



THE CENTRE FOR  
**THEOLOGY  
& COMMUNITY**

# Annual Report and Accounts

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2024

### Reference and Administrative Information

Charity Name:	Centre for Theology and Community
Charity Registration Number:	1121648
Company Registration Number:	5848143
Registered Office and Operational Address:	East Crypt St George-in-the-East 14 Cannon Street Road London E1 0BH
Board of Directors (Trustees):	John Deacon (Chair) Sr Mary Josephine Canny OA The Revd Vanessa Conant The Revd Cecilia Dewu Averil Pooten Watan from 11 <sup>th</sup> Nov 24
Senior Management Team	The Revd Canon Angus Ritchie (Executive Director) Marzena Cichon-Balcerowicz (Director of Partnerships and Development)
Independent Financial Examiner	Derek Rodwell FCCA
Bankers	The Co-operative Bank 1 Balloon Street Manchester M4 4BE

## Our aims and objectives

### Purposes and Aims

The object of the Centre for Theology and Community Limited is 'to advance public knowledge and mutual understanding of the teachings, traditions and practices of different faith communities including promoting good relations between persons of different faiths in particular but not exclusively by providing education and training, developing a network in order to share good practice and experience, by facilitating supervised placements for students and by engaging in research.'

### Ensuring our work delivers our aims

The focus of our work has so far been on Christian congregations in east London, although there is an increasing interest in approach from those in a much wider geographical area, and from other religious and civic institutions (in particular mosques and migrant-led organisations).

Our approach has pioneered faith filled community organising - using the broad-based organising methodology of Citizens UK, but rooting it more deeply in theological reflection and the lived spirituality of local worshippers. This "roots down, walls down" approach is helping local churches and their leaders to develop deep relationships of mutual understanding, solidarity and trust with neighbours of other faiths – and discovering that to be a process that can happen at the same time as they grow in the understanding and practice of their own faith.

As a Centre engaged in research as well as action, our work streams develop in dialogue with our local congregations (from whom most of our Directors are drawn), and we are engaged in qualitative and quantitative research which both demonstrates the impact of our approach and helps us to develop it further.

Our three streams of work are:

**Organised Churches** – We work with churches to harness the potential of broad-based community organising to act with their neighbours from other religions and beliefs for the common good. We help to them understand why that is an integral part of their mission, and how the practice of broad-based community organising can help them grow in number, depth and impact.

**Organised Leaders** – We train individual leaders emerging from these churches, and apprentices who want to work on our staff team. We help them to use the practices of community organising – when rooted in prayer and theological reflection – to connect their own action more deeply with their faith, and to work together with those of other religions and beliefs for the common good.



**Organised Neighbourhoods** – We help the churches with whom we work to develop deeper links with other local religious and civic institutions to act together for the common good – building hyper local broad-based community organising alliances and helping this work become financially sustainable for the long term.

A key partner in this work is Citizens UK, and its local affiliate, London Citizens.

### **How our activities deliver public benefit**

These three streams of work deepen relationships of solidarity and trust within and across faith communities, develop the confidence and agency of those who live in some of England's most socially diverse and economically deprived neighbourhoods, and enable them to both deepen their spiritual lives and take action together on issues of common concern.

### **Government**

The organisation is a charitable company limited by guarantee, incorporated on 15th June 2006 and registered as a charity on 21st November 2007. The company was established under a Memorandum of Association, which established its objects and powers, and is governed by its Articles of Association. In the event of the company being wound up, its members are required to contribute an amount not exceeding £1.

#### *Recruitment and appointment of members of the Trustee Board:*

The directors of the company are also charity Trustees for the purposes of charity law. At the end of the first year, all Trustees are required to retire, and one third will do so at subsequent Annual General Meetings. The Trustees have all received training on their responsibilities, and the Chair of Trustees is responsible for the induction of new Trustees, when the occasion arises. This involves ensuring awareness of a Trustee's responsibilities, the governing document and the work of the charity.

#### *Organisational Structure:*

The Trustees are responsible for setting policy and strategy. Day-to day management and running of the charity is delegated to Canon Dr Angus Ritchie, the Executive Director. The overall pay policy for staff is set by the Trustees, with benchmarking of pay to comparable roles in community organising and church leadership. The charity has no subsidiaries, but is a member of the Citizens UK community organising alliance. CTC has no direct volunteers, but supports churches and other organisations in recruiting and training volunteers for their community engagement.

