayer calls with Transform Work Italy and also kept communication alive with our sister organisation in the USA, Faith and Work Movement, we were not able to

actively pursue and consolidate new relationships with new contacts in India, Netherlands, Germany and Nigeria.

### **Associates**

Our Associates provide valued expertise in a range of different areas which supports our groups.

Collin & Lyndsey Seale, Workplace Discipleship & Faith Sharing and Andy Moore, Apologetics and keynote speaker for workplace events continue as our associates. Andy has been connecting with the London Councils Christian Network to organise an online Festival of Thought which we hope will take place during 2022.

We are also delighted to welcome 2 new associates: Joe Clease, Faith Literacy and Diversity & Inclusion Specialist and Jeremiah Igunnubole, Workplace Advocacy in defence of freedom of speech and religion. Joe has created powerpoints for Christian Workplace Groups to share with their organisations on Christian Faith Literacy. These resources accompany talks which he has recorded that have been placed on the Transform Work UK YouTube site. Jeremiah has been able to give individual advice concerning the law on workplace topics / issues.

### **Initiatives**

#### **Faith friendly workplaces**

This is an initiative that was launched in May last year by the Thames Water multifaith group and is being led by their deputy multi faith lead, Dave Law, who is also the Transform Work ambassador for the Thames Valley area.

It was noticed that within company Diversity & Inclusion frameworks, faith networks were often badly supported or missing completely. Whilst few groups reported direct discrimination, there was a sense that HR managers felt faith was something that was too complicated and that groups had difficulty defining objectives.

Around 20 companies have connected in and are represented by D&I leads, multi faith leads and Christian Workplace Group leaders and this includes some of our best established groups.

We have done quite a lot of work on creating materials to enable objections to be overcome and now the group is looking at ways to share what they have done and to partner with another organisation to be able to incentivise and reward good practice.

#### **Time to pray**

As individuals started work again and others began to commute into the office, time available for collective Transform Work prayer on a weekly basis was reduced throughout the first half of the year. To be intentional about prayer we have focused 'special' days of prayer and fasting called *Jesus to Be Revealed*. The first of these online prayer meetings took place during Advent 2021 with 5 set times of online collective prayer during the day, led by various members of the team with leaders and CPSGs & CWGs joining us. We even had CWG leaders join us from Switzerland.

Building on the previous year, we continued to work alongside Thy Kingdom Come to provide workplace prayer resources in line with their material to encourage the wider church to be praying for professions, commerce and industry.

Femi Idowu continued to give pastoral guidance to those connected within Transform Work and we are so thankful for his ongoing support for this workplace ministry.

## **Improving the way we work**

### **Website and Database Improvements**

Hubb:Church has continued to support us to create a functioning website.

Our volunteer graphic designer Amy Styles enabled us to create a better looking more functional set of website pages to support the CPSGs. She also enabled us to send out e-newsletters.

In December 2021 we created our first online donation page which has already been a great success.

The database search functionality is excellent and the ability for different groups to send specific emails etc... but in terms of entering the data, much work needs to be done to enable this to be user friendly partially for our ambassadors and future administrators.

We have received many positive comments from users of the website which is encouraging. It is excellent value for money, especially because of the support we receive whilst we don't have an inhouse website or database assistant.

## **Marketing**

We started the journey to refresh our branding by drawing together a group of supporters and carrying out a series of online workshops with a marketing expert - Tessa Webb from Creatives into Business. We identified the following as key elements of our brand that we want to emphasise:

- Passionate to see Jesus change lives & society
- A growing, supportive movement
- Sharing the difference Christians make at work
- United with a huge network of Christians who support each other at work
- Developing purpose, courage, confidence & knowledge for Christians
- Strengthening & inspiring Christians to be authentic & real at work.

We are now obtaining quotes from graphic designers to bring this to life across our various communications, including website, newsletters and social media.

## **Fundraising**

We have sought advice on how we can increase our funding base, and we are preparing a widespread small donation campaign with those who already clearly share our vision. We are also exploring opportunities to develop funding from trusts and other Christian funding agencies.

