

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales · Charity number 1132125

Details

Other names WORKPLACE MATTERS, WORKPLACE MINISTRY (EPI)

Status Registered

Legal form Charitable company

Company number [06951383](#)

Registered 2009-10-15

Register [View on the Charity Commission register](#)

Contact

Address St. Albans Diocesan Office
41 Holywell Hill
St. Albans
AL1 1HE

Phone 01727818144

Email admin@workplacematters.org.uk

Activities

Objects: The Charity's objects are: Through the Chaplaincy at London Luton Airport:4.1 To advance the Christian religion for the public benefit in particular, but not exclusively:4.1. 1 By facilitating appropriate worship and pastoral care for those of all faiths and none and lending emotional, spiritual and practical support to those in need.4.1.2 By promoting and raising awareness and understanding of ethical and spiritual issues affecting working practices and the workplace in partnership with those of other cultures and faiths.4.2 To relieve financial hardship either generally or individually of people from anywhere in the world by making grants of money for providing such persons with urgent goods or services or facilities which they could not otherwise afford through lack of means.4.3 To promote any other charitable purposes that the trustees from time to time determine.

Activities: Workplace Matters provides chaplaincy services. It seeks to improve peoples wellbeing and life chances, whether in the workplace or in the lives of those we work with through the airport community

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Religious Activities, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£94,789	£79,649	-	-
2024-03-31	£82,712	£59,249	-	-
2023-03-31	£167,192	£126,202	-	-
2022-03-31	£197,286	£173,876	-	-
2020-12-31	£181,544	£145,991	-	-

Trustees

Name	Role	Appointed
Mr ANTHONY MARTIN CHARLES	Chair	
Archdeacon David John Middlebrook		2023-01-03
David Stephen Pickett		2024-07-08
Desmond Arnold Scott		2023-01-03
MICHAEL JOHN HART		2016-12-08
Rev Andrew John Openshaw		2025-03-21

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales - Charity number 1132125

Accounts

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Chaplaincy at London Luton Airport

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year ended 31 March 2025

Ecumenical Partnership Initiatives

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Ecumenical Partnership Initiatives
Reference and Administrative Details

Trustees

Anthony M Charles (Chair)
Michael J Hart (Treasurer)
Ven David Middlebrook
Andrew Openshaw (appointed 31 March 2025)
David Pickett (appointed 29 July 2024)
Desmond Scott

Other Officers

Mr. Alistair Burt, Patron
Rt Rev A Smith, Bishop of St. Albans, Patron
Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office
41 Holywell Hill
St. Albans
Hertfordshire
AL1 1HE

Company Registration Number

The charity is incorporated in England.
06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc
London Corporate Banking

Independent Examiner

John R Reeds FCA
48 St Peters Road
Buxton
SK17 7DX

Ecumenical Partnership Initiatives

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2022 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Objectives and activities

Objects and aims.

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the workplace.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values, and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those of different faiths to serve the communities in which we operate.
- Hopeful:
We believe in a God who transforms lives and situations.

We do this through:

- Being present and listening.
- Serving, supporting and valuing all people.
- Affirming and enhancing workplace communities.
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Ecumenical Partnership Initiatives

Trustees' Report

Objectives, strategies and activities

Where Chaplaincy is empowered and equipped to work effectively, it improves people's wellbeing and life chances, whether in the workplace or in the lives of those we work with through the work at the airport.

We aim to:

- Provide Chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip the Chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Be there for the distressed and vulnerable at their point of need.
- Make a difference in the lives of those we serve with by demonstrating God's love for every individual.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - They are independent, providing care, welfare and spirituality, sharing the joys and sorrows of those in the workforce.
 - Offering help to those visiting or travelling through the airport, many who are often vulnerable and in need, to walk alongside them, advocate for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytize, but they are proactive in their presence - being a voice - offering a listening ear, speaking out against poverty and injustice and the value of each individual, teaching the design and dignity of life and work and, when invited, sharing their faith. At times of significant crisis, the Chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services available such as support for the homeless or refugees, and signpost to these services when appropriate.
- Provide a high-quality, multi-faith Chaplaincy.
The Key to the success of the Chaplaincy is good partnership working. Partnerships with key leaders of differing faiths, the airport community, with the wider community in which we operate and also the denominations whose support for our work is vital

Ecumenical Partnership Initiatives Trustees' Report

A year of growth

The covid years saw the number of volunteer chaplains reduce, often for health reasons. The years since covid have been ones of change as the charity behind the chaplaincy changed direction and focused singularly on the airport chaplaincy including revising the vision and changing the articles to reflect those changes. This past year, having embedded the changes we have started to grow again with a number of new people joining the chaplaincy. The plan over the next couple of years is to be able to appoint an additional salaried part time Chaplain to assist the current Senior Chaplain. We are building our financial resources to enable that to happen.

Conclusion

We are most grateful to our volunteers for the service they deliver to the public in our Chaplaincy and wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work, not only to keep the charity afloat, but to see it grow.

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below:

How do we measure our success?

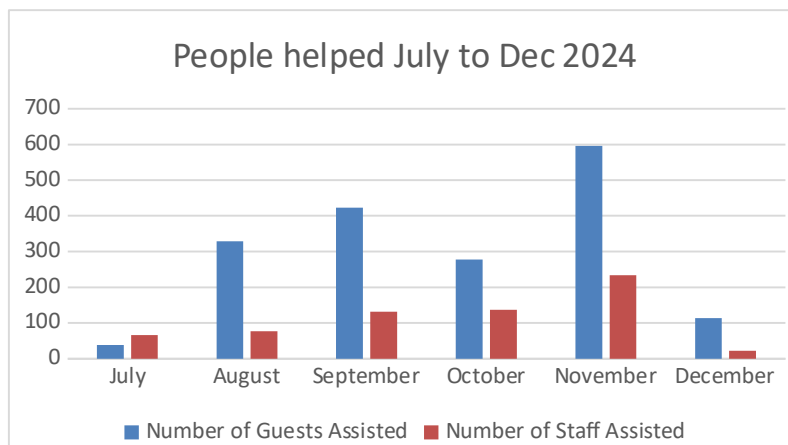
1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

Ecumenical Partnership Initiatives Trustees' Report

1. Increasing the number of people that we are able to assist through our work.

- With rising numbers coming back through the airport since the pandemic the Chaplaincy have seen an increase in requests for their support.
- The team continued to work in partnership with Noah Enterprise, the local homelessness charity, in supporting people who are homeless and turn up to the airport as a place of warmth and safety.
- Pastoral support has been given to staff over a number of issues both work and family.
- Assisting foreign nationals that become stranded in the UK.
- They were involved with a small number of repatriation cases in conjunction with the Foreign Commonwealth and development Office (FCDO).
- Often the first port of call for refugees who arrive at the airport.
- Christian prayers were held in the Landside Prayer Room, every day of Lent.
- Regular Muslim prayers are said every Friday led by the Imam.
- Plans are in place to hold monthly eucharist services led by different denominations.

We are developing a new database to capture more accurately the work we do and its impact. Below is a snapshot of the people we helped over a six month period.



2. Being able to measure the tangible difference we make in the lives of those we meet.

This is seen in the stories of the lives we have impacted through the Chaplaincy. There are too many to detail but below are a few stories that reflect the work we do.

A local woman who had learning difficulties kept turning up regularly at the airport, probably as somewhere to go with her free bus pass. Most of the time she was not a problem but when she was drunk, she became a nuisance to both staff and guests becoming very loud and running around the airport becoming a risk to herself and others. She had been removed on a number of occasions by police and security but she just kept returning. Liz Hughes, the Senior Chaplain had been involved and spent time with the woman. For the airport the only possible way to stop this was to issue a ban on her coming to the airport. Liz mediated with the airport team and police believing that with the woman's learning difficulties she would not necessarily

Ecumenical Partnership Initiatives

Trustees' Report

understand and carry on. Liz contacted the accommodation where the woman lived and spoke with her social worker. Together they are working at finding a solution which will avoid conflict and potential further distress for the woman and demonstrating God's love in action in recognising the worth and value of this person despite the difficulties.

Sustainability of the LLA Airport Chaplaincy

The partnership between the airport and the Chaplaincy has strengthened over the last year and their understanding of the work and how to use the Chaplaincy most effectively has developed. The trustees are creating a new partnership group representing the airport and interfaith aspects of the Chaplaincy to build up the work and increase the number of volunteers.

The new landside prayer room is being well used and plans are being drawn up to refurbish the old airside prayer room which is no longer fit for purpose.

We are gradually reintroducing the services initially through special seasons and progressively adding regular prayers for those who work in the building. All these elements will, together with the ongoing support of the denominations, we believe, enable the long-term sustainability of the work.

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks and on the airport site <https://www.london-luton.co.uk/inside-lla/our-prayer-rooms>.
- The airport Chaplain was featured on local television and radio for the Chaplaincy role.
- We continued to be recommended and highlighted by the authorities we work with.

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Church of Great Britain, the United Reformed Church and the Religious Society of Friends.
- We are also indebted to a number of churches and individuals who support the work financially.

James Neasham, Guest Experience Operations Manager, London Luton Airport said:

The airport Chaplaincy team are a vital part of the LLA family, always ready with a smile offering support to guests on every step of their journey and uplifting our staff with kindness and care.

Ecumenical Partnership Initiatives

Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefits can be found in the achievements and performance section of this report.

Use of volunteers

Chaplaincy at London Luton Airport values highly the contribution made by the volunteer chaplains and trustees who give of their time freely. The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

We have 1 Full time Chaplain based at London Luton Airport together with 8 volunteers.

The charity administration functions are carried out by the trustees who have engaged a consultant to undertake the Company Secretary role and offer admin support to the Senior Chaplain.

Board changes

The board remained the same through the year and were joined by David Pickett in July 2024 and Andrew Openshaw in March 2025

Ecumenical Partnership Initiatives

Trustees' Report

Financial review

Income for the year £94,790 (2024: £82,712) and expenditure for the period was £79,650 (2024: £59,249) resulting in net income of £15,140 (2024: £23,463). The balance of unrestricted funds at the end of this financial period amounted to £80,302 (2024: £61,550) and the balance of restricted funds totalled £43,648 (2024: £47,260).

The Chaplaincy at London Luton Airport do not accept funding from organisations or activities that are materially inconsistent with our values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

Policy on reserves

The trustees believe a level of free reserves equal to 12 months of the Chaplains expenditure to ensure a smooth execution of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £74,247. Included in this are plans to fund a part time administration role for two years to support the Senior Chaplain and the trustees to grow the Chaplaincy and build the fundraising income needed for the increased work.

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board reviews the risks annually at their spring meeting and monitors them every quarter. They are content that the controls in place are adequate.

The main risks in 2024/25 were.

1. Loss of funding
 - Much of our funding is annual funding from denominations and individuals who have supported the work for many years. Their continued support has meant this has reduced any risk and therefore the impact was minimal.
2. Safeguarding
 - All volunteers have an enhanced Disclosure and Barring Service (DBS) check
 - All trustees and volunteers must undergo national safeguarding training before commencing any duties on their own.
 - The organisation has a lead Safeguarding Officer and a Safeguarding Trustee who reviews the work.
 - The charity has a safeguarding policy reviewed annually
3. Reputational Risk
 - The communities in which we work are overseen by a small number of regulatory agencies and companies where, if there was an issue, it could impact on the relationship and our ability to do the work. We have good working relationships with these agencies and where there are opportunities to deal with any issues before they escalate.

**Ecumenical Partnership Initiatives
Trustees' Report**

Structure, governance and management

Nature of governing documents

Chaplaincy at London Luton Airport is the working name of Ecumenical Partnership Initiatives, which is a registered Charity and a company limited by guarantee. The Company is governed by its Articles of Association (the governing document). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As of 31 March 2025, the Board comprised five trustees. They are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board with one exception give their time voluntarily and receive no benefits from the Charity. One trustee is engaged as a consultant to offer Company Secretary duties on behalf of the trustees and support to the Senior Chaplain. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of the Chaplaincy at London Luton Airport, regular review of the finances, risk management and monitoring of projects.

The appointment is for three years and is renewable for further terms.

The Board has delegated day-to-day management of Chaplaincy at London Luton Airport to the Senior Chaplain who reports on the performance of the organisation to the board.

Organisational structure

The Senior Chaplain has responsibility for planning and developing the services and strategies for the Chaplaincy at London Luton Airport within the policies and procedures set by the board of Directors. The Senior Chaplain ensures that the volunteers are recruited and supported to provide the skills and expertise needed to run a successful organisation and that the Chaplaincy at London Luton Airport goals and values are observed. The Senior Chaplain together with the trustees are responsible for Fundraising, PR and External and Internal Communications.

The Trustees manage the administration of the Chaplaincy at London Luton Airport. Des Scott, one of the trustees, acts as Company Secretary and provides first-contact information

The Senior Chaplain, together with the Treasurer, are responsible for the financial management and maintenance of accounts, budgets and reports. The Treasurer prepares and presents quarterly reports to the Board and other reports as required.