#### *Membership:*

The membership of the charity currently comprises John Deacon, Vanessa Conant, Cecilia Dewu, Josephine Canny and Averil Pooten Watan



## Achievements and Performance

The Centre's work has continued to flourish and grow. Once again, the Trustees want to pay tribute to the dedication and creativity of the staff team and of the people and congregations with whom CTC works. The Centre's growing impact is also a sign of the power of its methodology – developing local congregations and their leaders through community organising, rooted in theological reflection and prayer.

### 1. Organised Churches

CTC has three main strands of work focused on developing organising in Anglican, Roman Catholic and Pentecostal congregations.

This year has seen a significant expansion in our work with Roman Catholics, with our continuing strategic partnership with the Oblates of Mary Immaculate Anglo-Irish Province and a major research project on the “Three Rivers” of Synodality, Community Organising and Catholic Social Teaching” being funded by the Porticus Trust. This programme of participatory research is helping us articulate the impact of our existing work with east London churches, to explore the theological and spiritual foundations of “faith-filled community organising” and to develop future work with Roman Catholics.

Our work in the Church of England centres on a programme on *Harnessing the Potential of Community Organising for Congregational Growth*. The pilot project helped churches develop deeper relationships of mutual understanding, solidarity and trust with neighbours of other religions and beliefs – at the same time as it helped those churches grow in number, depth and impact. The Church of England has agreed to fund roll-out work in these and other areas, and research to articulate and disseminate the learning.

Two churches we have supported with particular intensity have been the Parish of St George-in-the-East (where community organising has strengthened relationships in a majority Muslim area, and led to significant social impact) and the Guild Church of St Katharine Cree in the City of London (which we have helped to reach out to low paid workers across the capital, with opportunities to both engage with the Christian faith and to organise as part of a multi-faith movement). In the past year, more of this work has transferred to staff within the churches rather than CTC employees – making the work locally owned and sustainable for the long term.

The William Seymour Programme is developing a parallel stream of work for Pentecostal churches, with three congregations supported in engagement in faith-filled organising over the past three years with support from the Halley Stewart and Hinchley Charitable Trusts. We are working to make the existing work locally owned and sustainable for the long term, and to move this work to scale in the way we have with Roman Catholic and Anglican engagement.

We have also been pleased to work with Bloomsbury Baptist Church, and hope this may be the beginning of a new stream of work with another denomination.



## **2. Organised Leaders**

The Wagstaff Course is a twelve session evening class in faith and organising, and is now integrated into work with local congregations. This year, we conducted a piece of participatory research into its impact, and piloted a shorter “Listen and Lead” course which is accessible to a wider range of leaders, and may encourage even more people to take up Wagstaff.

We continue to offer internships to graduates from outside east London, through our thriving Buxton Leadership Programme, and are continuing to explore how best to develop an Apprenticeship programme for non-graduates

Our pioneering Multi Faith Chaplaincy at London Design and Engineering University Technical College (LDE UTC) in Newham continues to be a much-valued hub for developing young leaders. It has led on to the development of a School of Faith and Organising for young people from churches in Newham.

As part of our “roots down, walls down” approach, we have also developed multi-faith leadership trainings, including ones specifically focused on young leaders.

## **3. Organised Neighbourhoods**

We have a growing range of programmes which build on our work with churches and their leaders, and help to develop hyper-local alliances with other religious and civic institutions to weave even deeper relationships of mutual understanding, solidarity and trust through faith-filled community organising.

With funding from the Mercers Company, we are deepening this work in two churches that have completed the Organising for Growth programme.

We have played a leading role in helping churches and other religious and civic institutions to harness the power of community organising in developing “Warm Welcome” hubs – and exploring how they could lead on to deeper, long-term relationship-building and action for justice.

We continue to deliver the Near Neighbours Programme in eastern London for HM Government and the Church Urban Fund, and have a particular focus on the way community organising can help to create and deepen relationships across faiths and cultures. In east London, the programme is blending the approach of broad-based community organising with that of asset-based community development in ways that are mutually beneficial.



## **Future Plans**

The Trustees look forward to the future with confidence, with each of CTC's areas of work in 2024-5 providing a basis for deeper work in east London in the years ahead – and the expansion of key strands of our approach across other parts of England and Wales and other faiths and communities. In the year ahead, our increased focus on participatory research to evaluate our work will bear fruit in new reports and teaching programmes.