## Office Team

Rafik Massih continues to volunteer his expertise on all things I.T. and has wonderfully taken over from Trevor Payne's role as I.T. trouble shooter. We have begun to discuss a 3-5 year plan for developing I.T. within Transform Work to support the growing ambassador team

We employed Richard Kean as our finance officer. He has introduced the software Xero for recording and tracking all of Transform Work UK's finance. He helped us create online giving through hubb:church website platform and also began the process of changing bank accounts.

Amy Styles responded to an advert on Reach Volunteering for a graphic designer. She has developed the Christian Professional and Sector Group web pages so they are more accessible. She has designed and animated the 'Jesus to be Revealed prayer initiatives' and she has helped to format newsletters, including a special animated Christmas letter. She has been a great help to the CEO.

We continue to pray for the finance to employ an administrator to assist the CEO with the everyday tasks of updating profiles on our database and responding to simple requests for booklets and information.

Our London office opened up during the latter half of the year with our CEO and Chair choosing to work from London periodically. Our CEO uses the office twice a month which is a great opportunity to meet with other like minded ministries and connect with leaders of Christian Workplace Groups and Christian Professional and Sector Groups face to face.

## Celebration/Annual General Meeting

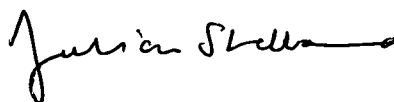
This year we held our first ever hybrid Celebration and AGM in our offices. As it was a hybrid it meant that we could reach a wider audience and had interviews with special guests from Transform Work Italy, Faith and Work Movement USA as well as reaching out to the regions of the UK with testimonies from Martyn Link from Thrive Scotland, Rick Pearl our Ambassador based in Wales and also Revd Lee Higson, one of our Ambassadors based in the North West of England. We were honoured to have Dr Jonathan Oloyede join us in person as our keynote speaker. It was exciting and fast paced but we did also have much to learn and are keen to improve for the coming year.

## Strategic Direction 2021-2025

In 2019 Eido Research carried out a survey which revealed areas of success of our groups and areas to improve. Based on this, a strategy sub-committee was formed with the aim of producing a clear strategic direction for the next 5 years. In January 2020 one of our Ambassadors, Andrew Humphreys, began the process of leading us through a process to develop impact and outcomes including a 3-5 year strategic plan.

Ros Loaker  
CEO, Transform Work UK  
July 2022

Julian Shellard  
Chair of the Board, Transform Work UK  
July 2022



**Transform Work UK**

Statement of Financial Activities,  
including Income and Expenditure Account  
for the year ended 31<sup>st</sup> January 2022

	Total funds 2022 (Unrestricted) £	Total funds 2021 (Unrestricted) £
<b>INCOME</b>		
<b>Income and endowments from:</b>		
Donations, legacies and grants	2      30,963	25,772
Charitable activities - revenue earned	400	350
Investments	0	1
<b>Total incoming resources</b>	<u>31,363</u>	<u>26,123</u>
<b>EXPENDITURE</b>		
<b>Expenditure on:</b>		
Charitable activities	3      30,204	25,363
<b>Total expenditure</b>	<u>30,204</u>	<u>25,363</u>
<b>Net income for the year</b>	<b>1,159</b>	<b>760</b>
<b>Total funds brought forward</b>	4,464	3,704
<b>Total funds carried forward</b>	<u><u>5,623</u></u>	<u><u>4,464</u></u>

The notes to the accounts form an integral part of these accounts.

**Transform Work UK**

**Balance Sheet  
as at 31st January 2022**

	Note	2021 £	2021 £
<b>FIXED ASSETS</b>		<u>0</u>	<u>0</u>
<b>CURRENT ASSETS</b>			
Debtors	4	1,639	355
Cash at bank and in hand		<u>4,571</u>	<u>4,827</u>
<b>Total current assets</b>		<u>6,210</u>	<u>5,182</u>
<b>CREDITORS: amounts falling due within one year</b>	5	(587)	(718)
<b>NET CURRENT ASSETS</b>		<u>5,623</u>	<u>4,464</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>5,623</u>	<u>4,464</u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	6	<u>5,623</u>	<u>4,464</u>

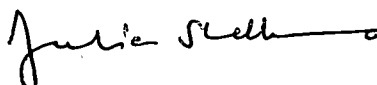
The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

These accounts were approved by the Board of Directors on 26 JULY 2022  
and were signed on its behalf by:

JULIAN SHELLARD   
.....  
Chair of Directors

## Transform Work UK

### Notes to the Accounts for the year ended 31st January 2022

#### 1 Accounting Policies

##### Basis of preparation of the accounts

The accounts have been prepared under the historical cost convention, with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and with the Charities Act 2011.