The annual report was approved by the trustees of the charity on 2 June 2025 and signed on its behalf by:



.....
A M Charles Trustee

Ecumenical Partnership Initiatives
Statement of Trustees' Responsibilities

The trustees (who are also the directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 2 June 2025 and signed on their behalf by:



.....
A M Charles
Trustee

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the Year ended 31 March 2025 which are set out on pages 14 – 21.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Date: 2 June 2025

John R Reeds FCA

Statement of Financial Activities for the Period ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds	Restricted funds	Total Funds 2025
Income and Endowments from:				
Charitable activities	3	72,850	21,294	94,144
Investment income	4	646		646
Other income				0
Total Income		73,496	21,294	94,789
Expenditure on:				
Charitable activities	5	(54,784)	(24,866)	(79,649)
Total Expenditure		(54,784)	(24,866)	(79,649)
Net income/(expenditure)		18,712	(3,572)	15,140
Net transfer between funds				0
Net movement in funds		18,712	(3,572)	15,140

Reconciliation of funds

Total funds brought forward		61,550	47,260	108,810
Net movement in funds		18,712	(3,572)	(3,572)
Total funds carried forward	11	80,262	43,688	123,950

	Note	Unrestricted funds	Restricted funds	Total Funds 2024
Income and Endowments from:				
Charitable activities	3	66,467	15,501	81,968
Investment income	4	744		744
Other income				0
Total Income		67,211	15,501	82,712
Expenditure on:				
Charitable activities	5	(52,259)	(6,990)	(59,249)
Total Expenditure		(52,259)	(6,990)	(59,249)
Net income/(expenditure)		14,952	8,511	23,463
Net transfer between funds		12,449	(12,449)	0
Net movement in funds		27,401	(3,938)	23,463

Reconciliation of funds

Total funds brought forward		34,149	51,198	85,347
Funds Returned to Waterways Fund		27,401	(3,938)	(3,938)
Total funds carried forward	11	61,550	47,260	108,810

Ecumenical Partnership Initiatives

Balance Sheet as at 31 March 2025

	Note	2025	2024
Current Assets			
Cash		129,655	115,515
		<u>129,655</u>	<u>115,515</u>
Creditors: Amounts falling due within one year	9	(5,705)	(6,705)
Net current assets		<u>123,950</u>	<u>108,810</u>
Net assets		<u>123,950</u>	<u>108,810</u>
Funds of the charity:			
Restricted funds		43,688	47,260
Unrestricted funds		80,262	61,550
Total funds		<u>123,950</u>	<u>108,810</u>

For the 12 Month period 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the 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 company's regime and in accordance with FRS102 SORP.

The financial statements on pages 15-25 were approved by the trustees and authorised for issue on 2 June 2025 and signed on their behalf by:



A M Charles

Trustee

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 as set out on page 12 of this report towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The charity has prepared forecasts of income and expenditure, taking into account the grant of 50% towards the Salary Cost of a Chaplain by Luton Airport which is guaranteed until 2026, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

Exemption from preparing a cash flow statement

The charity have applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the value can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Debtors

Debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

The restricted fund is for the use of supporting of passengers and their repatriation. An amount of £43,648 is in a bank account for use of this and the board of Trustees have confirmed that no restricted funds are contained in bank accounts other than this designated one.

Employee benefits

When employees have rendered service to the Charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gift in kind

There are no gifts in kind.

Judgement and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances,

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results,

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

3 Income from charitable activities

	Unrestricted funds General	Restricted funds	Total 2025	Total 2024
Other general grants		21,294	21,294	15,501
London Luton Airport grants	31,422		31,422	0
Other general grants	41,428		41,428	66,467
	<u>72,850</u>	<u>21,294</u>	<u>94,144</u>	<u>81,968</u>
2024	<u>66,467</u>	<u>15,501</u>		<u>81,968</u>

4 Investment Income

	Unrestricted funds General	Total 2025	Total 2024
Interest receivable on bank deposits	646	646	744
2024	<u>744</u>		<u>744</u>

5 Expenditure on charitable activities

	Unrestricted funds General	Restricted funds	Total 2025	Total 2024
London Luton Airport		24,866	24,866	0
Waterways Chaplaincy			0	0
General	54,784		54,784	9,726
	<u>54,784</u>	<u>24,866</u>	<u>79,650</u>	<u>9,726</u>

6 Net income/expenditure

Net income/(expenditure) for the year include:

	2025	2024
Depreciation of fixed assets	0	0
Independent examiner's fees	450	450

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2025	2024
Salaries	42,517	40,421
National Insurance	4,668	4,438
Pension	4,185	4,185
	<u>51,370</u>	<u>49,523</u>

No employee received remuneration amounting to more than £60,000 in either period.

The average number of persons employed by the charitable company during the period was 1 (2024: 1).

During the year the key management personnel received pay of £42,517 representing Salary (2024: 40,421).

The key management personnel is deemed to be the chaplain.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the period. (2024 :£nil) other than Des Scott who received £710 (2024 : nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the period. (2024: £Nil)

8 Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Pt. 11, Ch. 3 of the Corporation Tax Act 2010 or s.256 of the taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

9 Creditors: amounts falling due within one year	2025	2024
Deferred Income		
Owed to WWA		3,484
Taxation		3,221
Accruals	5,705	
	<u>5,705</u>	<u>6,705</u>

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2025

10 Funds

	Balance at 01-Apr-24	Income	Expenditure	Transfers	Balance at 31-Mar-25
Unrestricted funds					
General	61,550	73,496	(54,784)		80,262
Restricted funds					
London Luton Airport	47,260	21,294	(24,866)		43,688
Total Funds	<u>108,810</u>	<u>94,789</u>	<u>(79,649)</u>	<u>0</u>	<u>0</u> <u>123,950</u>

11 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31-Mar-25
Current Assets	85,966	43,688	129,655
Current Liabilities	(5,705)		(5,705)
Total Net Assets	<u>80,262</u>	<u>43,688</u>	<u>123,950</u>
2024			
Current Assets	64,317	51,198	115,515
Current Liabilities	(6,705)		(6,705)
Total Net Assets	<u>57,612</u>	<u>51,198</u>	<u>108,810</u>

12 Related party transactions

There are no related party transactions during the period other than the Consultancy £710 (2024 : nil)

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales - Charity number 1132125

Accounts

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Chaplaincy at London Luton Airport

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year ended 31 March 2024

Ecumenical Partnership Initiatives

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**Ecumenical Partnership Initiatives
Reference and Administrative Details**

Trustees

Anthony M Charles, (Chair)
Michael J Hart, (Treasurer)
Desmond Scott
Ven David Middlebrook
David Pickett (appointed 29 July 2024)

Other Officers

Mr. Alistair Burt, Patron
Rt Rev A Smith, Bishop of St. Albans, Patron
Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office
41 Holywell Hill
St. Albans
Hertfordshire
AL1 1HE

Company Registration Number

The charity is incorporated in England.
06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc
London Corporate Banking

Independent Examiner

John R Reeds FCA
48 St Peters Road
Buxton
SK17 7DX

Ecumenical Partnership Initiatives

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2022 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Objectives and activities

Objects and aims.

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the wider world.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values, and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those we serve and seek to speak prophetically in different contexts.
- Hopeful:
We believe in a God who transforms lives and situations.

We do this through:

- Being present and listening.
- Serving, supporting and valuing people.
- Affirming and enhancing workplace communities.
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Ecumenical Partnership Initiatives Trustees' Report

Objectives, strategies and activities

Where Chaplaincy is empowered and equipped to work effectively, it improves people's well-being and life chances, whether in the workplace or in the lives of those we work with through the airport guests.

We aim to:

- Provide Chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip workplace Chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Get among the distressed and vulnerable at their point of need
- Make a difference in the lives of those we work with by demonstrating God's love for every individual.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - They are independent, providing care for welfare and spirituality, sharing the joys and sorrows of the workforce.
 - Those visiting or travelling through the airport many who are often vulnerable and in need; to walk alongside them, advocate for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytize, but they are proactive in their presence - being a voice - to speaking out against poverty and injustice, teaching the design and dignity of life and work and, when invited, sharing the Christian faith. At times of significant crisis, the Chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services such as support for the homeless or refugees, and signpost to these services when appropriate.

They provide a high-quality multi faith Chaplaincy

Key to the success of the chaplaincy is good partnership working. Partnerships with the airport community, with the wider community in which we operate, and also the denominations and faith whose support for our work is vital

Ecumenical Partnership Initiatives Trustees' Report

A year of change

This year has been a further year of change for the organisation, building on the changes of last year. Waterways Chaplaincy, which was part of the original work, established itself as an independent Charity early 2023 and the remaining Airport Chaplaincy became the main focus of EPI activity and so trustees undertook all the structural changes needed to make it fit for purpose

These changes included amending the articles of association to reflect the Chaplaincy at London Luton Airport as the main work of the charity. As part of that although we retained the registered name as Ecumenical Partnership Initiatives, we changed the working name from Workplace Matters to Chaplaincy at London Luton Airport to reflect more accurately what we do.

I am pleased to say that through all these changes both of the chaplaincies have continued to thrive

Conclusion

We are most grateful to our volunteers for the service they are delivering to the public through our Chaplaincy and wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work, not only to keep the charity afloat, but to see it grow.

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below.

How do we measure our success?

1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

Ecumenical Partnership Initiatives

Trustees' Report

1. Increasing the number of people that we are able to assist through our work.

- The team continued to work in partnership with Noah Enterprise, the local homelessness charity, in supporting foreign nationals that become stranded in the UK and some British people who turn up at the Airport with nowhere to live!
- The Chaplaincy continued to support those arriving fleeing the war in Ukraine and other refugees fleeing persecution.
- They were involved with a small number of repatriation cases in conjunction with the Foreign, Commonwealth & Development Office (FCDO) .
- With rising numbers coming back through the airport since the pandemic the Chaplaincy have seen an increase in requests for their support.
- The relatively new landside prayer room was well used by people of all faiths and none. Chaplains often 'hang around' there and were available for the staff and visitors who came to use it.
- Pastoral support has been given to staff feeling the pressure as guest numbers grow and new recruitment takes place.
- Christian prayers were held in the Landside Prayer Room, every day of Lent (except Saturdays).
- Regular Muslim prayers are said every Friday led by the Imam .

2. Being able to measure the tangible difference we make in the lives of those we meet.

This is seen in the stories of the lives we have impacted through the Chaplaincy. There are too many to detail but below are a few stories that reflect the work we do.

Stories of transformation: London Luton Airport Chaplaincy

Story 1

A young woman missed her flight to Edinburgh (EDI) because the flight she was on from Tel Aviv arrived late. She was in quite a state when we met her. Thankfully, were able to get in touch with her family, who were clearly very worried about her. Her father had been at Edinburgh to meet her, but she just didn't turn up – he was unaware at that point that she had missed the connection.

The young woman was concerned that her family would be cross with her but I assured her they just seemed worried when I contacted them. Her brother was also on the phone to me – concerned she'd been drinking. I said I couldn't be certain, but I wouldn't be surprised. Her father is a military Chaplain in the US army, so clearly understands my role as a Chaplain.

Ecumenical Partnership Initiatives Trustees' Report

Dad, in one of his calls said that the reason for meeting her in Edinburgh was to get her home to look after her as she had had a 'breakdown'. The family are Jewish and she has recently been looking at her faith again for the first time in years, so we had quite a discussion regarding the tenets and benefits of faith.

The ground handling team, who had been really good with her throughout arranged a rescue fee (available in some circumstances when people have missed flights) for a flight that evening. Her Father was very keen to pay back any money that we spent on getting her home. We received a message later in the evening to say that she had arrived safely and was safe and well with her family. We were not charged for the flight by the airline which was really kind. I immediately contacted the Father – who had already sent the money to my account. He was happy for the chaplaincy to keep the money, because he appreciates the really important work that we are doing here and especially how we looked after his daughter.

Story 2

A family with three Autistic children missed their return flight to Belfast due to delay in security because of questions over some of their medication. One of the Guest Experience Team (GXAs) (the Chaplaincy work very closely with this team and often where they turn for support,) asked for assistance. They had already negotiated with easyJet to transfer them onto flight tomorrow – but they needed a hotel to stay in overnight.

The Mum was very upset at missing the flight and trying to deal with the family. The Guest Experience Team helped to book the necessary rooms at a local hotel. By the time it was all sorted we had helped mum to calm down and know that everything would be all right and she was so grateful for the help given her by the chaplaincy and the GXA – we were heroes in her eyes.

She was especially moved as she said they felt that they had reached rock bottom and didn't know what to do, so they prayed! She believed that she had received a direct and prompt answer to their prayers! I told her always to remember that it was a Muslim and a Christian that came to assist her – and that we can and do work together for good!

Sustainability of the LLA Airport Chaplaincy

Since the war in Ukraine and other conflicts it has significantly increased the profile of the Chaplaincy and created a new interest in supporting the ministry. As part of the future development of the Chaplaincy the trustees are creating a new management group representing the airport and interfaith aspects of the Chaplaincy to help build up the work and increase the number of volunteers. The new prayer room landside is being well used and we are gradually reintroducing the services initially through special seasons and progressively adding regular prayers for those who work in the building. All these elements will, together with the ongoing support of the denominations, we believe, enable the long-term sustainability of the work.

. Ecumenical Partnership Initiatives
Trustees' Report

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks.
- The Senior Chaplain was featured on local television and radio for the Chaplaincy role.
- We continued to be recommended and highlighted by the authorities we work with.
- We had positive articles in several magazines and in airport news.

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Church of Great Britain, the United Reformed Church and the Religious Society of Friends.
- We are also indebted to a number of individual churches and individuals who support the work financially.

Alberto Martin CEO of London Luton Airport It was an honour to attend the Chaplaincy event, and I am grateful for the opportunity to witness the incredible work being done by our Chaplaincy team and the support from the trustees and the community.

Ecumenical Partnership Initiatives Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefits can be found in the achievements and performance section of this report.

Use of volunteers

Chaplaincy at London Luton Airport values highly the contribution made of the volunteer Chaplains and trustees who give of their time freely. The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

We have 1 Full time Chaplain based at London Luton Airport together with 8 volunteers.

The charity administration functions are carried out by the trustees.

Board changes

The board remained the same throughout the year and were joined by David Pickett in July 2024.

Ecumenical Partnership Initiatives Trustees' Report

Financial review

Income for the year £82,712 (2023: £167,192) and expenditure for the period was £59,249 (2023: £126,202) resulting in net income of £23,463 (2023: £40,990). The balance of unrestricted funds at the end of this financial period amounted to £61,550 (2023 £34,149) and the balance of restricted funds totalled £47,260 (2023: £51,198).

The Chaplaincy at London Luton Airport do not accept funding from organisations or activities that are materially inconsistent with our values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

Policy on reserves

The trustees believe a level of free reserves equal to 12 months of the Chaplains expenditure to ensure a smooth execution of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £49,240. It is planned to use the remaining £12,310 in reserves to fund a part time administration role for the first two years to support the Senior Chaplain and the trustees to grow the Chaplaincy and build the fundraising income needed for the increased work.