In planning all these activities, the Trustees have had regard to the guidance on public benefit issued by the Charity Commission in December 2008.

## **Financial Review**

The Charity's accounting period ended on 31 March 2024. Total income in the period came to £598k (2022/23 £522k) with expenditure of £585k (2022/23 £443k). There was a small deficit on unrestricted funds for the year of £9k (2022/23 £45k surplus).

### *Principal Funding Sources*

The main funders for the year and income relating to the year for each funder are outlined in the accounts.

### *Conflicts of Interest*

The Trustees regularly review potential conflicts of interest, and will be mindful of this in the recruitment and training of any new Trustees in the year ahead.

### *Investment Policy*

The funds received during the period under review were not sufficient to justify separate investment.

### *Reserves Policy*

The Trustees recognize the need for a reasonable level of reserves to protect the charity from fluctuations in funding and sudden emergency requirements. As indicated last year, our aim has been to build up free unrestricted reserves to three months 'unrestricted costs'. This would indicate a target of £56k based on 2023/24 unrestricted expenditure of £225k. Free, unrestricted reserve levels (which exclude fixed assets) at the end of 2023/24 were at £51k which is just below the target level.

The total funds of the Centre at 31<sup>st</sup> March 2024 were £167k, comprising 61k of unrestricted and £106k of restricted funds.

Trustees therefore consider it to be appropriate to prepare the financial statements on a going concern basis as the charity is able to meet its day to day working capital requirements and this is not expected to change in the next year.



### *Risk Statement*

The Centre conducts an annual review of operational risks. Key risks identified, and action taken to mitigate them, are as follows

- **HR** – Peninsula HR continues to be engaged, and the staff handbook has been reviewed and updated regularly in the light of statutory changes.
- **Health and Safety** – Health & Safety has also been outsourced to Peninsula HR, and continues to be reviewed regularly.
- **Safeguarding** – We have conducted our annual review of safeguarding policy, and ensured all staff are up to date with training and DBS checks.
- **GDPR** – CTC has a robust email provider, with dedicated online workspaces connected to all staff email accounts. All staff are either working from dedicated phones and computers owned by CTC, or using cloud space accessed from their own computers and phones.
- **Finances** – The Centre continues to seek to achieve the Trustees' target of three months' worth of operating costs in unrestricted reserves.

### *Directors' Responsibilities*

Charity law requires us as Directors to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year.

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

### *Preparation of the report*

This report of the Board of Trustees has been prepared taking advantage of the small company's exemption of section 415A of the Companies Act 2006.

Signed by:



Name: John Deacon

Date: 16 December 2024



**INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF  
Centre for Theology and Community Limited  
('the Company')**

**Independent examiner's report to the Trustees of The Centre for Theology and Community Ltd**

I report on the financial statements of the charitable company for the year ended 31 March 2024, which comprise the statement of financial activities, balance sheet, cash flow, related notes and are set out on pages 10 to 16.

**Respective responsibilities of trustees and examiner**

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 145 of the Charities Act 2011 (the 2011 Act). The charity is required by company law to prepare accrual based accounts.

Having satisfied myself that the charity is not subject to audit under part 16 of the 2006 Companies Act and is eligible for independent examination, it is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the charity's trustees as a body. My work has been undertaken so that I might state to the charity's trustees those matters that I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any other than the charity and the charity's trustees as a body for my examination work, for this report or for the statements that I have made.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

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

I have completed by examination. I confirm that no matter has come to my attention:

- which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of the 2011 Act ; and



- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006 and Regulation 8 of the Accounts Regulations and the 2011 Act  
have not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink, appearing to read 'Derek Rodwell', is written over a light grey rectangular background.

Derek Rodwell FCCA, (Fellow of the Chartered Association of Certified Accountants)  
Impact the Future Ltd, Bennett Verby, 7 St Petersgate, Stickport, Cheshire, SK1 1EB

Date: 17<sup>th</sup> December 2024

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## Statement of Financial Activities