The charity has taken advantage of the exemption in Financial Reporting Standard 102 Section 1A Small Entities from the requirement to produce a Cash Flow Statement.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The accounts have been prepared using the Accruals method, as required for a charitable company.

#### 2 Income from Donations, Legacies and Grants

	2022	2021
	£	£
Trinity Ministries grants	6,000	6,000
Donations from churches	3,056	806
Other donations	20,268	17,311
Gift aid	1,639	1,655
	<u>30,963</u>	<u>25,772</u>

#### 3 Analysis of Expenditure on Charitable Activities

	2022	2021
	£	£
Staff wages (1 employee)	22,405	21,496
Employer's Pension costs	648	643
Support staff costs (subsistence, hospitality, travel costs)	206	(266)
Admin costs - insurance	496	457
- zoom and software subs	335	144
- payroll admin costs	521	66
- phone and work from home costs	396	147
- other admin costs	51	80
Bank charges	153	164
Website expenses	1,688	1,832
Venue expenses	0	50
Conference costs	700	0
Trustee training expenses	70	0
Gifts and donations	480	250
Professional fees - rebranding	1,755	0
Independent examiner's fee	300	300
	<u>30,204</u>	<u>25,363</u>

## Transform Work UK

### Notes to the Accounts for the year ended 31st January 2022

<b>4 Debtors</b>	<b>2022</b>	<b>2021</b>
	£	£
Gift aid debtors	1,639	330
Prepayments	0	25
	<u>1,639</u>	<u>355</u>

<b>5 Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	£	£
Trade creditors	287	418
Accruals	300	300
	<u>587</u>	<u>718</u>

<b>6 Charity Funds</b>	<b>2022</b>	<b>2021</b>
	£	£
<b>Unrestricted funds:</b>		
<b>General funds</b>		
Bal bf 1/2/21	3,986	2,951
Net income/ (expenditure) in the year	1,159	760
Net Transfers to Gift/Tithe fund	478	275
General funds cf 31/1/22	<u>5,623</u>	<u>3,986</u>
<b>Gift/ Tithe fund</b>		
Bal bf 1/2/21	478	753
Transfers to/from General fund	(478)	(25)
Donations made from Tithe fund		(250)
Gift funds cf 31/1/22	<u>0</u>	<u>478</u>
Total Unrestricted funds	<u>5,623</u>	<u>4,464</u>

### **7 Trustee remuneration and benefits**

None of the trustees have been paid any remuneration or received any other benefits from an employment with the charity.

Expenses were paid for trustees fulfilling their duties as follows:

	<b>2022</b>	<b>2021</b>
	£	£
Training expenses	<u>70</u>	<u>0</u>

**Independent Examiner's Report**  
**to the Trustees of Transform Work UK**  
**on the Accounts for the year ended 31<sup>st</sup> January 2022**  
**Registered Charity No. 1120058**  
**Company No. 6203863**

I report to the trustees on my examination of the accounts of the above charitable company for the year ended 31<sup>st</sup> January 2022.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

- the accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- or the accounts did not accord with those records;
- or the accounts did not comply with relevant accounting requirements under section 396 of the Companies Act 2006, 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 the accounts had not been prepared in accordance with the Charities SORP (FRS102).

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

Signed: ..... *Carole Cowgill* ..... Date: ..... 29/4/22 .....