Free reserves on 31 March 2024 total £61,550. Funds continue to be monitored carefully to ensure this is maintained

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board review the risks annually at their spring meeting and monitor them every quarter. They are content that the controls in place are adequate.

The main risks in 2023/24 were.

1. Loss of funding
 - Much of our funding is annual funding from denominations and individuals who have supported the work for many years. Their continued support has meant this has reduced any risk and therefore the impact was minimal.
2. Safeguarding
 - All trustees and volunteers must undergo national safeguarding training before commencing any duties on their own.
 - The organisation has a lead Safeguarding Officer and a Safeguarding Trustee who review the work.
3. Reputational Risk
 - The communities in which we work are overseen by a small number of regulatory agencies and companies where, if there was an issue, it could impact the relationship and our ability to do the work.

**Ecumenical Partnership Initiatives
Trustees' Report**

Structure, governance and management

Nature of governing document

Chaplaincy at London Luton Airport is the working name of Ecumenical Partnership Initiatives which is a registered Charity and a company limited by guarantee. The Company is governed by its Memorandum and Articles of Association (the governing documents). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As of 31 March 2024, the Board comprised four trustees. They are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board give their time voluntarily and receive no benefits from the Charity. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of the Chaplaincy at London Luton Airport, regular review of the finances, risk management and monitoring of projects.

The period of appointment is for three years and is renewable for further terms.

The Board has delegated day to day management of Chaplaincy at London Luton Airport to the Senior Chaplain who reports on the performance of the organisation to the board.

Organisational structure

The Senior Chaplain has responsibility for planning and developing the services and strategies for the Chaplaincy at London Luton Airport within the vision, policies and procedures set by the board of Directors. The Senior Chaplain ensures that the volunteers are recruited and supported to provide the skills and expertise needed to run a successful organisation and that the Chaplaincy at London Luton Airport goals and values are observed. The trustees together with the Senior Chaplain is also responsible for Fundraising, PR and External and Internal Communications.

The Trustees manage the administration of the Chaplaincy at London Luton Airport, Des Scott, one of the trustees acts as Company Secretary and provides first-contact information for the Board of Directors.

The Senior Chaplain, together with the Treasurer, is responsible for the financial management and maintenance of accounts, budgets and reports. The Treasurer, prepares and presents quarterly reports to the Board and other reports as required.

The annual report was approved by the trustees of the charity on 16 Sept 2024 and signed on its behalf by:



.....
A M Charles
Chair of Trustees

Ecumenical Partnership Initiatives
Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the and signed on its behalf by:



.....
A M Charles
Chair of Trustees

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the Year ending 31 March 2024 which are set out on pages 15-23.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Date: 16 September 2024

JOHN R REEDS FCA

Statement of Financial Activities for the Period ended 31 March 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds	Restricted funds	Total Funds 2024
Income and Endowments from:				
Charitable activities	3	66,467	15,501	81,968
Investment income	4	744		744
Other income				0
Total Income		<u>67,211</u>	<u>15,501</u>	<u>82,712</u>
Expenditure on:				
Charitable activities	5	(52,259)	(6,990)	(59,249)
Total Expenditure		<u>(52,259)</u>	<u>(6,990)</u>	<u>(59,249)</u>
Net income/(expenditure)		14,952	8,511	23,463
Net transfer between funds		12,449	(12,449)	0
Net movement in funds		<u>27,401</u>	<u>(3,938)</u>	<u>23,463</u>
Reconciliation of funds				
Total funds brought forward		34,149	51,198	85,347
Net movement in funds		27,401	(3,938)	(3,938)
Total funds carried forward	11	<u>61,550</u>	<u>47,260</u>	<u>108,810</u>

	Note	Unrestricted funds	Restricted funds	Total Funds 2023
Income and Endowments from:				
Charitable activities	3	4,671	147,813	152,484
Investment income	4	257		257
Other income		14,451		14,451
Total Income		<u>19,379</u>	<u>147,813</u>	<u>167,192</u>
Expenditure on:				
Charitable activities	5	(12,330)	(113,872)	(126,202)
Total Expenditure		<u>(12,330)</u>	<u>(113,872)</u>	<u>(126,202)</u>
Net income/(expenditure)		7,049	33,941	40,990
Net transfer between funds		(34,149)	34,149	0
Net movement in funds		<u>(27,100)</u>	<u>68,090</u>	<u>40,990</u>
Reconciliation of funds				
Total funds brought forward		61,249	110,793	172,042
Funds Returned to Waterways Fund			(127,685)	(127,685)
Total funds carried forward	11	<u>34,149</u>	<u>51,198</u>	<u>85,347</u>

Ecumenical Partnership Initiatives

Balance Sheet as at 31 March 2024

	Note	2024	2023
Current Assets			
Debtors	9	0	1,200
Cash		115,515	133,182
		<u>115,515</u>	<u>134,382</u>
Creditors: Amounts falling due within one year	10	(6,705)	(49,035)
Net current assets		<u>108,810</u>	<u>85,347</u>
Net assets		<u>108,810</u>	<u>85,347</u>
Funds of the charity:			
Restricted funds		47,260	51,198
Unrestricted funds		61,550	34,149
Total funds		<u>108,810</u>	<u>85,347</u>

For the 12 Month period 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the 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 company's regime and in accordance with FRS102 SORP.

The financial statements on pages 15-25 were approved by the trustees and authorised for issue

. and signed on their behalf by:



A M Charles
Chair of Trustees

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 as set out on page 12 of this report towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The charity has prepared forecasts of income and expenditure, taking into account the grant of 50% towards the Salary Cost of a Chaplain by Luton Airport which is guaranteed until 2025, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 March 2024

Exemption from preparing a cash flow statement

The charity has applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received, and the value can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading those aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support the

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Computer equipment 33% straight line

Debtors

Debtors are recognised at the settlement amount after any trade discount offered.

Prepayments

Are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 March 2024

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

The restricted fund of £59,709 is for the use of supporting of passengers and their repatriation. An amount of £47,260 is in a bank account for use of this and the balance of £12,449 may be used for salaries of supporting staff. Accordingly, an amount of £12,449 has been transferred to unrestricted reserves. The board of Trustees have confirmed that no restricted funds are contained in bank accounts other than the designated one containing £47,260.

Employee benefits

When employees have rendered service to the Charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gifts in kind

There are no gifts in kind.

Judgement and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances,

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results,

3 Income from charitable activities

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
London Luton Airport grants		15,501	15,501	45,372
Waterways Chaplaincy grants			0	102,441
Other general grants	66,467		66,467	4,671
	<u>66,467</u>	<u>15,501</u>	<u>81,968</u>	<u>152,484</u>
2023	<u>4,671</u>	<u>147,813</u>		<u>152,484</u>

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Investment Income	Unrestricted funds General	Total 2024	Total 2023
Interest receivable on bank deposits	744	744	257
2023	<u>257</u>		<u>257</u>

5 Expenditure on charitable activities	Unrestricted funds General	Restricted funds	Total 2023	Total 2022
London Luton Airport		0	0	41,752
Waterways Chaplaincy			0	72,120
General	9,726		9,726	12,330
	<u>9,726</u>	0	<u>9,726</u>	<u>126,202</u>
2023	<u>12,330</u>	<u>113,872</u>		<u>126,202</u>

6 Net income/expenditure

Net income/(expenditure) for the year include:

	2024	2023
Depreciation of fixed assets		307
Independent examiner's fees		800

7 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2024	2023
Salaries	44,859	67,077
National Insurance	4,185	3,463
Pension	479	2,974
	<u>49,523</u>	<u>73,514</u>

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 March 2024

No employee received remuneration amounting to more than £60,000 in either period.

The average number of persons employed by the charitable company during the period was 1 (2023: 5).

No trustees, nor any persons connected with them, have received any remuneration from the charity during the period. (2023: £Nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the period. (2023: £Nil)

8 Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Pt. 11, Ch. 3 of the Corporation Tax Act 2010 or s. 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

9 Debtors	2024	2023
Prepayments		
Trade Debtors		
Other Debtors	0	1,200
	<u>0</u>	<u>1,200</u>
10 Creditors: amounts falling due within one year	2024	2023
Deferred Income		
Owed to WWA	3,484	0
Taxation	3,221	3,221
Accruals		
	<u>6,705</u>	<u>3,221</u>

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 March 2024

11 Funds

	Balance at 01-Apr-23	Income	Expenditur	Transfers	Balance at 31-Mar-24
Unrestricted funds					
General	34,149	67,211	(52,259)	12,449	61,550
Restricted funds					
London Luton Airport	51,198	15,501	(6,990)	(12,449)	47,260
Total Funds	<u>85,347</u>	<u>82,712</u>	<u>(59,249)</u>	<u>0</u>	<u>0</u> <u>108,810</u>

12 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31-Mar-24
Current Assets	64,317	51,198	115,515
Current Liabilities	(6,705)		(6,705)
Total Net Assets	<u>57,612</u>	<u>51,198</u>	<u>108,810</u>
 2023			
Current Assets	83,184	51,198	134,382
Current Liabilities	(49,035)		(49,035)
Total Net Assets	<u>34,149</u>	<u>51,198</u>	<u>85,347</u>

13 Related party transactions

There are no related party transactions during the period other than the Gift in Kind (£nil) (2023: £8,000).

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales - Charity number 1132125

Accounts

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Workplace Matters

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Ecumenical Partnership Initiatives

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Ecumenical Partnership Initiatives

Reference and Administrative Details

Chief Executive Officer

Mr Des Scott (until 31 December 2022)

Trustees

Mr Delbert Sandiford, Chair	Resigned	02/12/2022
Mr Leonard Holmes	Resigned	13/02/2023
Mr Michael Hart, Treasurer		
Ms Sonia Blackett	Resigned	22/01/2023
Rev Peter Rouch	Resigned	14/06/2022
Mr Anthony Charles, Vice Chair	Chair From	5 December 2022
Ven David Middlebrook	Appointed	03/01/2023
Mr Desmond Scott	Appointed	03/01/2023

Other Officers

Mr Alistair Burt, Patron
Rt Rev A Smith, Bishop of St. Albans, Patron
Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office
41 Holywell Hill
St. Albans
Hertfordshire
AL1 1HE

Company Registration Number

The charity is incorporated in England.
06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc
London Corporate Banking

Independent Examiner

John R Reeds FCA
48 St Peters Road
Buxton
SK17 7DX

Ecumenical Partnership Initiatives Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Objectives and activities

Objects and aims

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the wider world.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values, and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those we serve and seek to speak prophetically in different contexts.
- Hopeful:
We believe in a God who transforms lives and situations.
- Risk Taking and Bold:
We encourage our teams to work on the margins of society taking risks for the Kingdom of God.

We do this through:

- Being present and listening;
- Serving, supporting and valuing people;
- Affirming and enhancing workplace and waterways communities;
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Objectives, strategies and activities

Our core activity at Workplace Matters (WM) is chaplaincy.

Ecumenical Partnership Initiatives

Trustees' Report

Where chaplaincy is empowered and equipped to work effectively, it improves people's wellbeing and life chances, whether in the workplace or in the lives of those we work with through the airport and on the canals and waterways.

We aim to:

- Provide Chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip workplace Chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Equip waterways Chaplains to be a voice and a presence of the church on the canals and waterways working with the poor and vulnerable.
- Make a difference in the lives of those we work with.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - Where Chaplains function in the workplace, they are independent, providing care for welfare and spirituality, sharing the joys and sorrows of the workforce.
 - On the canals and waterways, we aim to work with those who are often vulnerable and in need; walking alongside them, advocating for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytise, but they are proactive in their presence - being a voice - to speaking out against poverty and injustice, teaching the design and dignity of life and work and, when invited, sharing the Christian faith. At times of significant crisis, the Chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services such as health and welfare, and signpost to these services when appropriate.

Where they provide a high-quality chaplaincy service for people at work (all faiths and none); key workplace organisations are:

- Transport: London Luton Airport
- Leisure: Canals and Waterways

Good team working is critical to the success of WM. We seek to create a cohesive team of staff and Chaplains built on mutual trust for all our stakeholders (supporting churches, Chaplains, organisations we work with, and other chaplaincy organisations). By sharing a common purpose, this will contribute to growing mutual trust and thereby benefit all who need our support and services in good and bad times in their lives.

Ecumenical Partnership Initiatives

Trustees' Report

A year of change

This year has been a year of change for the organisation. As highlighted in the previous annual report we had begun exploring with Church Army how we could best support the growing Waterways Chaplaincy. It was decided In February 2022 that we should establish the Waterways Chaplaincy as an independent ecumenical charity under the Church Army family. That way it could continue its independent ecumenical status and also have the much-needed backroom support from Church Army. The first six months of this financial year were taken up with formal discussions and establishing the new charity with the Charity Commission. The Waterways Chaplaincy then moved out from under the banner of Ecumenical Partnership Initiatives on the 31 December 2022.

The Trustees then considered the future of the chaplaincy at London Luton Airport. It was agreed that we would continue with, and develop, the airport chaplaincy to take account of the interfaith aspects of the chaplaincy and so are in the process of setting up a management group which will encompass all the faiths represented. The articles were amended to take account of the changes withing the charity and also the chaplaincy.

On the Frontline we have the numbers of people requesting our help grow and aware of the impact that the cost of living pressures are having both on the people the Waterways Chaplaincy work with and also among the lower paid staff and agency workers at the airport

Among our volunteers across both Chaplaincies are a mix of retired teachers, GPs, clergy, professionals and others who are still working but find volunteering a great way to 'give back'.

Conclusion

We are most grateful to our volunteers for the service they are delivering to the public in our Chaplaincy and wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work, not only to keep the charity afloat, but to see it grow.

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below.

How do we measure our success?