**FOR THE YEAR ENDED 31 MARCH 2024**

### Summary Income and Expenditure Account

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
<b>INCOME AND ENDOWMENTS FROM</b>							
Donations, grants and legacies	2	12,057	382,819	394,876	31,349	385,700	417,049
<i>Incoming resources from charitable activities</i>							
Fee and consultancy income		203,224	0	203,224	105,001	0	105,001
Total income and endowments	3	215,281	382,819	598,100	136,350	385,700	522,050
<b>EXPENDITURE ON</b>							
<b>Charitable activities</b>							
Organised Churches		103,550	137,056	240,606	33,826	237,164	270,990
Organised leaders		114,260	51,371	165,631	55,820	41,352	97,171
Organised Neighbourhoods		6,878	171,640	178,518	1,619	73,119	74,738
Total expenditure		224,688	360,067	584,755	91,265	351,634	442,899
<b>Net Movement in Funds</b>		(9,407)	22,752	13,345	45,085	34,066	79,151
<b>Reconciliation of funds:</b>							
Total funds brought forward		70,342	83,510	153,852	25,257	49,444	74,701
<b>Total funds carried forward</b>		<b>60,935</b>	<b>106,262</b>	<b>167,197</b>	<b>70,342</b>	<b>83,510</b>	<b>153,852</b>

#### Adjustment to comparatives

A grant of £8,000 received from the Civic Power Fund was incorrectly allocated to unrestricted income in 2022/23 and has been correctly shown above as restricted. See note 10

Movements on reserves and all recognised gains and losses are shown above.

The notes on page 13-16 form part of these accounts.

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## BALANCE SHEET

**FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
<b>FIXED ASSETS</b>					
Investments	5	10,000	0	10,000	10,000
Tangible assets		37	0	37	237
		<u>10,037</u>	<u>0</u>	<u>10,037</u>	<u>10,237</u>
<b>CURRENT ASSETS</b>					
Debtors	6	51,309	16,786	68,095	83,503
Cash at bank	7	13,396	95,128	108,524	76,552
		<u>64,705</u>	<u>111,914</u>	<u>176,619</u>	<u>160,055</u>
<b>CURRENT LIABILITIES</b>					
Liabilities falling due within one year	8	13,807	5,652	19,459	16,439
Net Current Assets/(Liabilities)		<u>50,898</u>	<u>106,262</u>	<u>157,160</u>	<u>143,616</u>
<b>NET ASSETS/(LIABILITIES)</b>		<u>60,935</u>	<u>106,262</u>	<u>167,197</u>	<u>153,852</u>
<b>FUND BALANCES</b>					
Unrestricted funds	10				
General Funds		60,935		60,935	70,342
Restricted Funds	10		106,262	106,262	83,510
		<u>60,935</u>	<u>106,262</u>	<u>167,197</u>	<u>153,852</u>

*For the period ended 31 March 2024, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.*

*Responsibilities of directors/trustees:*

- a. *The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.*
- b. *The directors/trustees 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 companies subject to the small companies regime.*

Approved by the Directors and signed on their behalf on the 16th December 2024 by:



John Deacon

Company number: 05848143

Charity number: 1121648

## Centre for Theology and Community Limited

### Cash flow statement

#### For the year to 31st March 2024

	2024 £	2024 £	2023 £	2023 £
<b>Net income for the reporting period (as per statement of financial activities)</b>		13,345		79,151
<b>Adjustments for:</b>				
Depreciation charges	200		200	
Write off of assets	0		0	
(Increase)/decrease in value of debtors	15,408		(41,482)	
Increase/(decrease) in value of creditors	<u>3,020</u>		<u>(38,559)</u>	
Net cash from operating activities		18,628		(79,841)
<b>Cash flows from investing activities</b>				
Purchase of fixed assets				(112)
<b>Increase/(decrease) in cash in year</b>		<u>31,973</u>		<u>(802)</u>
<b>Reconciliation of net debt</b>				
		opening 01/04/2023	cash flow 2023/24	closing 31/03/2024
Cash and cash equivalents-				
Current accounts		76,552	31,972	108,524
Deposit accounts		<u>0</u>	<u>0</u>	<u>0</u>
		76,552	31,972	108,524
Borrowings    Debt due within one year		0	0	0
Total		<u>76,552</u>	<u>31,972</u>	<u>108,524</u>

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## Notes to the Accounts FOR THE YEAR ENDED 31 MARCH 2024

### 1 Accounting Policies

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless states in the relevant note(s). The Centre for Theology and Community Limited (the "Charity" or "Company") meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention, with the exception that investments are included at fair value.

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

#### Reconciliation with previous Generally Accepted Accounting Policies

In preparing the accounts, the Trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP (FRS 102), any restatement was required to comparative or opening balances. No adjustments were considered necessary.