Mrs. Carole Cowgill ACA  
4 Penny Meadow  
Capel St. Mary  
Ipswich  
IP9 2UU



**TRANSFORM WORK**

England & Wales - Charity number 1120053

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# Accounts

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Registered Charity No. 1120058  
Company No. 6203863

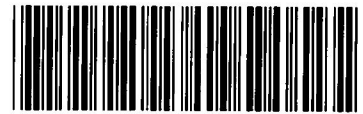


ANNUAL DIRECTORS' REPORT

Year End  
31<sup>st</sup> January 2021

Registered office: 8 Marshalsea Road, London SE1 1HL  
Email: [office@transformworkuk.org](mailto:office@transformworkuk.org)  
Website: [www.transformworkuk.org](http://www.transformworkuk.org)

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**Transform Work UK**

**Annual Directors' Report for the year  
01st February 2020 - 31<sup>st</sup> January 2021**

**Contents**

	<b>Page</b>
<b>Legal and administrative information</b>	<b>2</b>
<b>Report of the Directors</b>	<b>4-9</b>
<b>Financial Statements</b>	<b>10</b>

**Transform Work UK**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

Charity number 1120053  
Company Number 6203863

Directors during the period: **Mr Julian Shellard (Chair)**  
Mrs Jayne Payne (resigned 3/5/21)  
Mrs Susan Harrison (resigned 3/5/21)  
Mr Christian Fitzgibbon (resigned 15/10/20)  
**Ms Ofonimeh Abudu (appointed 15/10/20)**  
**Mr Stephen Matthews (appointed 20/4/20)**  
**Mr Malcolm Shaw (appointed 3/5/21)**

Principal address  
and registered office: 8 Marshalsea Road  
London  
SE1 1HL

Independent Examiner: Mrs C M Cowgill ACA  
4 Penny Meadow  
Capel St Mary  
Ipswich  
Suffolk  
IP9 2UU

Bankers Santander UK plc  
Bootle  
Merseyside  
L30 4GB

## **REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 JANUARY 2021**

### **Introduction**

The directors present their report and financial statements of the charity for the year ended 31 January 2021. The directors have adopted the provisions of the Statement of Recommended Practice (SORP) *Accounting and Reporting by Charities (revised 2015)* in preparing the annual report and financial statements of the charity.

### **Directors' Responsibilities**

Charity law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The directors are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

### **Organisation and Status**

Transform Work UK (TWUK) operates under a Memorandum of Association and Articles of Association. It was registered as a charity on 2nd May 2007 following a merger of two charities with similar objectives (Christian Workplace Forum and Getting God to Work). It has the charity registration number 1120053 and is also registered as a company with the number 6203863. Its main purpose is the advancement of the Christian faith in the workplace by means of the development and support of Christian Workplace Groups.

Directors in addition to those named above may be recommended to the Board for approval by the current directors.

Operational leadership of the organisation was exercised by Mrs. Ros Loaker in her role as Chief Executive Officer. She headed up the core team responsible for guiding the day-to-day activities of the organisation. A volunteer continued in his role as Pastoral and Prayer Co-ordinator.

## **Public benefit**

The charity Directors have complied with their duty to have due regard to the guidance on public benefit in section 4 of the 2011 Charities Act, and the supplementary guidance on the advancement of religion for the public benefit, published by the Charity Commission, in exercising their powers and duties.

## **REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS**

The Board of Directors met formally four times over the year with further business being conducted via informal means of communication such as email and conference calls.

Transform Work UK delivers its charitable objectives through:

- Supporting and equipping Christian Workplace Groups to reach their full potential based on Christian values, to the benefit of their organisations. Groups pass through several stages of development from early formation to full recognition at management level. Support is offered through one-to-one meetings with group leaders, visits to groups, regular telephone and email contact.
- Providing workshops and other events for all those involved with Christian Workplace Groups to come together for mutual support and equipping.
- Supplying helpful literature in the form of booklets and workbooks for leaders and groups
- Providing a website with links to helpful articles and a contact database so that Christian Workplace Groups can be easily located by anyone interested and their activities publicised.
- Working together with other organisations with similar objectives.

Our vision is to inspire Christians to transform the workplace and the nation. Our strategy for fulfilling the vision includes building and supporting vibrant and effective Christian workplace and professional groups, envisioning young people, providing a voice for the workplace Christian, and providing resources and networking opportunities

The report that follows summarises the activities of Transform Work UK (TWUK) during the past year 01 February 2020 to 31 January 2021.