1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

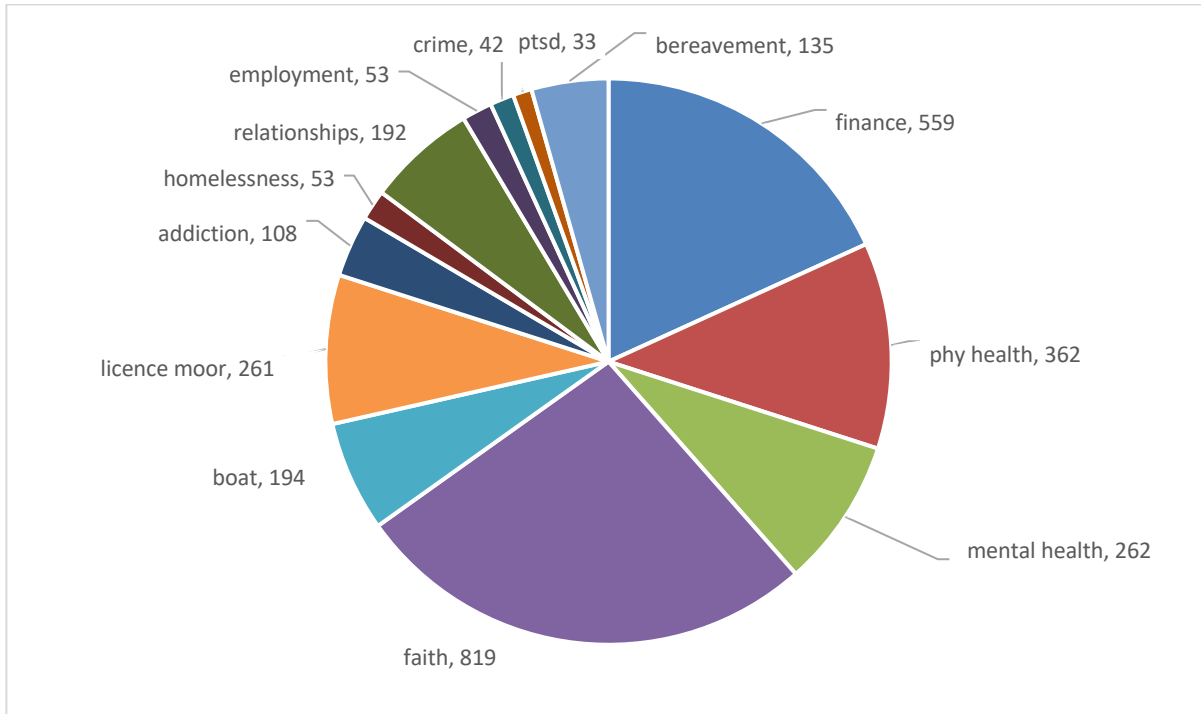
Ecumenical Partnership Initiatives

Trustees' Report

1. Increasing the number of people that we are able to assist through our work.

Waterways Chaplaincy

Issues dealt with between April 22 and December 22



It should be noted that these figures are based on around 60% of Chaplains reporting plus it is only 9 months as the Chaplaincy became an independent charity on the 1 January 2023. These figures could easily be 75% higher if all the Chaplains completed reports every month.

The Chaplaincy dealt with over 3.500 significant issues over the period. Some of these were multiple with the same person but we have encountered a large number of new people. What was notable was the complexity of some of the cases they dealt with, often involving families.

Last year we noted the number of people asking faith-related questions was rising as there was a clear sense of hopelessness, post pandemic, and this has continued and has been added to by the cost of living pressures.

The Chaplaincy grew geographically as well with the Chaplaincy in the Norfolk Broads becoming a place not only where we came across people in need, but the agencies were referring people, showing the recognised benefit of the Chaplaincy.

The Trustees took the decision in 2021/22 to explore with Church Army a national charity with similar aims and objectives as options for the Waterways Chaplaincy which had grown

Ecumenical Partnership Initiatives

Trustees' Report

over 10 years from a local Chaplaincy to a national one. It was agreed by trustees of both organisations to establish Waterways Chaplaincy as an independent Charity under the umbrella of Church Army. This gave the Chaplaincy the independence to retain its ecumenical status but with the back room support and help it needed for its next stage of development from Church Army. The new Charity was established with the Charity Commission in September 2022 and moved out from under Ecumenical Partnership Initiatives on the 31 December 2022.

London Luton Airport Activity during the period

- The team continue to work in partnership with Noah Enterprise, the local homelessness charity, in supporting foreign nationals that become stranded in the UK and some British people who turn up at the Airport with nowhere to live!
- The war in Ukraine which started in February 22 resulted in a significant upturn in work for the Chaplaincy team as families fleeing the war came to the UK. Our Senior Chaplain was one of the leads in setting up a processing hub for them in the airport, liaising with agencies both locally and nationally.
- During the pandemic when the airport was virtually closed, we supported staff teams who were worried about their jobs and futures. This year for airport staff it has been more about the stress of the role. We have all seen on the news the pressures they faced with the airport not being able to recruit enough staff particularly in security and baggage handling and so they have been under pressure to deliver but also facing a lot of flak from angry passengers, which understandingly impacts their mental wellbeing. It also meant the Chaplains stepping in and dealing with angry passengers and helping them to be able to find solutions to their problems.
- The Senior Chaplain provided pastoral support for some of the Senior Team at the airport who understandably were under pressure because of the impact of the pandemic and the period following on the airport and its work.
- Since it reopened again in August 2020, at that time, just for individual prayers (still with strict COVID restrictions in place) the new prayer room has been well used by people of all faiths. Weekly Muslim Friday Prayers were resumed in spring 2022 with assistance from two local Imams. Having a small Chaplain's office there has meant some useful and significant conversations can take place in private, rather than in public areas, especially the coffee outlets!
- We have a large number of the Jewish community from north London travelling through the airport and need support for one reason or another We are delighted we have two new Rabbis join the Chaplaincy team.
- It was great to see the new landside prayer room being well used by people of all faiths and none. Chaplains often 'hung around' there and were available for the staff and visitors who came to use it.
- Christian prayers were held in the Landside Prayer Room, every day of Lent (except Saturdays)

Ecumenical Partnership Initiatives
Trustees' Report

2. Being able to measure the tangible difference we make in the lives of those we meet.

This is seen in the stories of the lives we have impacted through the Chaplaincies. There are too many to detail but below are a few stories that reflect the work we do.

Stories of transformation: Waterways Chaplaincy

- a) One of our Chaplains on the River Lea received a lovely phone call from boater K – she hadn't spoken to him for some time, but he called her to say that it was four years to the day when he gave up alcohol and drugs and that he hadn't touched any since. Four years before he had been really struggling to do that and there had been lots of evening calls with the Waterways Chaplain providing support, prayer and encouragement. A real win showing the value of the Chaplaincy not only for a day but life changing.

- b) The leadership team encouraged the Waterways Chaplains to do a short online training course that would help them open up conversations with people who might be so down that they were thinking of taking their own life. The very next day after doing that training one of our northern Chaplains went out on the towpath. He felt led to walk in the opposite direction to the way that he usually went. A short way up the towpath he met a lady on her boat, she seemed to want to chat and offered him a cup of tea – in the course of the conversation she told this Waterways Chaplain that her son had taken his own life a few months before and that now she herself couldn't see any reason to live – that she too was thinking of taking her life. They carried on chatting – and she told him at the end of the conversation that she had never dared to tell anyone else about how she felt. She was encouraged to seek medical help if the feeling continued. The Chaplain continues to pray for the lady, and she knows she has a contact when she feels really down, and the Chaplain will continue to keep an eye on her over the coming months.

Ecumenical Partnership Initiatives Trustees' Report

Stories of transformation: London Luton Airport Chaplaincy

- a) A former airport employee who had worked in the airport for many years, and well known to many of the staff, sadly died. The Chaplaincy was involved in the immediate support of staff who knew the person and it raised many life questions arising out of grief. They then held a special memorial service in the airport prayer room for those who were unable to get to the funeral. This was well received by staff at all levels throughout the airport and was commented on by two of the Directors who attended how important the Chaplaincy team are in situations like this.
- b) One of the Chaplains assisted a Spanish gentleman who was profoundly deaf and had very little English. He had not told anyone about his special needs, so despite the best efforts of check-in staff, he missed his flight, most likely as he didn't understand the procedures. He was extremely agitated and almost got arrested for touching one of the armed officers in his distress.

The Chaplain spent time chatting with him using Google Translate. Eventually he was calm enough for the Chaplain to arrange new flight the following morning, then bought him food and helped him to communicate with his family in Spain to explain he would be flying the next day.

The Chaplain also went through the whole check-in, security and boarding procedures with him and introduced him to the Special Assistance Team. The Chaplaincy working with other airport teams can often prevent situations getting out of control, offer a listening ear and de-escalate situations the staff often wouldn't have the time to deal with, and in this case possible avoided the person being arrested.

Sustainability of the LLA Airport Chaplaincy

In the short-term the war in Ukraine has significantly increased the profile of the Chaplaincy and created a new interest in supporting the ministry. The trustees are creating a new management group representing the airport and interfaith aspects of the Chaplaincy to help build up the work and increase the number of volunteers. The new prayer room landside is being well used and we are gradually reintroducing the services initially through special seasons and progressively adding regular prayers for those who work in the building. All these elements will, together with the ongoing support of the denominations, we believe, enable the long-term sustainability of the work.

. Ecumenical Partnership Initiatives
Trustees' Report

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks.
- The airport Chaplain was featured on local television and radio for the Chaplaincy role.
- We continued to be recommended and highlighted by the authorities we work with. e.g., by Canal and Rivers Trust and Environment Agency for our work on the Norfolk Broads
- We have given local radio station interviews during the year.
- We had positive articles in several boating magazines and in airport news.

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Church of Great Britain, the United Reformed Church and the Religious Society of Friends.
- Central funding last year came from the Garfield Weston Foundation
- Funding for the Waterways Chaplaincy grants from the Benefact Trust, Tudor Trust, Hobson Trust, and Maurice and Hilda Laing Trust
- We are also indebted to a number of churches and individuals who support the work financially and many of the Chaplains themselves, who not only give of their time but claim little or no expenses.

Richard Parry, CEO of Canal and River Trust says:

“Waterways Chaplains make a significant difference in the wellbeing of the lives of many of our more vulnerable waterways users. Their local knowledge, together with the practical help and pastoral support they can offer, can often be the catalyst for change that enables those in need to move forward with their lives.

Our Welfare Officer and local teams regularly refer people to the Chaplains for help and often link with them in situations where we can work together in the best interest of the boater to avoid long-term issues and difficulties. I believe they have become a vital part of our waterways network, reaching those most others are unable to reach.”

Clare Armstrong (Senior Manager London Luton Airport)

Liz Hughes, the Senior Airport Chaplain, has been a valuable member of the Airport team during the last 12 months keeping on top of the constantly changing restrictions to our multi-faith facilities and supporting customers and airport staff through this challenging and uncertain time. The kind presence of our Chaplaincy Team plays a vital role supporting those in our airport community most impacted by the global pandemic.

Ecumenical Partnership Initiatives

Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefits can be found in the achievements and performance section of this report.

Use of volunteers

Workplace Matters values highly the contribution made by a large number of volunteer Chaplains and associates (110 volunteers). The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

Our CEO worked one day a week until 31 December 22. In addition, we had Finance and HR support through our partnership with Church Army. The Board records its profound gratitude to Church Army for its generous support.

The four part time staff and 100 volunteers connected to the Waterways Chaplaincy were TUPED over to the new charity on 31 December 2022

We still have 1 Full time Chaplain based at London Luton Airport together with 6 volunteers.

Since 1 January Des Scott has carried the remainder of that CEO role as a trustee in a voluntary capacity.

Board changes

Peter Rouch, Church Army CEO joined the board June 2021 and stood aside in June 2022 to avoid a conflict of interest with Waterways Chaplaincy becoming an independent charity within the Church Army family.

Delbert Sandiford resigned on 2 December 2022 having served 10 years as its chair. The Trustees were grateful for his leadership and service to the charity. Anthony Charles the Vice Chair up until December 2022 was appointed chair.

The venerable David Middlebrook and Des Scott joined the board as Trustees on 1 January 2023.

**Ecumenical Partnership Initiatives
Trustees' Report**

Financial review

Income for the year £167,192 (2022: £197,286) and expenditure for the period was £126,202 (2021: £173,876) resulting in net income of £40,990 (2022: £23,410). The balance of unrestricted funds at the end of this financial period amounted to £34,149 (2022 £61,249) and the balance of restricted funds totalled £51,198 (2022: £110,793).

Workplace Matters do not accept funding from organisations or activities that are materially inconsistent with our values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

Policy on reserves

The trustees believe a level of free reserves equal to three months' expenditure to ensure a smooth cessation of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £43,500. Free reserves on 31 March 2022 total £43,548. Funds continue to be monitored carefully to ensure this is maintained.

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board review the risks annually at their spring meeting and monitor them every quarter. They are content that the controls in place are adequate.

The main risks in 2022/23 were.

- Covid 19
 - Covid was still an issue at the commencement of the year and so the risks were around the staff or volunteers catching the virus and it impacting their health, or secondly us spreading the virus and we travelled the towpaths and it impacting vulnerable people we are working with. The Chaplains were given regular training on managing the risk throughout the stages of the pandemic.
- Loss of funding
 - Much of our funding is multiyear funding from trusts and not individuals and therefore the impact was minimal. We did incur some additional costs, and these were underwritten by one of the supporting trusts through an additional grant.
- Safeguarding
 - All staff and volunteers must undergo national safeguarding training before commencing any duties on their own.
 - The organisation has a lead Safeguarding Officer and a Safeguarding Trustee who review the work.
- Reputational Risk
- The communities in which we work are overseen by a small number of regulatory agencies and companies where, if there was an issue, it could impact the relationship and our ability to do the work.