#### a) Donated and grant income:

Donated income and grants receivable are generally taken into account when received by the charity. Grant funding is also recognised in situations where entitlement to the funding is obtained by the charity but where funds have not been received (see note 6). In addition, elements of grants are deferred where performance related conditions are not met by the end of the accounting year (see note 9). Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

#### b) Other income and expenditure:

Investment income is taken into account when receivable.

#### c) Funds:

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

#### d) Fixed assets and depreciation:

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £500 when they are written off on purchase.

Depreciation periods are as follows:

Freehold land	Not depreciated
Freehold buildings	Over 50 years
Equipment	Between 3 and 7 years

#### e) Pension costs:

The company operates a defined contribution scheme for certain employees. Pension premiums are charged as they are paid.

#### f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

#### g) Cashflow statement

The company has taken advantage of the exemption provided by the Financial Reporting Standard 1 and has not prepared a Cash Flow Statement for the year.

#### h) Investments

Investments are a form of basic financial instrument and are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date. The Statement of Financial Activities includes net gains and losses arising on revaluations and disposals throughout the year.

#### i) Going concern

The Trustees believe the charity to be a going concern because most staff members come with funding, and are only on contract for the period of that funding. The charity has managed to secure an increasing number of these grants which are guaranteed across several years.

### 2 Voluntary income

	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Grants	9,150	380,719	389,869	26,692	383,554	410,246
General donations	2,907	2,099	5,007	4,657	2,146	6,805
	<b>12,057</b>	<b>382,819</b>	<b>394,876</b>	<b>31,349</b>	<b>385,700</b>	<b>417,051</b>

### 3 Income by activity 2023-24

	General	Churches	Leaders	Neighbourhoods	Total
Grants	5,000	152,083	33,047	199,739	389,869
Donations	2,907	0	2,099	0	5,006
Fees and sales	0	117,239	85,986	0	203,224
Total	<b>7,907</b>	<b>269,322</b>	<b>121,132</b>	<b>199,739</b>	<b>598,100</b>

### 3 Income by activity 2022-23

	General	Churches	Leaders	Neighbourhoods	Total
Grants	0	253,874	70,807	85,565	410,246
Donations	4,657	0	2,146	0	6,804
Fees and sales	0	44,951	53,550	6,500	105,001
Total	<b>4,657</b>	<b>298,825</b>	<b>126,504</b>	<b>92,065</b>	<b>522,051</b>

#### 4 EXPENDITURE BY ACTIVITY 2023-24

	Direct costs 2023-24 £	Staff costs 2023-24 £	Central admin costs 2023-24 £	Total costs 2023-24 £
Organised Churches	38,025	166,642	35,939	240,606
Organised leaders	10,425	127,671	27,535	165,631
Organised Neighbourhoods	55,908	100,859	21,752	178,518
	104,358	395,172	85,226	584,755
Allocation of staff costs including training, expenses, etc	395,172	(395,172)		0
Allocation of central admin costs	85,226		(85,226)	0
Totals	584,755	0	0	584,755

##### Note

Central and admin costs are allocated in proportion to the staff costs

#### EXPENDITURE BY ACTIVITY 2022-23

	Direct costs 2022-23 £	Staff costs 2022-23 £	Central admin costs 2022-23 £	Total costs 2022-23 £
Organised Churches	13,749	235,216	22,025	270,990
Organised leaders	3,736	85,436	8,000	97,171
Organised Neighbourhoods	17,262	52,555	4,921	74,738
	34,747	373,207	34,946	442,899
Allocation of staff costs including training, expenses, etc	373,207	(373,207)		0
Allocation of central admin costs	34,946		(34,946)	0
Totals	442,899	0	0	442,899

