

## **TRANSFORM WORK**

### **ANNUAL DIRECTORS' REPORT**

**Year ended**

**31<sup>st</sup> January 2025**

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

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**Registered Charity No. 1120053**  
**Company No. 6203863**

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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  
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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



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***

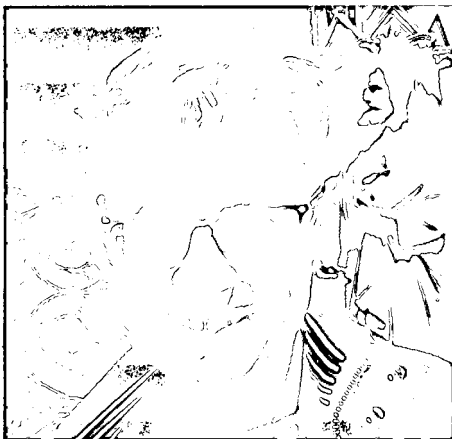


*I've been working at my company for 23 years, and for most of that time as the only Christian in the workplace and so sourced my workplace support via Chaplaincy Plus in Birmingham but always wished to be able to set up a small group in our company.*

*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

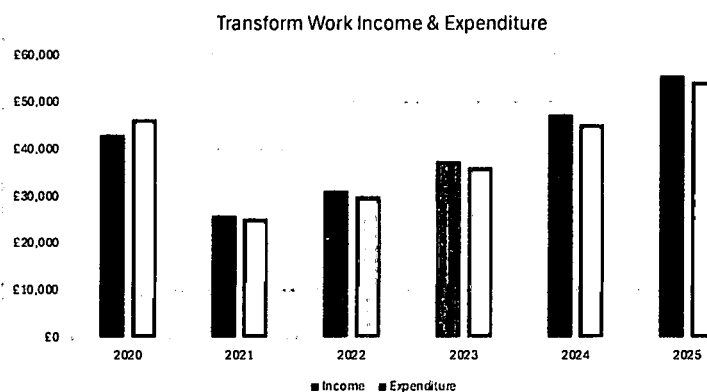
We give thanks for a 13% year-on-year increase in our income compared with 2024, which also represents a doubling of our annual income since 2021.

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:

- 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.
- 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.

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

**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

		<b>Total funds 2025 (Unrestricted) £</b>	<b>Total funds 2024 (Unrestricted) £</b>
	<b>Note</b>		
<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>		<b>57,381</b>	<b>47,438</b>
<b>EXPENDITURE</b>			
<b>Expenditure on:</b>			
Charitable activities	5	54,392	45,323
<b>Total expenditure</b>		<b>54,392</b>	<b>45,323</b>
<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>		<b>11,957</b>	<b>8,968</b>

# 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>		13,983	10,941
<b>CREDITORS: amounts falling due within one year</b>	7	(2,026)	(2,125)
<b>NET CURRENT ASSETS</b>		11,957	8,816
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		11,957	8,968
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	8	11,957	8,968

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:

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

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
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>



## 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
	£	£
Unrestricted funds:		
General funds		
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>
 Total Unrestricted funds	 <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: Carole Cowgill Date: 24/4/25

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

