

# Centre for Theology & Community Annual Report and Accounts

## REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

### 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) The Revd Vanessa Conant The Revd Cecilia Dewu Averil Pooten Watan
Senior Management Team	Fr Angus Ritchie (Executive Director) Marzena Cichon-Balcerowicz (Deputy Director) Ana França-Ferreira (Assistant Director) Claire Moll Namas (Assistant Director)
Independent Financial Examiner	Derek Rodwell FCCA 117 Cheestergate, Macclesfield SK11 6DP
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 (initially in east London, but more recently in other parts of London and indeed of England & Wales). In recent years, there is an increasing interest in approach from other religious and civic institutions (in particular mosques, synagogues 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 Trustees 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 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.

### **Structure, Governance and management**

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 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. The past year saw our work captured and disseminated in three new reports, and a grant award that is enabling us to develop a new hub of work in the North West of England.

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.

This year, we launched a report which told the story of churches on the project. This has provided the launching point for a new phase of work rolling out this approach across England, with a particular focus on children, young people and families, who were disproportionately impacted in the pilot. By the end of 2027, over 60 churches will have been engaged by this programme, and we are in conversation with the Methodist and United Reformed Churches about the application of this approach in their churches.

Our work with Roman Catholics saw the completion of a major research project on the “Three Rivers” of Synodality, Community Organising and Catholic Social Teaching”. This programme of participatory research helped us articulate the impact of our existing work with east London churches, explore the theological and spiritual foundations of “faith-filled community organising” and develop new work with Roman Catholics. In November 2024, we launched *Not only with words... Synodality, Community Organising and Catholic Social Action* - a report based on our research. This has led on to the engagement of Fr Sean Connolly as the Roman Catholic Church's first “priest-organiser” (as part of our partnership with the Oblates of Mary Immaculate) and a grant from the Assumptionist Legacy Fund towards a new programme of work with young Catholics.

The William Seymour Programme is our parallel stream of work for Pentecostal churches, and early in 2025 we launched a video report on our work with three congregations which have been engaged more deeply 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.



## **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 developed resources for participants for whom English is an additional language, initially with our shorter “Listen and Lead” course and then with the full Wagstaff Course - as part of a wider project developing migrant leaders.

With funding from Plater Trust, we are also piloting the “From Mercy to Justice” project at St Antony’s Catholic Church in Forest Gate. This seeks to engage and develop migrant leadership through first creating a ‘community of care’ and then moving onto justice-seeking activities as part of the local broad based organising alliance.

We continue to offer internships to graduates from outside east London through our Buxton Leadership Programme, and have piloted an Apprenticeship programme open to a wider range of leaders from local churches.

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 - with our programme for Anglican parishes entering its second year, and a grant from the Assumptionist Legacy Fund enabling us to begin work in Roman Catholic parishes.

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

## **3. Organised Neighbourhoods**

### **Organised neighbourhoods**

Our work in neighbourhoods focuses on strengthening the role of churches as anchor institutions for hyper-local organising and as catalysts for local action, training, and leadership development. Holy Trinity Church and St Barnabas’ Church continue to develop their work funded by the Mercers’ Fund, growing core teams of grassroots leaders who support ongoing work with asylum seekers and refugees, tackle food poverty, and develop partnerships with neighbouring institutions to improve local safety and connection.

Near Neighbours programme continues to support groups and organisations to develop social action and social interaction, creating opportunities for leadership development and new initiatives that bring people together across differences to build more cohesive and resilient communities. This is particularly important at a time of rising far-right activity and the spread of divisive narratives that increase tension.



Our work in areas of high ethnic and religious diversity uses the tools of faith-filled organising as an effective approach for local transformation and leadership development. Through the Small Grants Programme, we delivered youth activities, intergenerational projects, creative arts and storytelling to build local pride and connection, and initiatives that develop entrepreneurial skills while supporting migrants and refugees.

Our partnership with Shpresa resulted in a special fund from Near Neighbours to develop a social mobility project for young people and their parents from migrant and refugee backgrounds. This work supports young people to build the skills needed for exams, and develops Parent Champions who share knowledge about the UK education system to help families navigate the transition from primary to secondary school.

We continue to work with our strategic partners, including Citizens UK, Church Urban Fund and the Warm Welcome Campaign, to strengthen our mission of bringing mercy and justice together. Our asset-based approach and faith-filled organising continue to generate impactful work across London and beyond.

## **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 2025. Total income in the period came to £680k (2023/24 £598k) with expenditure of £644k (2023/24 £585k). There was a small deficit on unrestricted funds for the year of £1k (2023/24 £9k deficit).

### *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 £21k based on 2024/25 unrestricted expenditure. Free, unrestricted reserve levels at the end of 2024/25 were at £49k which is well above the target level (see note to the accounts 11).