#### 5 Analysis of costs

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Total 2023 £
<b>Direct Charitable Costs</b>						
Staff & Management costs	192,656	202,515	395,172	79,009	294,198	373,207
Consultants	0	61,667	61,667	0	17,138	17,138
Office costs	0	0	0	1	0	1
Software & IT	222	1,422	1,644	0	3,317	3,317
Printing, postage and stationery	341	289	631	290	297	586
Projects - General Expenses	311	3,664	3,975	20	6,802	6,822
Travel and subsistence	942	2,470	3,412	443	2,362	2,804
Training/Development	3,264	29,566	32,831	0	4,080	4,080
Event Costs	0	200	200	0	0	0
	197,737	301,793	499,530	79,762	328,193	407,955
<b>Support Costs</b>						
Rent, rates and utilities	15,535	0	15,535	10,000	0	10,000
Office costs	0	0	0	0	0	0
Software & IT	3,315	0	3,315	1,887	0	1,887
Printing, postage and stationery	141	0	141	0	0	0
Repairs and maintenance	0	0	0	0	0	0
Overheads	(58,274)	58,274	0	(23,442)	23,442	0
Event Costs	201	0	201	77	0	77
Staff & Management costs	22,202	0	22,202	(2,546)	0	(2,546)
Insurance	2,310	0	2,310	1,957	0	1,957
Legal Costs	5,216	0	5,216	4,874	0	4,874
General expenses	5,995	0	5,995	1,635	0	1,635
Travel and subsistence	1,356	0	1,356	622	0	622
Accountancy and payroll	14,724	0	14,724	14,382	0	14,382
Independent Examination	1,800	0	1,800	1,800	0	1,800
Training/Development	12,431	0	12,431	257	0	257
	26,953	58,274	85,226	11,504	23,442	34,946
<b>Combined charitable activity cost</b>	224,689	360,067	584,756	91,267	351,634	442,901

Note: The above figures include a charge of £1,800 for the preparation and independent examination of the annual accounts

#### 4 Staff & Trustees

	2024 £	2023 £
Gross wages, salaries & benefits in kind	365,495	307,072
Employer's National Insurance costs (net of employers allowance)	28,423	20,997
Pension costs	14,173	11,333
Total staff costs	408,091	339,402

The charity has 9.9 full time equivalent employed staff (2022/23: 9.1).

No staff received salaries at a rate of more than £60,000 per annum. Angus Ritchie is considered to be key management personnel.

Total remuneration paid to key management as defined by the SORP is £56,530 (2023:£55,727).

No remuneration was paid to any trustee during the year nor to any person connected to them.

#### 5 Tangible Fixed Assets

Cost	Program related Investments	Computer equipment & furniture £	Total 2024 £
At 1 April 2023	10,000	3,541	13,541
Additions	-	-	-
At 31 March 2024	10,000	3,541	13,541
Accumulated Depreciation			
At 1 April 2023	-	3,304	3,304
Charge for the year	-	200	200
At 31 March 2024	-	3,504	3,504
Net book value			
At 31 March 2024	10,000	37	10,037
At 1 April 2023	10,000	237	10,237

The charity has a program related investment in the unlisted share capital of Clean for Good Ltd. The £10,000 investment is less than 20% of the issued share capital and does not therefore constitute a subsidiary, joint venture or associate of the Charity. The Trustees assessed the fair value of the company based on the net book value as at the balance sheet date and projected income for the next accounting period.

#### 6 Debtors and Prepayments

	2024 £	2023 £
Trade debtors	61,729	22,125
Accrued income	6,000	61,378
Prepayments	366	0
	68,095	83,503

Accrued income represents amounts receivable where entitlement for grant funding is obtained by the charity, normally when the offer of funding is communicated in writing by the grantor, but payment has not been received by the year end.

#### 7 Cash at Bank and in Hand

	2024 £	2023 £
Bank operating accounts	108,524	76,552
	108,524	76,552

#### 8 Creditors: liabilities falling due within one year

	2024 £	2023 £
Trade creditors	9,473	361
Accruals	9,985	16,078
	19,458	16,439

#### 10 Restricted Funds

The restricted funds represent amounts received for specific purposes and the movements in the year are as follows:

	Closing balance 2022 £	Incoming resources 2023 £	Outgoing resources 2023 £	Closing balance 2023 £	Incoming resources 2024 £	Outgoing resources 2024 £	Closing balance 2024 £
Bishop of Durham	0	2,500	(2,500)	0	0	0	0
Buxton 180	0	1,700	(1,700)	0	1,809	(1,809)	0
Camellia Foundation	0	12,500	(6,500)	6,000	12,500	(18,500)	0
Church of England- SDF	(0)	78,182	(73,995)	4,186	27,000	(14,996)	16,190
Church Urban Fund (Near Neighbours)	474	0	(474)	0	0	0	0
Civic Power Fund	0	8,000	0	8,000	32,000	(5,056)	34,944
Diocese of Chelmsford	0	6,615	(6,615)	0	0	0	0
Hinchley Charitable Trust	0	7,500	(7,500)	0	7,500	(7,500)	0