## **Annual Report**

1st February 2020 - 31<sup>st</sup> January 2021

*Our ministry to connect, equip and support workplace Christians to transform their workplace and the nation has continued to thrive despite the unusual circumstances around the pandemic in 2020. There has been a shaking across the Christian community as the UK government deemed The Church nonessential and church doors remained closed. Yet we saw an increased need for Christian Professional, Sector and Workplace Groups during this time. Transform Work UK had many enquiries asking us for stories from the frontline and many were asked to speak on Christian Radio / TV channels. Working Christians were very essential during this season and continue to be so.*

### **Ambassador Team**

During Covid many of our team had time to stop, reflect and reevaluate their lives which resulted in Alan Holdsworth and John Kay leaving Transform Work UK. Also David MacFarlane having faithfully served as Ambassador Team Coordinator for over a year asked to step back from this role and to give his voluntary time with us to being an Ambassador as well as supporting us through discipleship training. We welcome this and look forward to his future contribution. At the same time three new ambassadors joined us; Rupert Bobrowicz based in Peterborough who joined Adrian Holloway's team, Lee Higson, based in Bolton who joined Steve Matthews' team and Anna Somuyiwa who started working with Julian Shellard to support Christian Workplace Pharma Groups. Altogether we have 15 Ambassadors.

The monthly Tuesday lunchtime calls continue and have been a lifeline along with the ambassador WhatsApp group. For most it has been difficult to engage / connect with group leaders who have either been furloughed or are under new pressures so that running their Christian Workplace Group and responding to Ambassadors is no longer a priority and we unfortunately have had to put several groups into the category, 'former'. However, there have been wonderful testimonies where floundering groups pre covid have regrouped, clung together in prayer using whatsapp daily sharing requests and answers for prayer for colleagues and family members. Where some groups were meeting monthly, they are now meeting weekly, where some groups had a few people attending in person, now they have 20 plus because colleagues can jump on a zoom call. We also receive reports of groups running online Alpha courses fully endorsed by their organisation and a greater openness to receiving prayer. New groups have started, we've helped workers set up interfaith networks and advised HR managers in the same vein. We also represented Christian leaders in their organisation's online Diversity & Inclusion meetings.

### **Pastoral and Prayer Lead**

Prayer increased within the Transform Work UK team generated by the Board of Directors who all joined for a weekly zoom prayer call which was open to all our team and wider network. We often invited leaders of Christian Professional and Sector Groups and team members including our associates to share with us their concerns and testimonies. We then in turn would intercede with and for them allowing the Holy Spirit to minister. These were incredibly special times of drawing closer to The Lord and to one another as a team.

Femi Idowu continued to give pastoral guidance to those connected within Transform Work and we are so thankful for his ongoing support for this workplace ministry.

## **Associates**

Collin & Lyndsey Seale continue to be available to support and equip workplace Christians, however this has not been easy this year as they were unable to head into workplaces. Although Andy Moore stopped working full time with Oxford Centre for Christian Apologetics, he expressed a keen desire to continue with his role as our associate to deliver apologetics for workplace groups. All were delighted.

## **Christian Workplace Groups**

- We record the details of our groups and how they are getting on. Note that this year, our figures are incomplete due to the impact of Covid and an outage in our database which has now been addressed. From the data available,
- 23 new groups were grown and supported
- 45 groups met with our ambassadors face to face, including Zoom and Teams video calls
- 194 groups had a meaningful two-way connection with our ambassadors, including online contact
- 67 groups are flourishing, 76 improving, 43 struggling, 40 failing (we are still completing our assessment across all groups)
- The groups are at different stages of development
  - Level 1: individual (84 individuals)
  - Level 2: initial contact (55 groups)
  - Level 3: early formation (122 groups)
  - Level 4: organisational acceptance (149 groups)
  - Level 5: formal integration (71 groups)
  - Level 6: organisational celebration (53 groups).
- This gives us a total of 450 formed groups and 84 potential future groups.

## **Christian Professional and Sector Groups**

At the start of the year Ros Turner continued to support around 42 Christian Professional and Sector Groups (CPSGs) providing the opportunity for leaders to build relationally via a monthly conference call with varying attendance. When covid hit there was a new desire for leaders of CPSGs to connect online via zoom to support each other relationally and in prayer. Covid had an impact on each CPSG, with obvious repercussions in the health sectors. Information was disseminated across our individual networks as each group shared. We were keen to encourage the Christian community to intercede for the issues facing each profession and sector.