The total funds of the Centre were £203k at 31<sup>st</sup> March 2025, comprising £60k of unrestricted and £143k 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 companies exemption of section 415A of the Companies Act 2006.

Signed by:

A handwritten signature in black ink that reads "John Deacon". The signature is written in a cursive style with a horizontal line underneath the name.

Name: John Deacon, Company Secretary

Date: 8 December 2025





**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 2025, which comprise the statement of financial activities, balance sheet, cash flow, related notes and are set out on pages 11 to 17.

**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.



Derek Rodwell FCCA, (Fellow of the Chartered Association of Certified Accountants)  
Impact the Future Ltd, 117 Chestergate, Macclesfield, SK11 6DP

Date: 11<sup>th</sup> December 2025

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## Statement of Financial Activities

**FOR THE YEAR ENDED 31 MARCH 2025**

### Summary Income and Expenditure Account

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
<b>INCOME AND ENDOWMENTS FROM</b>							
Donations, grants and legacies	2	3,015	596,465	599,480	12,057	382,819	394,876
<i>Incoming resources from charitable activities</i>							
Fee and consultancy income		79,187	0	79,187	203,224	0	203,224
Income from investments		1,087	0	1,087	0	0	0
Total income and endowments	3	83,289	596,465	679,754	215,281	382,819	598,100
<b>EXPENDITURE ON</b>							
<b>Charitable activities</b>							
Organised Churches		46,087	269,133	315,220	103,550	137,056	240,606
Organised leaders		33,123	142,754	175,877	114,260	51,371	165,631
Organised Neighbourhoods		5,453	147,748	153,201	6,878	171,640	178,518
Total expenditure		84,663	559,635	644,298	224,688	360,067	584,755
<b>Net Movement in Funds</b>		(1,374)	36,830	35,456	(9,407)	22,752	13,345
<b>Reconciliation of funds:</b>							
Total funds brought forward		60,935	106,262	167,197	70,342	83,510	153,852
<b>Total funds carried forward</b>		<b>59,561</b>	<b>143,092</b>	<b>202,653</b>	<b>60,935</b>	<b>106,262</b>	<b>167,197</b>

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

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## BALANCE SHEET

**FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
<b>FIXED ASSETS</b>					
Investments	5	10,000	0	10,000	10,000
Tangible assets		336	0	336	37
		<u>10,336</u>	<u>0</u>	<u>10,336</u>	<u>10,037</u>
<b>CURRENT ASSETS</b>					
Debtors	6	46,786	148,283	195,069	68,095
Cash at bank	7	9,284	3,320	12,603	108,524
		<u>56,069</u>	<u>151,603</u>	<u>207,672</u>	<u>176,619</u>
<b>CURRENT LIABILITIES</b>					
Liabilities falling due within one year	8	6,845	8,511	15,356	19,459
Net Current Assets/(Liabilities)		<u>49,224</u>	<u>143,092</u>	<u>192,317</u>	<u>157,160</u>
<b>NET ASSETS/(LIABILITIES)</b>		<u>59,561</u>	<u>143,092</u>	<u>202,653</u>	<u>167,197</u>
<b>FUND BALANCES</b>					
Unrestricted funds	10				
General Funds		59,561		59,561	60,935
Restricted Funds	10		143,092	143,092	106,262
		<u>59,561</u>	<u>143,092</u>	<u>202,653</u>	<u>167,197</u>

*For the period ended 31 March 2025, 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 8th December 2025 by:



John Deacon

Company number: 05848143

Charity number: 1121648

# Centre for Theology and Community Limited

## Cash flow statement

### For the year to 31st March 2025

	2025	2025	2024	2024
	£	£	£	£
Net income for the reporting period (as per statement of financial activities)		35,456		13,345
Adjustments for:				
Depreciation charges	205		200	
Write off of assets	0		0	
(Increase)/decrease in value of debtors	(126,974)		15,408	
Increase/(decrease) in value of creditors	<u>(4,104)</u>		<u>3,020</u>	
Net cash from operating activities		(130,873)		18,628

### Cash flows from investing activities

Purchase of fixed assets	(504)
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### Increase/(decrease) in cash in year

<u>(95,921)</u>	<u>31,973</u>
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### Reconciliation of net debt

	opening 01/04/2024	cash flow 2024/25	closing 31/03/2025
Cash and cash equivalents-			
Current accounts	108,524	(95,921)	12,603
Deposit accounts	<u>0</u>	<u>0</u>	<u>0</u>
	108,524	(95,921)	12,603
Borrowings Debt due within one year	0	0	0
Total	<u>108,524</u>	<u>(95,921)</u>	<u>12,603</u>

# CENTRE FOR THEOLOGY AND COMMUNITY LIMITED

## Notes to the Accounts FOR THE YEAR ENDED 31 MARCH 2025

### 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.

### 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.

### Other income and expenditure:

Investment income is taken into account when receivable.