Structure, governance and management

Nature of governing document

Workplace Matters is the working name of Ecumenical Partnership Initiatives which is a registered Charity and a company limited by guarantee. The Company is governed by its Memorandum and Articles of Association (the governing documents). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As of 31 March 2023, the Board comprised six trustees. They are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board give their time voluntarily and receive no benefits from the Charity. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of Workplace Matters, regular review of the finances, risk management and monitoring of projects.

The period of appointment is for three years and is renewable for further terms. One-third of members retire by rotation and are appointed or re-appointed each year.

The Board has delegated management of Workplace Matters to the CEO who reports on the performance of the organisation. Management accounts are received quarterly by the trustees.

Organisational structure

The Trustees meet regularly to oversee the running of the charity. The each have delegated areas of responsibility which they carry out between meetings. Up until, 1 January 2023 the day to day management of the various chaplaincies was the responsibility of the CEO. With the Waterways Chaplaincy become a separate charity the CEO role ceased. The day to day operational management of the Chaplaincy at London Luton Airport is carried out by Revd Liz Hughes the Senior Chaplain

The annual report was approved by the trustees of the charity on 2 October 2023 and signed on its behalf by:



.....
A M Charles Trustee

The trustees (who are also the directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 2 October 2023 and signed on its behalf by:



.....
A M Charles
Trustee

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the Year ending 31 March 2023 which are set out on pages 20 - 27.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act:
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Date: 2 October 2023

Statement of Financial Activities for the Year ended 31 March 2023

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds	Restricted funds	Total Funds 2023
Income and Endowments from:				
Charitable activities	3	4671	147,813	152,484
Investment income	4	257		257
Other income	5	14451		14,451
Total Income		19379	147813	167192
Expenditure on:				
Charitable activities	6	(12,330)	(113,872)	(126,202)
Total Expenditure		(12,330)	(113,872)	(126,202)
Net income/(expenditure)		7,049	33,941	40,990
Net transfer between funds		(34,149)	34,149	0
Net movement in funds		(27,100)	68,090	40,990
Reconciliation of funds				
Total funds brought forward		61,249	110,793	172,042
Funds Returned to Waterways Fund			(127,685)	(127,685)
Total funds carried forward	13	34,149	51,198	85,347

Statement of Financial Activities for the Period ended 31 March 2023

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds	Restricted funds	Total Funds 2022
Income and Endowments from:				
Charitable activities	3	30053	156224	186277
Investment income	4	9		9
Other income	5	11000		11000
Total Income		<u>41062</u>	<u>156224</u>	<u>197286</u>
Expenditure on:				
Charitable activities	6	<u>(20,810)</u>	<u>(153,066)</u>	<u>(173,876)</u>
Total Expenditure		<u>(20,810)</u>	<u>(153,066)</u>	<u>(173,876)</u>
Net income/(expenditure)		20,252	3,158	23,410
Net transfer between funds		2400	(2,400)	0
Net movement in funds		<u>22,652</u>	<u>758</u>	<u>23,410</u>
Reconciliation of funds				
Total funds brought forward		<u>38597</u>	<u>110035</u>	<u>148,632</u>
Total funds carried forward	13	<u>61,249</u>	<u>110,793</u>	<u>172,042</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 13.

Ecumenical Partnership Initiatives

Balance Sheet as at 31 March 2023

	Note	2023	2022
Fixed Assets	10	0	462
Current Assets			
Debtors		1200	3253
Cash		133182	198128
		<u>134382</u>	<u>201381</u>
Creditors: Amounts falling due within one year		(49,035)	(29,801)
Net current assets		<u>85,347</u>	<u>171,580</u>
Net assets		<u>85,347</u>	<u>172,042</u>
Funds of the charity:			
Restricted funds		51,198	57495
Unrestricted funds		34,149	114547
Total funds		<u>85347</u>	<u>172042</u>

For the Year ended 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the 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 company's regime and in accordance with FRS102 SORP.

The financial statements on pages 17-27 were approved by the trustees and authorised for issue and signed on their behalf by:

AM Charles

A M Charles
Trustee

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 as set out on page 12 of this report towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

- Much of our funding for Waterways Chaplaincy is multiyear funding from trusts. Two of these grants carry on until at the end of 2023. Additionally in November 2022 we received a significant three-year grant.
- The Airport Chaplain funding is guaranteed to the end of 2023

The charity has prepared forecasts of income and expenditure, taking into account the government's roadmap to recovery, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Exemption from preparing a cash flow statement

The charity have applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the value can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Computer equipment 33% straight line

Debtors

Debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Employee benefits

When employees have rendered service to the Charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gift in kind

The office at 41 Holywell Lodge, St, Albans, is rent free, the equivalent of 0. The time spent by Des Scott working as CEO is a gift in kind through the partnership with Church Army the equivalent of £nil

Judgement and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances,

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results,

3 Income from charitable activities

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
London Luton Airport grants		45,372	45,372	59670
Waterways Chaplaincy grants		102,441	102,441	96554
Other general grants	4671		4671	30043
	4671	147813	152484	<u>186267</u>
2022	<u>30043</u>	<u>156224</u>		<u>186267</u>

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2023

4 Investment Income	Unrestricted funds General	Total 2023	Total 2022	
Interest receivable on bank deposits	257	257	9	
			<hr/>	
2022	<hr/> 9		<hr/> 9	
5 Other income	Unrestricted funds General	Total 2023	Total 2022	
Gift in kind - CEO salary and rent	0	0	11000	
			<hr/>	
2022	<hr/> 11000			
6 Expenditure on charitable activities	Unrestricted funds General	Restricted funds	Total 2023	Total 2022
London Luton Airport		41752	41752	55238
Waterways Chaplaincy		72120	72120	97827
General	12330		12330	20810
	<hr/> 12330	113872	<hr/> 126202	<hr/> 173875
2022	<hr/> 20810	153065		<hr/> 173875

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 2023

7 Net income/expenditure

Net income/(expenditure) for the year include:

	2023	2022
Depreciation of fixed assets	307	512
Independent examiner's fees	800	500

8 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2023	2022
Salaries	67,077	130030
National Insurance	3,463	5078
Pension	2,974	3173
	<hr/> 73514	<hr/> 138281

No employee received remuneration amounting to more than £60,000 in either period.

The average number of persons employed by the charitable company during the period was 5 (2022: 5).

During the year the key management personnel received pay of £Nil representing benefit in kind (2022: £8,000). The key management personnel is deemed to be the CEO.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the period. (2022: £Nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the period. (2022: £Nil)

9 Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Pt. 11, Ch. 3 of the Corporation Tax Act 2010 or s. 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 March 23

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	5749	5749
Disposal	5749	5749
At 31 March 2023	<u>Nil</u>	<u>Nil</u>
Depreciation		
At 1 April 2022	5287	5287
Charge for the year	308	308
Disposal	5595	5595
At 31 March 2023	<u>Nil</u>	<u>Nil</u>
Net book value		
At 31 March 2023	<u>Nil</u>	<u>Nil</u>
At 31 March 2022	<u>462</u>	<u>462</u>

11 Debtors

	2023	2022
Prepayments		16
Trade Debtors		3050
Other Debtors	1200	187
	<u>1200</u>	<u>3253</u>

12 Creditors: amounts falling due within one year

	2023	2022
Deferred Income		28000
Owed to WWA	45814	
Taxation	3221	
Accruals		1801
	<u>49035</u>	<u>29801</u>

Deferred Income:

	2023	2022
Deferred Income at 1 April 2022	28000	22750
Resources deferred during the period		28000
Amount released from previous periods	<u>(28,000)</u>	<u>(22,750)</u>
Deferred Income at 31 March 2023	<u>0</u>	<u>28,000</u>

Notes to the Financial Statements for the Year Ended 31 March 23

13.Funds

	Balance at 01-Apr-22	Income	Expenditure	Transfers	Returned To WWA	Balance at 31-Mar-23
Unrestricted funds						
General	61249	19,379	(12,330)	(34,149)		34,149
Restricted funds	110,793	147,813	(113,872)	(34,149)	(93,536)	17,049
Total Funds	172,042	167,192	(126,202)	(68,298)	(93,536)	51,198

Unrestricted funds

	Balance at 01-Apr-22	Income	Expenditure	Transfers	Balance at 31-Mar-23
Donations from charitable activities	60452	19122	(12,330)	(34,149)	33,095
Interest receivable from investments		257			257
Benefit In Kind; CEO salary and Office rent	799				799
	61,251	19,379	(12,330)	(34,149)	34,151

Restricted funds

	Balance at 01-Apr-22	Incoming Resources	Resources Expended	Transfers		Balance at 31 March 2023
London Luton Airport	47578	45,372	(41,752)			51,198
Waterways Chaplaincy	63215	102,441	(72,120)	34,149	(93,536)	34,149
Total Funds	110793	147813	-113872	34149	(93,536)	85347

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31-Mar- 23
Tangible Fixed Assets			
Current Assets	83,184	51,198	134,382
Current Liabilities	(49,035)		(49,035)
Total Net Assets	<u>34,149</u>	<u>51,198</u>	<u>85,347</u>
2022			
Tangible Fixed Assets	462		462
Current Assets	90,588	110,793	201,381
Current Liabilities	(29,801)		(29,801)
Total Net Assets	<u>61,249</u>	<u>110,793</u>	<u>172,042</u>

15. Related party transactions

There are no related party transactions during the period other than the £nil gift in kind for Des Scott's time as mentioned in the accounting policies note (2022: £8,000).

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales - Charity number 1132125

Accounts

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Workplace Matters

(A company limited by guarantee)

Annual Report and Financial Statements

for the 15 month period ended 31 March 2022

Ecumenical Partnership Initiatives

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Ecumenical Partnership Initiatives

Reference and Administrative Details

Chief Executive Officer

Mr Des Scott

Trustees

Delbert Sandiford, Chair (resigned 2 December 2022)
Anthony M Charles, Vice Chair (Chair from 5 December 2022)
Leonard M Holmes
Michael J Hart, Treasurer
Sonia Blackett
Peter Rouch (resigned June 2022)

Other Officers

Mr Alistair Burt, Patron
Rt Rev A Smith, Bishop of St. Albans, Patron
Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office
41 Holywell Hill
St. Albans
Hertfordshire
AL1 1HE

Company Registration Number

The charity is incorporated in England.
06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc
London Corporate Banking

Independent Examiner

John R Reeds FCA
48 St Peters Road
Buxton
SK17 7DX

Ecumenical Partnership Initiatives

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the period ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Objectives and activities

Objects and aims

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the wider world.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values, and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those we serve and seek to speak prophetically in different contexts.
- Hopeful:
We believe in a God who transforms lives and situations.
- Risk Taking and Bold:
We encourage our teams to work on the margins of society taking risks for the Kingdom of God.

We do this through:

- Being present and listening;
- Serving, supporting and valuing people;
- Affirming and enhancing workplace and waterways communities;
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Objectives, strategies and activities

Our core activity at Workplace Matters (WM) is chaplaincy.

Ecumenical Partnership Initiatives

Trustees' Report

Where chaplaincy is empowered and equipped to work effectively, it improves people's wellbeing and life chances, whether in the workplace or in the lives of those we work with through the airport and on the canals and waterways.

We aim to:

- Provide Chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip workplace Chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Equip waterways Chaplains to be a voice and a presence of the church on the canals and waterways working with the poor and vulnerable.
- Make a difference in the lives of those we work with.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - Where Chaplains function in the workplace, they are independent, providing care for welfare and spirituality, sharing the joys and sorrows of the workforce.
 - On the canals and waterways, we aim to work with those who are often vulnerable and in need; walking alongside them, advocating for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytise, but they are proactive in their presence - being a voice - to speaking out against poverty and injustice, teaching the design and dignity of life and work and, when invited, sharing the Christian faith. At times of significant crisis, the Chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services such as health and welfare, and signpost to these services when appropriate.

Where they provide a high-quality chaplaincy service for people at work (all faiths and none); key workplace organisations are:

- Transport: London Luton Airport
- Leisure: Canals and Waterways

Good team working is critical to the success of WM. We seek to create a cohesive team of staff and Chaplains built on mutual trust for all our stakeholders (supporting churches, Chaplains, organisations we work with, and other chaplaincy organisations). By sharing a common purpose, this will contribute to growing mutual trust and thereby benefit all who need our support and services in good and bad times in their lives.

Ecumenical Partnership Initiatives

Trustees' Report

A year of growth and challenge

This year, we have grown the number of new volunteer Chaplains and lost some who, because of the pandemic, decided this was the time to step back. All who stepped back expressed sadness at having to step down but had to be realistic about their health issues. Overall, we have grown slightly in number in the Waterways Chaplaincy but are down in number in the Airport Chaplaincy. We have noticed that for those we have been serving, the complexity of their needs has grown, especially on the canals and waterways.

The challenge has been operating effectively through the pandemic, where lockdown was in place for much of the first half the year and restrictions in another large part of it. The airport was virtually closed through the lockdown periods and much of the support for staff moved to online and telephone. Liz Hughes the Senior Airport Chaplain carried on working through most of last year offering pastoral support from a distance and going to the airport when needed to assist with passengers. The Waterways Chaplains, who were designated as essential workers, did continue to operate where they could as they were outdoors, and we put measures in place to make sure they were COVID safe and managed the risk.

A lot of the Airport Chaplains' support this year has been proactive in the wellbeing and pastoral care of staff during this real period of uncertainty. For us, it was about taking the church to them rather than expecting people to come to us. Unfortunately, the development of the chaplaincy hours to cover evenings and weekends has not been able to move forward due to the pandemic. This will be picked up again as the restrictions permit.

Waterways Chaplaincy now have nine hubs up from the six before the pandemic as new Chaplains are recruited from different areas. Borne out of an identified need, the Waterways Chaplaincy supports all waterway users including the residents of boats, walkers, volunteers and workers of all faiths and none. They seek to play their part in bringing about short and long-term personal transformation - emotionally, mentally and spiritually. They now have over 100 Chaplains covering many of the main arteries of the UK: including the Grand Union Canal, the Kennett and Avon Canal, River Wey, Basingstoke Canal and the River Lee and Stort. Although numbers of contacts have dropped due to the pandemic, the complexity and need for ongoing support of situations has increased. Poverty and mental health have been among the main issues reported with other things ranging from boating matters to relationships, employment and homelessness. This year in particular faith and spirituality often come up as part of those conversations as people often were struggling with what seemed to them hopeless situations.