There were many 'firsts' during this year. In April Transform Work UK was asked to lead the European set for *Prayer for Tech* (a global 24hour online prayer and worship) thus a new CPSG was added to our network. Several new groups were formed; Christians in Allied Health, Christians Working with the Bereaved, Christian Care Home Network, not surprisingly these

groups came about due to the current climate. In June, the Association of Christian Counsellors asked to join the CPSG network which was a real boost to the groups. They brought with them wisdom and practical help for all groups on how to best administer pastoral support during this season and offered their counselling services across the network.

As the restrictions eased many CPSG leaders went back to work having been on furlough, thus many were not able to attend the weekly prayer sessions that still continue. However, the WhatsApp group continues to be active with information sharing, support and prayers. As leaders met to pray, ideas sparked and there is now new impetus to work together around common projects such as an online Christian Careers Conference for young people heading into the workplace, collectively re-connecting with student bodies such as UCCF, Graduate Impact. The groups have worked together to produce a how-to social media document so more groups are able to learn and get online to be more visible, so others are able to join them. There is also a desire to have a CPSG web portal which Ros is working towards with a team from within the Network. Altogether by Feb 2021 we had 46 CPSGs and a growing relational network.

### **International Connections**

Resulting from the pressures of 2020 one of the areas which was not intentionally pursued was our international connections. Although we had zoom prayer calls with Transform Work Italy and also kept communication alive with our sister organisation in the USA, Faith and Work Movement, we were not able to actively pursue and consolidate new relationships with those new contacts in India, Netherlands, Germany, Nigeria.

### **Website and Database Improvements**

Much time and effort were taken up with this project. We are thankful to those who gave of their time, talent, and resources to help us. Unfortunately, due to the pressures brought about by the pandemic our website migration was not a success and a decision was made to return to our former site providers.

### **Strategic Direction 2021-2025**

Building on the successful survey carried out by Eido Research in 2019 that revealed the areas of success of groups and areas to improve, a strategy sub-committee was formed with the aim of producing a clear strategic direction for the next 5 years. In Jan 2020 Andrew Humphreys began the process of leading us through a Kellogg logic model to develop impact and outcomes.

### **Conference/Annual General Meeting**

Our first ever online Celebration and AGM was held during this year with 2 pre meeting guest speakers, Dr Nick Shepherd of Everyday Faith and Phil Sital-Singh from Eido Research. It was a great success which we hope to build on at our next Celebration and AGM on Monday 20<sup>th</sup> September 2021 which will be our first hybrid meeting!

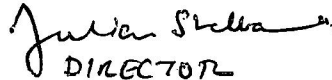
## Practicalities

Although the London office closed in March 2020 work continued unhindered as networking meetings went online and during the year gathered momentum. We still attended and contributed to national and international meetings such as Thrive Scotland. Our localised networking events for Christian Workplace Groups went online and became national and at times international. We birthed our first Local Authority Christian Network online event and had people attending from York through to Southampton.

Transform Work UK has embraced the new online challenges and has adapted well to working remotely throughout 2020 to Feb 2021. We look forward to all the Lord has in store for us in 2021 as we continue to push forward in this all-important pioneering work of supporting workplace Christians so they can transform their workplace and together the nation!

Ros Loaker  
CEO  
Transform Work UK  
September 2021

Julian Shellard  
Chair of the Board  
Transform Work UK  
September 2021

  
DIRECTOR

**Transform Work UK**

Statement of Financial Activities,  
including Income and Expenditure Account  
for the year ended 31<sup>st</sup> January 2021

	Total funds 2021 (Unrestricted) £	Total funds 2020 (Unrestricted) £
<b>INCOME</b>	<b>2</b>	
<b>Income and endowments from:</b>		
Donations, legacies and grants	25,772	42,476
Charitable activities - revenue earned	350	815
Investments	1	3
<b>Total incoming resources</b>	<u>26,123</u>	<u>43,294</u>
<b>EXPENDITURE</b>		
<b>Expenditure on:</b>		
Charitable activities	25,363	46,506
<b>Total expenditure</b>	<u>25,363</u>	<u>46,506</u>
<b>Net income/(expenditure) for the year</b>	<b>760</b>	<b>(3,212)</b>
<b>Total funds brought forward</b>	3,704	6,916
<b>Total funds carried forward</b>	<u><u>4,464</u></u>	<u><u>3,704</u></u>

The notes to the accounts form an integral part of these accounts.