### 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.

### 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

### Pension costs:

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

### Taxation

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

### 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.

### 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.

### 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.

### Allocation of support costs

Central and admin costs (support costs) are allocated to activities based on the total staff costs for each activity.

### Voluntary income

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Grants	0	593,871	593,871	9,150	380,719	389,869
General donations	3,015	2,594	5,610	2,907	2,099	5,007
	<b>3,015</b>	<b>596,465</b>	<b>599,481</b>	<b>12,057</b>	<b>382,819</b>	<b>394,876</b>

### Income by activity 2024-25

	General	Churches	Leaders	Neighbourhoods	Total
Grants	0	282,831	143,042	167,999	593,871
Donations	3,015	0	2,594	0	5,609
Fees and sales	0	51,089	28,099	0	79,187
<b>Total</b>	<b>3,015</b>	<b>333,919</b>	<b>173,735</b>	<b>167,999</b>	<b>678,667</b>

### 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	7,907	269,322	121,132	199,739	598,100

  
**EXPENDITURE BY ACTIVITY 2024-25**

	Direct costs 2024-25 £	Staff costs 2024-25 £	Central admin costs 2024-25 £	Total costs 2024-25 £
Organised Churches	69,908	201,751	43,561	315,220
Organised leaders	5,757	139,911	30,209	175,877
Organised Neighbourhoods	10,295	117,531	25,377	153,201
	85,959	459,193	99,147	644,299
Allocation of staff costs including training,expenses, etc	459,193	(459,193)		0
Allocation of central admin costs	99,147		(99,147)	0
Totals	644,299	0	0	644,299

  
**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

  
**Analysis of costs**

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	Total 2024 £
<b>Direct Charitable Costs</b>						
Staff & Management costs	55,278	403,915	459,193	192,656	202,515	395,172
Consultants	0	29,339	29,339	0	61,667	61,667
Office costs	0	0	0	0	0	0
Software & IT	56	4,025	4,082	222	1,422	1,644
Printing, postage and stationery	46	103	148	341	289	631
Projects - General Expenses	3,965	8,331	12,296	311	3,664	3,975
Travel and subsistence	2,164	4,388	6,552	942	2,470	3,412
Training/Development	1,395	30,821	32,216	3,264	29,566	32,831
Event Costs	450	576	1,026	0	200	200
Grants given	0	300	300	0	0	0
	63,355	481,798	545,152	197,737	301,793	499,530
<b>Support Costs</b>						
Rent, rates and utilities	12,960	0	12,960	15,535	0	15,535
Office costs	115	0	115	0	0	0
Software & IT	5,273	0	5,273	3,315	0	3,315
Printing, postage and stationery	164	0	164	141	0	141
Repairs and maintenance	0	0	0	0	0	0
Overheads	(77,837)	77,837	0	(58,274)	58,274	0
Event Costs	0	0	0	201	0	201
Staff & Management costs	30,464	0	30,464	22,202	0	22,202
Insurance	2,354	0	2,354	2,310	0	2,310
Legal Costs	5,581	0	5,581	5,216	0	5,216
General expenses	4,421	0	4,421	5,995	0	5,995
Travel and subsistence	10,578	0	10,578	1,356	0	1,356
Accountancy and payroll	14,825	0	14,825	14,724	0	14,724
Independent Examination	1,800	0	1,800	1,800	0	1,800
Training/Development	10,612	0	10,612	12,431	0	12,431
	21,310	77,837	99,147	26,953	58,274	85,226
<b>Combined charitable activity cost</b>	84,665	559,635	644,300	224,689	360,067	584,756

Note: The above figures include a charge of £1,800 (2023-24 £1,800) for the preparation and independent examination of the annual accounts

## Staff & Trustees

	2024-25 £	2023-24 £
Gross wages, salaries & benefits in kind	429,375	365,495
Employer's National Insurance costs (net of employers allowance)	35,704	28,423
Pension costs	21,563	14,173
Total staff costs	486,642	408,091

The charity has 11.3 full time equivalent employed staff (2023/24: 9.9). Average numbers of staff employed came to 16 in 2024-25 (14 in 2023/24)

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, including pension, paid to key management is £57,212 (2024:£54,458).

No remuneration was paid to any trustee during the year nor to any person connected to them. No expenses incurred in their role as a trustee were paid to any trustee.

## Tangible Fixed Assets

Cost	Program related Investments	Computer equipment & furniture £	Total 2025 £
At 1 April 2024	10,000	3,541	13,541
Additions	-	504	504
At 31 March 2025	10,000	4,045	14,045
Accumulated Depreciation			
At 1 April 2024	-	3,504	3,504
Charge for the year	-	205	205
At 31 March 2025	-	3,709	3,709
Net book value			
At 31 March 2025	10,000	336	10,336
At 1 April 2024	10,000	37	10,037

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. A dividend of £1,087 was received from Clean For Good in 2024/25.