Individual donations	0	446	(446)	0	290	(290)	0
James Knott Trust	2,365	2,500	(4,865)	0	0	0	0
Lillian Nash	0	6,000	(3,717)	2,283	0	(1,566)	717
London Community Land Trust	1,043	0	(1,043)	0	0	0	0
London Diocesan Fund	0	6,615	(6,615)	0	0	0	0
Mercers Company	0	0	0	0	30,000	(30,000)	0
Near Neighbours (CUF)	0	27,565	(27,565)	0	31,239	(31,239)	0
Oblate of Mary Immaculate- Anglo-Irish	223	30,000	(13,700)	16,523	30,000	(46,523)	0
Three Rivers Project	0	0	0	0	85,388	(49,767)	35,621
Sanctuary Website	0	3,000	(3,000)	0	0	0	0
Sir Halley Stewart	0	19,793	(19,793)	0	29,688	(20,097)	9,591
St George in the East Buxton Leadership	2,365	0	(2,365)	0	0	0	0
St Katherine's Cree	33,343	142,784	(130,946)	45,181	0	(45,181)	0
St Thomas Church	0	0	0	0	15,404	(12,747)	2,657
Trust For London	9,631	30,000	(38,295)	1,336	80,000	(74,796)	6,540
Total	49,443	385,700	(351,634)	83,510	382,819	(360,067)	106,262

#### Adjustment re comparatives

£8,000 received from the Civic Power Fund was incorrectly allocated to unrestricted income in 2022/23 and has been correctly shown above as restricted

The Bishop of Durham grant is towards the co-ordination of the Buxton programme

The Buxton 180 fund relates to donations in support of interns and staff working on the Buxton Leadership Programme and those who supervise them.

The Camellia Foundation grant is supporting the advancement of the affordable housing campaign in Shadwell.

The grants from the Church of England are towards harnessing the potential of community organising for congregational growth

The Church Urban Fund is funding CTC's delivery of the Near Neighbours programme which seeks to promote engagement across faiths and cultures in eastern London.

The Citizens UK grant went towards neighbourhood organising

The Civic Power grant is towards neighbourhood organising work

The Diocese of Chelmsford gave a grant towards the running of the multi-faith chaplaincy at London Design and Engineering University Technical College

The Hinchley Charitable Trust gave towards the development of community engagement in pentecostal churches and the Buxton leadership programme

The James Knott Trust grant is for community organising training for churches engaging with food poverty

The Lillian Nash Will Fund is supporting theological education

The London Community Land Trust Grant went towards the neighbourhood organising project

The Mercers Company grant is towards neighbourhood organising

The grant from the Oblate of St Mary Immaculate was given towards CTC's work with Roman Catholic churches and migrant workers

The Three Rivers Project is researching the relationship between Synodality, community organising and Catholic Social teaching

The grant from the Sir Halley Stewart Trust went toward the Pentecostal learning and Buxton leadership projects

The grants from St George in the East are towards mentoring on church growth and action for affordable housing, Buxton Leadership scheme and the youth organising programmes

The grant from St Katherine's Cree went towards the Eastminster Project

The St Thomas Church grant is for the Migrant Voices Project

The Trust for London grant went towards the cost of a community organising and co-design project to develop two adjacent pieces of land for permanent genuinely affordable homes, new spaces for the community, and potentially temporary accommodation for homeless people.

#### **11 Analysis of Net Assets between Funds**

	Unrestricted 2024	Restricted 2024	Total 2024	Unrestricted 2023	Restricted 2023	Total 2023
Fixed Assets	10,037	0	10,037	10,237	0	10,237
Current assets	64,705	111,914	176,619	63,545	96,510	160,055
Current liabilities	(13,807)	(5,652)	(19,459)	(3,440)	(13,000)	(16,440)
Net Assets	60,935	106,262	167,197	70,342	83,510	153,852

#### **12 Events since the year end**

None

#### **13 Members**

Each member of the company commits to contribute if the charity is wound up an amount of £1.

#### **14 Related Party Transactions**

The Rev Vanessa Conant is a trustee and is also the Vicar at St Mary's Walthamstowe. St Mary's received income from CTC in 2023/24 of £6,250 (21/22 £12,500) to help cover the staff costs for the project 'Harnessing the Power of Organising for Church Growth'