We have been involved in funerals for boaters and their families as part of that support, which has been important for the boating community and gives our work profile among that group. The underpinning principle of this unique chaplaincy is to provide independent and confidential support, which is encouraging and ensures that people feel listened to.

Among our volunteers across both chaplaincies are a mix of retired teachers, GPs, clergy, professionals and others who are still working but find volunteering a great way to 'give back'.

Conclusion

We are most grateful to our volunteers for the service they are delivering to the public in our chaplaincy and wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work, not only to keep the charity afloat, but to see it grow.

Ecumenical Partnership Initiatives Trustees' Report

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below.

How do we measure our success?

1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

1. Increasing the number of people that we are able to assist through our work

Waterways Chaplaincy

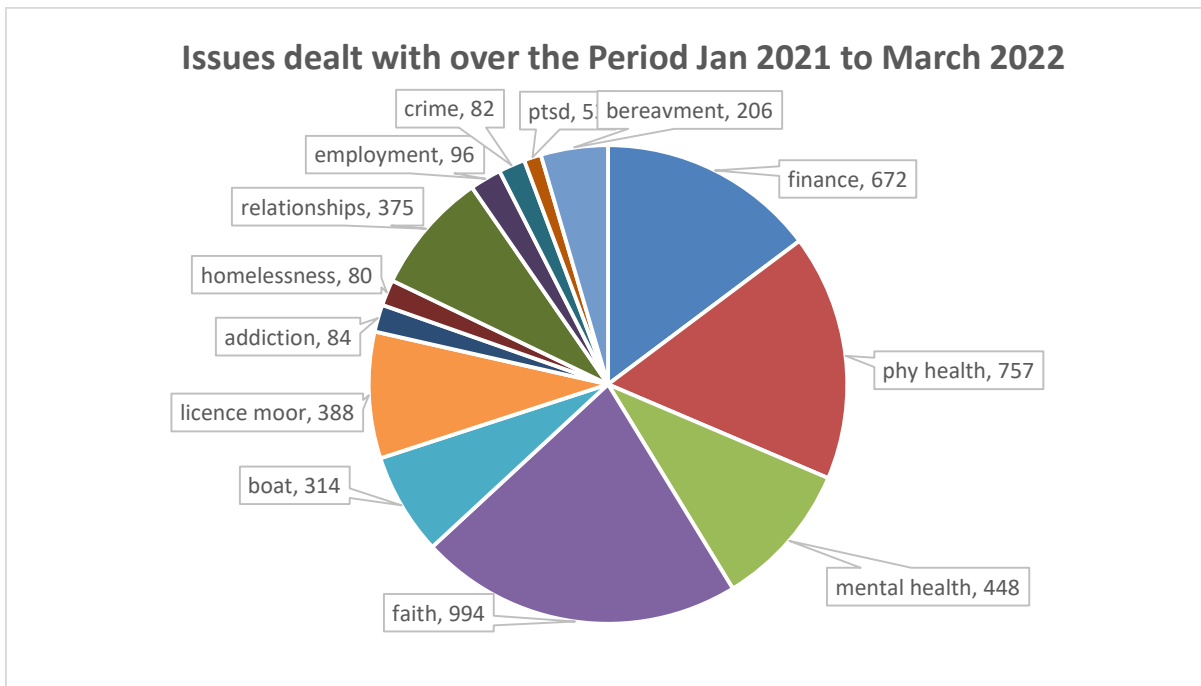
This period, the volunteer Chaplains' numbers have not grown significantly. This was, in part, because all the events where recruitment would normally take place were cancelled due to the pandemic. Nevertheless, recruitment through word of mouth kept the numbers up to cover those who retired or went on to do other things.

- Over the 15-month period our Waterways Chaplains made over 6,000 contacts with boaters including those working in and around the canals and waterways with just over 4,000 leading to follow on conversations and help. This is with only just over half of our volunteer Chaplains reporting their work regularly so if we extrapolated that figure to predict the figures, this would show significantly more. In the early part of 2021 with the restrictions still in place it meant supporting people by phone and email which was much harder when dealing with emotional issues and grief. Thankfully as the winter of 2021 passed meeting people outdoors became possible again and plugged the gap until things went back to normal.
- As with the year before big increases in requests for help were around health and finance with people's mental health suffering most, often through loneliness and isolation from the impact of the pandemic. There has also been a larger number of deaths and suicides on the canals and waterways, and we have been asked to lead funerals and support both boaters and their families through these times. This intense support can be long-term ongoing and, in some cases, an emotional drain for the chaplains. This is why the one-to-one peer support and chaplaincy hubs are so vital for chaplains to support one another and process some of the things they are seeing and dealing with. In all we do we seek not to do everything for those we work with but empowering them to take back control of their lives which will be beneficial for them in the long-term rather than just the short-term.
- There has also been an increasing number of boaters in financial hardship and short-term we are able to offer practical support through food parcels and coal. In extreme cases when their boat has engine problems resulting in them having no heating, hot water and no money to repair it we have arranged a call out from Rivers and Canal Rescue with whom we have a special membership. This service is paid out of a specific hardship fund we have. We also helped several hundred people to access the welfare benefits they are entitled to. This can often mean the difference between being able to continue to live on their boat rather than eviction for debts.
- Notable also is the faith conversations which, rose significantly through the worst period of the pandemic, have continued to rise. We do not proselytise but are open about the Christian values that underpin our work. Many of these conversations have been instigated by boaters asking the big questions of life and them trying to understand why our chaplains give up of their time to help others

Ecumenical Partnership Initiatives

Trustees' Report

Waterways Chaplaincy



It should be noted that these figures are based on around 52% of Chaplains reporting. These figures could easily be 75% higher if all the Chaplains completed reports every month.

London Luton Airport Activity during the period

- During 2020 lots of the staff had been laid off because of the pandemic and so in the early part of 2021 there was an anxiety among staff about the security of their jobs. The chaplains were actively involved supporting them through these tough times. Thankfully as the year progressed the airport traffic picked up making the jobs more secure.
- The Senior Chaplain also provided pastoral support for some of the Senior Team at the airport who understandably were under pressure because of the impact of the pandemic on the airport and its work.
- It was great to see the new landside prayer room being well used by people of all faiths and none. Chaplains often 'hung around' there and were available for the staff and visitors who came to use it
- The team continue to work in partnership with Noah Enterprise, the local homelessness charity, in supporting foreign nationals that become stranded in the UK and some British people who turn up at the Airport with nowhere to live!
- The war in Ukraine which started in February 22 resulted in a significant upturn in work for the chaplaincy team as families fleeing the war came to the UK. Our Senior Chaplain was one of the leads in setting up a processing hub for them in the airport, liaising with agencies both locally and nationally. As the refugees arrive in the UK the hub offers help to access the next stage of their journey whether that is to join family in this country or find the route to being put with families or by the relevant authorities. In the first three weeks of the war Luton had received 18 families alone. Luton are probably receiving more families than many other UK airports because of the number of airline routes from Eastern Europe and the former Soviet countries.

**Ecumenical Partnership Initiatives
Trustees' Report**

2. Being able to measure the tangible difference we make in the lives of those we meet

This is seen in the stories of the lives we have impacted through the chaplaincies. There are too many to detail but below are a few stories that reflect the work we do.

Stories of transformation: Waterways Chaplaincy

Boater A

Boater A is in his 60's and uses a stick to walk. Last year he lost two close family members. Also, he is having problems where his boat is moored. He was very emotional when the Chaplain met him and spoke about how he sometimes feels like just giving up and jumping into the canal. The Chaplain was concerned that this was not an idle threat and so put some measures in place.

To add to the difficulties, he arrived back from his job to find out they had evicted him, and his boat had been moved off-site. He then spent 2 days sleeping in his car before he found out where they had moved his boat to. The role of the Chaplains was to support the boater in dealing with the people where he had been moored. Thankfully over time they found a satisfactory outcome that meant everyone was happy

As the boater was someone who used to go to church, he asked the Chaplain to pray with him on occasions

Boater B

After such a long lockdown, some boaters are realising that they are struggling to move their boats because of poor health, particularly people whose health has deteriorated over the last year. Through the year we have assisted a number of them to apply for and get moved to more suitable accommodation on land. Also, in the last months one Chaplain has assisted at least six people in applying for an Equality Adjustments (EA) because of disabilities in doing this, this often highlights other needs e.g. the need to claim PIP and/or applying for a blue badge. These forms are very long and complex and we have been able to support those less able to complete them.

Sustainability of the LLA Airport Chaplaincy

In the short-term the war in Ukraine has significantly increased the profile of the chaplaincy and created a new interest in supporting the ministry. The trustees are creating a management group representing the airport and interfaith aspects of the chaplaincy to help build up the work and increase the number of volunteers. The new prayer room landside is being well used and we are gradually reintroducing the services initially through special seasons and progressively adding regular prayers for those who work in the building. All these elements will, we believe, enable the long-term sustainability of the work

Ecumenical Partnership Initiatives

Trustees' Report

Stories of transformation: London Luton Airport Chaplaincy

The Senior Chaplain came across a young Spanish woman in distress. She'd arrived the night before, from Greece, with her Romanian boyfriend. He had been detained by Border Force and after a long night and day of waiting - he was refused entry into the UK.

She then had to decide what to do. They were due to be staying with friends of his in Ilford, a complicated journey for someone who has never been in England and had no real understanding of the English language (plus she had never met any of the people they were supposed to be staying with)

He chose to be returned to Greece on the next available flight, where he hoped she would meet him, but she felt this was too expensive and didn't have the money.

After many phone calls to her boyfriend and her Mum she finally decided to go by train to Paris where she could get help. The Chaplain accompanied her to the bus for the Railway station and helped her understand the journey and what she would need to do and in terms of checking what paperwork and COVID tests she would need for the journey. She was extremely grateful and exuberant in her thanks after what had been a stressful time!

Sustainability of the LLA Airport Chaplaincy

In the short term the war in Ukraine has significantly increased the profile of the chaplaincy and created a new interest in supporting the ministry. The trustees are creating a management group representing the airport and interfaith aspects of the chaplaincy to help build up the work and increase the number of volunteers . The new prayer room landside is being well used and we are gradually reintroducing the services initially through special seasons and progressively adding regular prayers for those who work in the building. All these elements will, we believe enable the long term sustainability of the work

. Ecumenical Partnership Initiatives
Trustees' Report

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks.
- The airport chaplain was featured on local television and radio for the chaplaincy role in setting up the Ukrainian refugee hub in the airport
- We continue recommended and highlighted by the authorities we work with. e.g. by Canal and Rivers Trust and more recently by the environment agency for our work on the Norfolk Broads
- We have given over 25 local radio station interviews during the year.
- We had positive articles in several boating magazines.
- We have appeared in articles in local papers.
- We have been recommended and thanks on facebook pages by those we have helped

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Church of Great Britain, the United Reformed Church and the Religious Society of Friends.
- Central funding last year came from the Garfield Westin Foundation
- Funding for the Waterways Chaplaincy grants from the Tudor Trust, Hobson Trust, Maurice and Hilda Liang Trust and The Canals and River Trust.
- We are also indebted to a number of churches and individuals who support the work financially and many of the Chaplains themselves, who not only give of their time but claim little or no expenses.

Richard Parry, CEO of Canal and River Trust says:

“Waterways Chaplains make a significant difference in the wellbeing of the lives of many of our more vulnerable waterways users. Their local knowledge, together with the practical help and pastoral support they can offer, can often be the catalyst for change that enables those in need to move forward with their lives.

Our Welfare Officer and local teams regularly refer people to the Chaplains for help and often link with them in situations where we can work together in the best interest of the boater to avoid long term issues and difficulties. I believe they have become a vital part of our waterways network, reaching those most others are unable to reach.”

Clare Armstrong (Senior Manager London Luton Airport)

Liz Hughes, the Senior Airport Chaplain, has been a valuable member of the Airport team during the last 12 months keeping on top of the constantly changing restrictions to our multi-faith facilities and supporting customers and airport staff through this challenging and uncertain time. The kind presence of our Chaplaincy Team plays a vital role supporting those in our airport community most impacted by the global pandemic.

Ecumenical Partnership Initiatives

Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefit can be found in the achievements and performance section of this report.

Use of volunteers

Workplace Matters values highly the contribution made by a large number of volunteer Chaplains and associates (110 volunteers). The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

Our CEO works one day a week. In addition to one full time and four part time Chaplains, we have Finance and HR support through our partnership with Church Army. The Board records its profound gratitude to Church Army for its generous support.

Board changes

Peter Rouch, Church Army CEO joined the board June 2021 and stood aside in June 2022 to avoid a conflict of interest with Waterways Chaplaincy becoming an independent charity within the Church Army family

Delbert Sandiford resigned on 2 December 2022 having served 10 years as its chair. The Trustees were grateful for his leadership and service to the charity. Anthony Charles the Vice Chair was appointed chair.

Ecumenical Partnership Initiatives Trustees' Report

Financial review

Income for the 15 Months was £197,286 (2020: £181,544) and expenditure for the period was £173,876 (2020: £145,991) resulting in net income of £23,410 (2020: £35,553). The balance of unrestricted funds at the end of this financial period amounted to £61,249 (2020 £38,597) and the balance of restricted funds totalled £110,793 (2020: £110,035). The restricted funds received have increased to cover the growth of the work, particularly in the Waterways Chaplaincy. Not all the income was spent in the period. Some of this was to do with timing and also an amount was carried across to support the growth plan in the following year. The continued support of Church Army through the provision of leadership and back office support services have helped sustain the development.