## Debtors and Prepayments

	2025 £	2024 £
Trade debtors	169,219	61,729
Accrued income	25,653	6,000
Prepayments	197	366
	195,069	68,095

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.

## Cash at Bank and in Hand

	2024-25 £	2023-24 £
Bank operating accounts	12,603	108,524
	12,603	108,524

## Creditors: liabilities falling due within one year

	2024-25 £	2023-24 £
Trade creditors	3,337	361
Accruals	12,020	16,078
	15,357	16,439

## Restricted Funds

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

	Closing balance 31/03/2023 £	Incoming resources 2023-24 £	Outgoing resources 2023-24 £	Closing balance 31/03/2024 £	Incoming resources 2024-25 £	Outgoing resources 2024-25 £	Closing balance 31/03/2025 £
Assumptionist Legacy Fund	0	0	0	0	29,025	(22,893)	6,132
Benefact Trust	0	0	0	0	15,000	(7,742)	7,258
Bishop of Barking (Diocese of Chelmsford)	0	0	0	0	6,250	(6,250)	0
Buxton 180	0	1,809	(1,809)	0	2,594	(2,594)	0
Camellia Founation	6,000	12,500	(18,500)	0	12,500	(12,500)	0
ChristChurch Three Mills	0	0	0	0	3,000	(3,000)	0



Church of England/Archbishops Grant- SDF	4,186	27,000	(14,996)	16,190	93,675	(50,306)	59,559
Church Urban Fund (Near Neighbours)	0	0	0	0	5,000	(5,000)	0
Civic Power Fund	8,000	32,000	(5,056)	34,944	23,500	(41,691)	16,753
Diocese of Chelmsford	0	0	0	0	233,391	(207,839)	25,552
Diocese of Southwark	0	0	0	0	8,000	(8,000)	0
East & Community Foundation	0	0	0	0	4,000	(1,148)	2,852
Hinchley Charitable Trust	0	7,500	(7,500)	0	0	0	0
Individual donations	0	290	(290)	0	0	0	0
Joseph Rank Trust	0	0	0	0	12,500	(12,457)	43
Lillian Nash	2,283	0	(1,566)	717	0	(717)	0
London Community Land Trust	0	0	0	0	6,000	(6,000)	0
London Diocesan Fund	0	0	0	0	23,237	(23,237)	0
MB Reckitt	0	0	0	0	3,000	(3,000)	0
Mercers Company	0	30,000	(30,000)	0	25,000	(7,178)	17,822
Near Neighbours (CUF)	0	31,239	(31,239)	0	33,791	(29,327)	4,464
Oblate of Mary Immaculate- Anglo-Irish	16,523	30,000	(46,523)	0	30,000	(30,000)	0
Plater Trust	0	0	0	0	11,250	(11,250)	0
Three Rivers Project	0	85,388	(49,767)	35,621	0	(35,621)	0
Sir Halley Stewart	0	29,688	(20,097)	9,591	0	(9,591)	0
St Katherine's Cree	45,181	0	(45,181)	0	0	0	0
St Thomas Church	0	15,404	(12,747)	2,657	15,752	(15,752)	2,657
Trust For London	1,336	80,000	(74,796)	6,540	0	(6,540)	0
<b>Total</b>	<b>83,510</b>	<b>382,819</b>	<b>(360,067)</b>	<b>106,262</b>	<b>596,465</b>	<b>(559,634)</b>	<b>143,092</b>

### **Restricted fund descriptions**

The Benefact Trust grant is for congregational development work in the North West of England

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, and a social action project in St Antonys's Catholic Church in Forest Gate

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 towards harnessing the potential of community organising for congregational growth, and 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 Plater Trust grant is towards a social action project in St Antonys's Catholic Church in Forest Gate

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.

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

	Unrestricted 2024-25	Restricted 2024-25	Total 2024-25	Unrestricted 2023-24	Restricted 2023-24	Total 2023-24
Fixed Assets	10,336	0	10,336	10,037	0	10,037
Current assets	56,069	151,603	207,672	64,705	111,914	176,619
Current liabilities	(6,845)	(8,511)	(15,356)	(13,807)	(5,652)	(19,459)
<b>Net Assets</b>	<b>59,561</b>	<b>143,092</b>	<b>202,653</b>	<b>60,935</b>	<b>106,262</b>	<b>167,197</b>

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

None

### **Members**

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

### **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 (24/25 nil) to help cover the staff costs for the project 'Harnessing the Power of Organising for Church Growth'.