**Transform Work UK**

**Balance Sheet  
as at 31st January 2021**

	Note	2021 £	2020 £
<b>FIXED ASSETS</b>		<u>0</u>	<u>0</u>
<b>CURRENT ASSETS</b>			
Debtors	4	355	3,204
Cash at bank and in hand		<u>4,827</u>	<u>2,423</u>
<b>Total current assets</b>		<u>5,182</u>	<u>5,627</u>
<b>CREDITORS: amounts falling due within one year</b>	5	(718)	(1,923)
<b>NET CURRENT ASSETS</b>		<u>4,464</u>	<u>3,704</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>4,464</u>	<u>3,704</u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	6	<u>4,464</u>	<u>3,704</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.


The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

These accounts were approved by the Board of Directors on ..... July 19, 2021 and were signed on its behalf by:

MR JULIAN SHELLARD



Chair of Directors

## Transform Work UK

### Notes to the Accounts for the year ended 31st January 2021

#### 1 Accounting Policies

##### Basis of preparation of the accounts

The accounts have been prepared under the historical cost convention, with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and with the Charities Act 2011.

The charity has taken advantage of the exemption in Financial Reporting Standard 102 Section 1A Small Entities from the requirement to produce a Cash Flow Statement.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The accounts have been prepared using the Accruals method, as required for a charitable company.

#### 2 Income

Income includes donations (including £1,655 in gift aid) and income from meetings and booklets.

#### 3 Analysis of Expenditure on Charitable Activities

	2021	2020
	£	£
Staff wages and admin fees	20,638	34,728
Pension costs	1,501	1,964
Support staff costs (subsistence, hospitality, travel costs)	(266)	2,042
General admin costs	1,058	1,799
Website expenses	1,832	839
Venue expenses	50	1,950
Gifts and donations	250	2,669
Professional fees	0	240
Independent examiner's fee	300	275
	<u>25,363</u>	<u>46,506</u>

#### 4 Debtors

	2021	2020
	£	£
Gift aid debtors	330	3,060
Trade debtors	0	144
Prepayments	25	0
	<u>355</u>	<u>3,204</u>

## Transform Work UK

### Notes to the Accounts for the year ended 31st January 2021

#### 5 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	418	1,648
Accruals	300	275
	<b>718</b>	<b>1,923</b>

#### 6 Charity Funds

	2021	2020
	£	£
<b>Unrestricted funds:</b>		
<b>General funds</b>		
Bal bf 1/2/20	2,951	4,509
Net income/ (expenditure) in the year	760	(3,212)
Net Transfers to Gift/Tithe fund	275	1,654
General funds cf 31/1/21	<b>3,986</b>	<b>2,951</b>
<b>Gift/ Tithe fund</b>		
Bal bf 1/2/20	753	2,407
Transfers to/from General fund	(25)	753
Donations made from Tithe fund	(250)	(2,407)
Gift funds cf 31/1/21	<b>478</b>	<b>753</b>
Total Unrestricted funds	<b>4,464</b>	<b>3,704</b>

#### 7 Trustee remuneration and benefits

The Trustees/ Directors were reimbursed for expenses incurred on behalf of the charity at the rate of 20p per mile for use of car and on the production of the invoices for travel and accommodation in respect of conferences and events. At no time did Trustees/ Directors or their business interests receive any benefit, other than those wholly, necessarily and exclusively incurred on behalf of the charity.

**Independent Examiner's Report**  
**to the Trustees of Transform Work UK**  
**on the Accounts for the year ended 31<sup>st</sup> January 2021**  
**Registered Charity No. 1120058**

I report to the trustees on my examination of the accounts of the above charity for the year ended 31<sup>st</sup> January 2021.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that, in any material respect, the accounting records were not kept in accordance with section 130 of the Charities Act, or the accounts did not accord with the accounting records, or the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities Act (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a "true and fair" view, which is not a matter considered as part of an independent examination.

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

Signed: *Carole Cowgill*

Date: 15/7/21

Mrs. Carole Cowgill ACA  
4 Penny Meadow  
Capel St. Mary  
Ipswich  
IP9 2UU