Workplace Matters do not accept funding from organisations or activities that are materially inconsistent with our values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

During the year, the Trustees opened formal discussions with Church Army with a view to their taking over the oversight and governance of the Waterways Chaplaincy as an independent charity . For some years Church Army has been providing leadership and back-office support, which has included the secondment of our CEO one day a week until his retirement in 2021. In order to facilitate a possible transfer of assets EPI extended its year-end by 3 months.

Policy on reserves

The trustees believe a level of free reserves equal to three months' expenditure to ensure a smooth cessation of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £43,500. Free reserves on 31 March 2022 total £43,548. Funds continue to be monitored carefully to ensure this is maintained.

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board review the risks annually at their spring meeting and monitor them every quarter. They are content that the controls in place are adequate.

The main risks for us around COVID-19 were:

1. Chaplains catching the virus, leading to serious illness or death
 - We undertook a specific risk assessment and issued guidance in line with government guidelines and additional specific guidance around our work as Chaplains.
 - Those in the vulnerable category were encouraged to shield.
 - We kept in contact with those we were supporting mainly by phone rather than face to face.
 - Where deliveries such as food parcels were delivered, they were left a safe distance away for the recipient to pick up.
 - We held team meetings over zoom.
2. Transmitting the virus to others
 - Chaplains wore PPE including masks and gloves when undertaking visits.
 - If they met with anyone, it was in a public space, and they were socially distanced.
3. Loss of funding
 - Much of our funding is multiyear funding from trusts and not individuals and therefore the impact was minimal. We did incur some additional costs, and these were underwritten by one of the supporting trusts through an additional grant.

**Ecumenical Partnership Initiatives
Trustees' Report**

Structure, governance and management

Nature of governing document

Workplace Matters is the working name of Ecumenical Partnership Initiatives which is a registered Charity and a company limited by guarantee. The Company is governed by its Memorandum and Articles of Association (the governing documents). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As of 31 March 2021, the Board comprised six trustees. They are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board give their time voluntarily and receive no benefits from the Charity. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of Workplace Matters, regular review of the finances, risk management and monitoring of projects.

The period of appointment is for three years and is renewable for further terms. One-third of members retire by rotation and are appointed or re-appointed each year.

The Board have delegated management of Workplace Matters to the CEO who reports on the performance of the organisation. Management accounts are received quarterly by the trustees.

Organisational structure

The CEO has responsibility for planning and developing the services and strategies for Workplace Matters within the policies and procedures set by the board of Directors. The CEO ensures that the staff team is recruited and supported to provide the skills and expertise needed to run a successful organisation and that Workplace Matters' goals and values are observed. The CEO is also responsible for Fundraising, PR and External and Internal Communications.

The CEO has direct line management responsibility for the Core Team of Chaplains and until February 2021 the Assistant Management Accountant. The Core Team are responsible for recruiting and team leading the Chaplains, training and developing of the Chaplains and for maintaining the key relationship with their allocated 'area of chaplaincy'. Since the resignation of the Assistant accountant, Church Army have managed the bookkeeping and accounts. Church Army HR and administration team manage volunteer recruitment processes, databases and website management in conjunction with the Chaplains. The CEO manages the administration of the Workplace Matters Board of Directors and provides first-contact information and advice and acts as Company Secretary.

The CEO, together with the Treasurer, is responsible for the financial management and maintenance of accounts, budgets and reports. The CEO, in conjunction with the Treasurer, prepares and presents quarterly reports to the Board and other reports as required.

The annual report was approved by the trustees of the charity on 20 December 2022 and signed on its behalf by:

A M Charles

.....
A M Charles Trustee

Ecumenical Partnership Initiatives
Statement of Trustees' Responsibilities

The trustees (who are also the directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 20 December 2022 and signed on its behalf by:

A M Charles

.....
A M Charles
Trustee

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the 15 Month period ending 31 March 2022 which are set out on pages 17-26.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act:
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

John R Reeds FCA
48 St Peters Road
Buxton
Derbyshire
SK17 7DX

Date: ...20/12/2022.....

Ecumenical Partnership Initiatives

Statement of Financial Activities for the Period ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Unrestricted funds	Restricted funds	Total Funds 2022
Note	£	£	£
Income and Endowments from:			
Charitable activities	3	30053	156224
Investment income	4	9	9
Other income	5	11000	11000
Total Income	41062	156224	197286
Expenditure on:			
Charitable activities	6	(20810)	(153066)
Total Expenditure	(20810)	(153066)	(173876)
Net income/(expenditure)	20252	3158	23410
Net transfer between funds	2400	(2400)	
Net movement in funds	22652	758	23410
Reconciliation of funds			
Total funds brought forward	38597	110035	148632
Total funds carried forward	13	61249	110793
2020			
	Unrestricted funds	Restricted funds	Total Funds 2020
Note	£	£	£
Income and Endowments from:			
Charitable activities	3	11,572	153,293
Investment income	4	179	179
Other income	5	16,500	16,500
Total Income	28,251	153,293	181,544
Expenditure on:			
Charitable activities	6	(22,679)	(123,312)
Total Expenditure	(22,679)	(123,312)	(145,991)
Net transfer between funds	7,492	(7,492)	
Net movement in funds	13,064	22,489	35,553
Reconciliation of funds			
Total funds brought forward	25,533	87,546	113,079
Total funds carried forward	13	38,597	110,035

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 13.

Ecumenical Partnership Initiatives

(Registration number: 06951383)
Balance Sheet as at 31 March 2022

	Note	2022 £	2020 £
Fixed assets			
Tangible assets	10	<u>462</u>	<u>974</u>
Current assets			
Debtors	11	3253	678
Cash at bank and in hand		<u>198128</u>	<u>175917</u>
		201381	176595
Creditors: Amounts falling due within one year	12	(29801)	(28937)
Net current assets		<u>171580</u>	<u>147658</u>
Net assets		<u>172042</u>	<u>148632</u>
Funds of the charity:			
Restricted funds		110793	110035
Unrestricted funds		<u>61249</u>	<u>38597</u>
Total funds	13	<u>172042</u>	<u>148632</u>

For the 15 Month period 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the 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 company's regime and in accordance with FRS102 SORP.

The financial statements on pages 15-25 were approved by the trustees and authorised for issue and signed on their behalf by:

A M Charles

A M Charles
Trustee

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 2022

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 as set out on page 12 of this report towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

- Much of our funding for Waterways Chaplaincy is multiyear funding from trusts. Two of these grants carry on until at the end of 2023. Additionally in November 2022 we received a significant three-year grant.
- The Airport Chaplain funding is guaranteed to the end of 2023

The charity has prepared forecasts of income and expenditure, taking into account the government's roadmap to recovery, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 2022

Exemption from preparing a cash flow statement

The charity have applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the value can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Computer equipment 33% straight line

Debtors

Debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 2022

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Employee benefits

When employees have rendered service to the Charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gift in kind

The office at 41 Holywell Lodge, St, Albans, is rent free, the equivalent of £3000. The time spent by Des Scott working as CEO is a gift in kind through the partnership with Church Army the equivalent of £8000.

Judgement and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances,

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results,

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2020 £
London Luton Airport grants		59670	59670	59566
Waterways Chaplaincy grants		96554	96554	93727
Other general grants	30053		30053	11 572
	41062	156224	186276	164865
2020	11,572	153293	164865	

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Period Ended 31 March
2022

4 Investment income

Unrestricted funds

Total	Total	General £	2022 £	2020 £
Interest receivable and similar income;				
Interest receivable on bank deposits		9	9	179
		<hr/>	<hr/>	<hr/>
2020		179	179	

5 Other income

Unrestricted funds

	General £	Total 2022 £	Total 2020 £
Gift in kind - CEO salary and rent	11000	11000	16500
2020	16500		16500

6 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2020 £
London Luton Airport		55238	55238	42585
Waterways Chaplaincy		97827	97827	80727
General	20810		20810	22679
	<hr/>	<hr/>	<hr/>	<hr/>
	20810	153066	173876	145991
2020	22679	123312	145991	

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 22

7 Net income/expenditure

Net income/(expenditure) for the year include:

	2022	2020
	£	£
Depreciation of fixed assets	512	256
Independent examiner's fees	500	1,200

8 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2022	2020
	£	£
Salaries	130030	104562
National insurance	5078	2831
Pension	3173	3486
	138284	110879

No employee received remuneration amounting to more than £60,000 in either period.

The average number of persons employed by the charitable company during the period was 5 (2020: 5).

During the year the key management personnel received pay of £8000 representing benefit in kind (2020: £10,000). The key management personnel is deemed to be the CEO.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the period. (2020: £Nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the period. (2020: £Nil)

9 Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Pt. 11, Ch. 3 of the Corporation Tax Act 2010 or s. 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 22

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 January 2021	5749	5749
At 31 March 2022	5,749	5,749
Depreciation		
At 1 January 2021	4775	4775
Charge for the year	512	512
At 31 March 2022	5287	5287
Net book value		
At 31 March 2022	462	462
At 31 December 2020	974	974

11 Debtors

	2022 £	2020 £
Prepayments	16	578
Trade Debtors	3050	
Other debtors	187	100
	3253	678

12 Creditors: amounts falling due within one year

	2022 £	2020 £
Deferred Income	28000	22750
Accruals	1801	6187
	29801	28937
	2022	2020
	£	£
Deferred income at 1 January 2021	22750	45000
Resources deferred during the period	28000	22750
Amount released from previous periods	(22750)	(45000)
Deferred income at 31 March 2022	28000	22750

The deferred income relates to grant funding received in advance for 2022 / 2023 staff costs.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Period Ended 31 March 22

13. Funds	Balance at 1 Jan 2021	Income	Expenditure	Transfers	Balance at 31 Mar 22
	£	£	£	£	£
Unrestricted funds					
General	38597	41062	(20810)	2400	61249
Total	38597	41062	(20810)	2400	61249
Restricted funds	110035	156224	(153066)	(2400)	110793
Total funds	148632	197286	(173876)		172042

Unrestricted funds

	Balance at 1 January 2020	Incoming resources	Resources expended	Transfers	Balance at 31 Mar 2022
	£	£	£	£	£
Donations from charitable activities	37809	30053	(9810)	2400	60452
Interest receivable from investments	788	9			799
Benefit In Kind; CEO salary and Office rent		11,000	(11000)		
	38579	41062	(20810)	2400	61249

Restricted funds

	Balance at 1 January 2020	Incoming resources	Resources expended	Transfers	Balance at 31 Mar 22
	£	£	£	£	£
London Luton Airport	43164	59670	(55238)		47578
Waterways Chaplaincy	64489	96554	(97827)		63215
Rural Chaplaincy	2,400			(2400)	
	110035	156224	(153066)	(2400)	110793
Total funds	148632	197285	(173876)		172042

Restricted and unrestricted funds are for the running and development of the chaplaincy. Transfers were made from Rural Chaplaincy to unrestricted.

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Period Ended 31 March 2022

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds at 31 March 2022
Tangible Fixed Assets	462	-	462
Current Assets	90588	110793	201381
Current Liabilities	<u>(29801)</u>		<u>(29801)</u>
Total Net Assets	<u>61249</u>	<u>110793</u>	<u>172042</u>

2020

Tangible Fixed Assets	974	-	974
Current Assets	66560	110035	176595
Current Liabilities	<u>(28937)</u>	<u>-</u>	<u>(28937)</u>
Total Net Assets	<u>38597</u>	<u>110035</u>	<u>148632</u>

15. Related party transactions

There are no related party transactions during the period other than the £8,000 gift in kind for Des Scott's time as mentioned in the accounting policies note (2020: £10,000).

ECUMENICAL PARTNERSHIP INITIATIVES

England & Wales - Charity number 1132125

Accounts

Company registration number: 06951383

Charity registration number: 1132125

Ecumenical Partnership Initiatives

known as

Workplace Matters

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2020

Ecumenical Partnership Initiatives

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Ecumenical Partnership Initiatives

Reference and Administrative Details

Chief Executive Officer

Mr Des Scott

Trustees

Delbert Sandiford (Chair)

Anthony M Charles (Vice Chair)

Leonard M Holmes

Michael J Hart (Treasurer)

Sonia Blackett (from 8 March 2021)

Other Officers

Rt Hon Alistair Burt MP, Patron

Rt Rev A Smith, Bishop of St. Albans, Patron

Baroness Dorothy Thornhill, Patron

Principal Office

St. Albans Diocesan Office

41 Holywell Hill

St. Albans

Hertfordshire

AL1 1HE

Company Registration Number

06951383

Charity Registration Number

1132125

Bankers

Barclays Bank plc

1 Churchill Place

London

E14 5HP

Independent Examiner

Nicola Adams ACA DChA

BHP LLP

2 Rutland Park

Sheffield

S10 2PD

Ecumenical Partnership Initiatives

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Objectives and activities

Objects and aims

Purpose / Vision

- Enabling people to encounter God's love through inspiring and resourcing Chaplaincy and championing that work in the wider world.

Values

- Empowering Chaplaincy:
We believe in Chaplaincy and our DNA is to inspire and resource more Chaplains to journey alongside people where they are.
- Demonstrating God's love:
We will serve anyone regardless of their age, gender, race, sexuality, faith, ability or status.
- Collaborative:
We love working with others who share our values and we believe it adds value to what we do.
- Listening to God / Listening to others:
We are prayerful, we look to Jesus for our inspiration and seek to follow his lead. We also passionately believe in listening to those we serve and seek to speak prophetically in different contexts.
- Hopeful:
We believe in a God who transforms lives and situations.
- Risk Taking and Bold:
We encourage our teams to work on the margins of society taking risks for the Kingdom of God.

We do this through:

- Being present and listening;
- Serving, supporting and valuing people;
- Affirming and enhancing workplace and waterways communities;
- Providing expertise in practical, pastoral, ethical, social and spiritual care.

Objectives, strategies and activities

Our core activity at Workplace Matters (WM) is chaplaincy.

Ecumenical Partnership Initiatives Trustees' Report

Where chaplaincy is empowered and equipped to work effectively, it improves people's wellbeing and life chances, whether in the workplace or in the lives of those we work with through the airport and on the canals and waterways.

We aim to:

- Provide chaplains in these areas and ensure that they are trained and equipped to do the role effectively.
- Equip workplace chaplains to be a voice and a presence of the church in the workplace to reveal the design and dignity of work.
- Equip waterways chaplains to be a voice and a presence of the church on the canals and waterways working with the poor and vulnerable.
- Make a difference in the lives of those we work with.

Chaplains seek to:

- Work to high standards and ethical principles providing a confidential listening ear offering emotional, moral and spiritual support.
 - Where chaplains function in the workplace, they are independent, providing care for welfare and spirituality, sharing the joys and sorrows of the workforce.
 - On the canals and waterways, we aim to work with those who are often vulnerable and in need; walking alongside them, advocating for them, helping them find the support and help they need while at all times encouraging them to see their worth and value.
- Share the love of God through word and action. Chaplains do not proselytise, but they are proactive in their presence - being a voice - to speaking out against poverty and injustice, teaching the design and dignity of life and work and, when invited, sharing the Christian faith. At times of significant crisis, the chaplain's support for those we work with both corporately and as individuals is priceless.
- Equip themselves with the knowledge of other professional services such as health and welfare, and signpost to these services when appropriate.

Where they provide a high-quality chaplaincy service for people at work (all faiths and none); key workplace organisations are:

- Transport: London Luton Airport
- Leisure: Canals and Waterways

Good team working is critical to the success of WM. We seek to create a cohesive team of staff and chaplains built on mutual trust for all our stakeholders (supporting churches, chaplains, organisations we work with, and other chaplaincy organisations). By sharing a common purpose, this will contribute to growing mutual trust and thereby benefit all who need our support and services in good and bad times in their lives.

Ecumenical Partnership Initiatives Trustees' Report

Achievements and performance

Details of the difference the charity has made and the benefit to the public of the activities it has undertaken are given below.

How do we measure our success?

1. Increasing the number of people that we are able to assist through our work.
2. Being able to measure the tangible difference we make in the lives of those we meet.
3. Through secular and Christian media coverage highlighting the work we do.
4. Feedback from those we work with and organisations we work in partnership with.

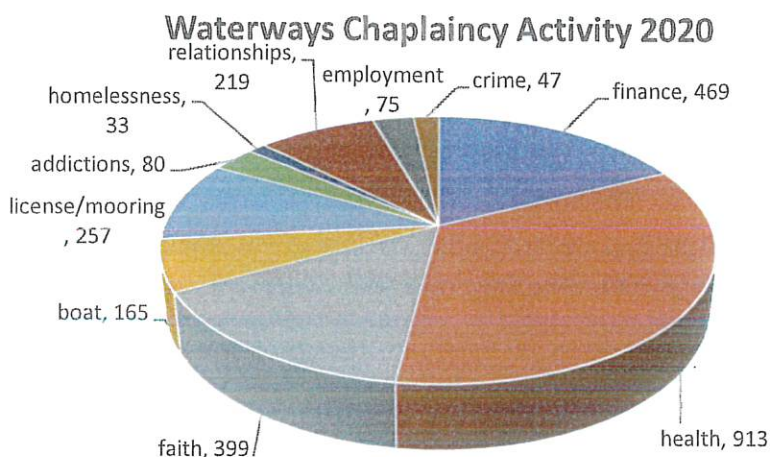
1. Increasing the number of people that we are able to assist through our work

Waterways Chaplaincy

This year, the volunteers have not grown numerically as we had anticipated. This is due to the pandemic and the restrictions that it has placed on recruitment of volunteers, but I am pleased to report that the volume and quality of the work was upheld and we have been able to make a real difference in the lives of those with which we work.

- Our Waterways Chaplains made over 5,500 contacts with boaters and those working around the canals and waterways with just over 3,000 leading to follow on conversations and help. This is with only around 52% of our Chaplains reporting their work so if we extrapolated that figure to predict the figures as if all of them were to report, this would show that we would be talking of over 9,000 contacts and having around 5,500 meaningful conversions. However, as can be seen from the graph overleaf, despite the COVID restrictions, the activity was still as high, if not higher, and most of those we did come into contact with needed ongoing help and support for various reasons. Not being able to sit down with people during the periods of lockdown was hard, particularly for those grieving and facing emotional and mental difficulties, but the Chaplains have used social distancing outdoors (when that was possible) and have used phone and digital means when it was not.
- The big increases in requests for help were around health and finance. Health covers COVID-19, mental health, normal health matters and emotional help and support. In the last six months of 2020, we began to record some of these larger areas like health in more detail. As an example, we have come across 22 people with PTSD, most of whom took to the waterways as a place to get away, but often the isolation and health struggles took over, leading to a downward spiral. This often means ongoing support over a period, as they seek professional help. There has also been a larger number of deaths and suicides on the canals and waterways and we have been asked to lead five funerals over the last six months.
- The figures in the graph overleaf do not reflect the number of food parcels or coal deliveries etc. that we give out to help those in hardship. To enable this area of work, we are grateful to those who give money for the hardship fund and to local foodbanks who work with us to support vulnerable boaters.
- It has been interesting to see that the faith conversations have risen dramatically too. We do not proselytise but are open about the Christian values that underpin our work. Many of these conversations have been instigated by boaters asking the big questions of life, often out of a sense of hopelessness and feeling totally overwhelmed by the pandemic, the isolation and the loss of friends and family.
- The relationship with Canal & Rivers Trust (CRT) continues to work well and where they have the boaters' permission, they refer pastoral situations to us to deal with.

**Ecumenical Partnership Initiatives
Trustees' Report**



It should be noted that these figures are based on 52% of Chaplains reporting. These figures could easily be 75% higher if all the Chaplains completed reports every month.

London Luton Airport Activity during 2020

- In the airport, again as with the waterways, the number of contacts dropped dramatically because the airport has been virtually closed for long periods of the year. The Volunteer Chaplains were not permitted to work in the airport during lockdown periods because of the risks. The full-time Chaplain has been available throughout the year, although during lockdown, that was restricted to dealing with distressed and stranded passengers. The work among passengers covered everything from simple queries to more significant conversations regarding safeguarding, repatriation issues, worries about travelling (particularly in a pandemic), bereavement, illness, relationship breakdowns and often issues of spirituality and request for prayer.
- This year, there has been much more support given to staff because of job uncertainty, some facing redundancy, others with family deaths and as with the Waterways Chaplaincy team, people are asking big life questions because of the seeming hopelessness of their situations. Much of this was done over the telephone and Zoom, meeting up when government guidance permitted and when that was possible.
- The Chaplain also provided pastoral support for some of the Senior Team at the airport who understandably were under pressure because of the impact of the pandemic on the airport and its work.
- On 3rd March 2020, we opened our long awaited and hugely anticipated Landside Prayer Room.



According to the visitors' book, many people popped in and will have sat on the floor to say their prayers each morning! Unfortunately, just under three weeks later, with a really heavy heart, we had to lock the facility before we had been able to introduce any regular timetable of worship. Following Risks Assessments and the introduction of a regular sanitising regime, it has been open again, since July, but only for private prayer. The plans for development of services are on hold and we look forward to developing that as soon as is possible. This will, we believe, be a real opportunity for us to start

to build a worshipping community in the airport, reaching some people who might not normally attend worship anywhere else. We recognise this will be a long-term goal as it will take time to build the trust necessary for people to have the courage to come and be part of it.

**Ecumenical Partnership Initiatives
Trustees' Report**

- We are now working even more closely with Noah Enterprise, the local homelessness charity, in supporting foreign nationals that become stranded in the UK and some British people who turn up at the Airport with nowhere to live!

2. Being able to measure the tangible difference we make in the lives of those we meet

This is seen in the stories of the lives we have impacted through the chaplaincies. There are too many to detail but below are a few stories that reflect the work we do.

Stories of transformation: Waterways Chaplaincy

Boater A

Earlier this year, we were given the name of a boater by CRT who were worried not only about the condition of a recent newcomer to living on the water but also about the condition of his boat. The Chaplains visited his somewhat ramshackle vessel and found it was little more than a floating bathtub. He had converted it into a DIY cruiser by means of sawn up pallets. As well as the state of the boat, it was the owner's mental state that really gave cause for concern. He had been a refugee and was married with a three-year-old girl, but his wife had thrown him out and so he had bought this unsuitable vessel from a friend and had been living on the canal for three months with just his cat for company. We ascertained that the man had been abused in his own country by political gangs and was on medication for severe anxiety. Initially, we were able to give him a food parcel voucher and promised to bring him a meal in a few days.

When we arrived with the meal, we were dismayed to find that the boat had sunk with the cat aboard and with the boater nowhere to be seen. Luckily, a passing wide beam managed to moor alongside and prevent the boat slipping further into the main channel. This enabled the Chaplain to wade into the water and check the boat safely. Thankfully, the man was not on board and they were able to rescue the cat.

The boater was then contacted by phone and he tore along the towpath on his motorcycle, thus drawing the attention of two police officers who followed him. Eventually, 10 people were involved in one way or another in the rescue and sorting the situation out!

The police rang all possible homeless centres for accommodation and eventually Watford Council were able to offer the boater a hotel room for the night and subsequently, found him temporary accommodation in the Watford area where he was living.

It was truly amazing how all of these people came together at the right time to sort out the practical aspects, including making the boat safe, the rescue of the cat and finding accommodation for the boater. As the Chaplain said, maybe this was all more than coincidence and someone above was looking after what could have been a disastrous situation had the boater been in the boat when it sank!

Without the intervention of the Chaplains and their ongoing support throughout, it could have been a very different situation.

Boater B

One of the Volunteer Chaplains was contacted by a boater who he had helped with her alcohol dependency in the past. At some point during that time, she had asked for a Gideon's bible although at the time, there was no obvious faith response and this was not pushed. This boater asked the Chaplain to help another liveaboard boater who had recently become a Christian but was struggling with mental health issues and recreational drug abuse. Because it was during lockdown, the Chaplain couldn't meet the person but offered practical support from a distance. He also started to build links with a local church who the Chaplain feels is particularly well equipped to help this boater deal with the issues she is facing.

Ecumenical Partnership Initiatives Trustees' Report

Other stories of activity

A couple, both over 80, are still trying to sell their boat and move onto land and are finding it hard not being able to sell at this time. The Chaplain had received a phone call from the lady who was distraught having not heard from her son for a while. (The son has health issues and lives nearby). The Chaplains went round to visit the son and found everything locked up. The son eventually answered after repeated phone calls. He had become unemployed at the beginning of lockdown and was unable to get benefits. He had run out of milk and basics, which then impacted on his health, so they were able to go to a shop and provide some food. There had been an exchange of text messages and the Chaplain has continued to support both him and the parents and help where they can.

Sadly, not all stories have a happy ending and we need to help the Chaplains manage their feelings.

One boater, who lived under the steps of the railway station by the river, had very little cover. One of the Chaplains had provided him with food, a pillow and blanket from the food bank and believed that accommodation had been found for him with the local authority. It would appear that he left that accommodation for whatever reason and returned to the bridge and we heard recently he had been found dead.

Sustainability

The stories are endless, there is something new every week. The challenge now is to take that to the next level and see how they can begin to encourage these people to make good decisions for themselves and support one another building community and where appropriate, help them on a journey of faith.

Stories of transformation: London Luton Airport Chaplaincy

Story 1

A member of staff, a bus driver, called one of our Chaplains one Friday to tell them that his Mum had just died with COVID and asked if they would conduct the funeral. The Chaplain has had regular conversations with him over coffee to chat as he often was prone to getting really down. The Chaplain knew that he lived with his mother, so this would be a really difficult time for him. With the agreement of the local parish priest, we booked the service. They spoke to his brother and sister as well as him to find out what they could about their mother and the funeral went ahead during the pandemic, with just 20 people permitted in the crematorium chapel. This has impacted not only him and his family but also those who he works with, in understanding something of the role of the chaplaincy in pastoral support and care. The Chaplain continues to support this person through their grief and in building resilience.

**Ecumenical Partnership Initiatives
Trustees' Report**

Story 2

In August, Liz Hughes, the Airport Chaplain, was asked to meet a woman on a flight from Romania. Her daughter had been in Britain for some time and had a baby just over a year ago. Unfortunately, the baby had been taken into care, so the woman was coming over to arrange for guardianship, in the hope that she could take the baby and her daughter back home. Liz didn't hear anything more until December, when the woman was due to fly here again to meet a social worker who would hand over the baby to her and she could take him and her daughter home for Christmas. Unfortunately, due to the continuing crisis with COVID-19 and cancellation of flights to Romania, that didn't happen.

Then, on 6th January, it was reported that she would be arriving the next morning! This time, everything was more complicated with changes in restrictions - the rules were now that she would have to self-isolate on arrival and have a negative COVID test prior to flying back to Romania! Some hasty negotiations with Airport managers ensued to ensure we could manage the risk and keep everything safe. When she arrived, the chaplain took the lady straight to a currently unused coffee shop in the terminal, where they sat appropriately distanced and had coffee. When the social worker arrived with her daughter and grandson, they took them all to a testing site about an hour away, as the one on the Airport site was fully booked.

The Chaplain met them again later, when all three had received their test results, thankfully negative, as that would have complicated things even further! The Chaplain arranged for a Romanian speaking Passenger Service Assistant to keep a look out for them and to ensure that they made the flight safely later that evening. All this cost the chaplaincy was time, a few cups of coffee and lots of negotiation with airport colleagues.

Being there in her clerical collar and chaplaincy jacket representing the church with compassion and care made this woman, who was from a Catholic background, feel safe and supported, even though the language barrier made any in depth conversation difficult. It also showed again the vital work of the chaplaincy to the staff we worked with, as they would not have the skills, contacts or pastoral care to carry this through and could easily ended up with a very different outcome.

Sustainability

Until this year, we only had an office in the airport which was not accessible to many people, so all the work was done through being present in the airport. With the opening of the landside prayer room, we believe it will be a real opportunity for us to start to share a place where people can go to be and say private prayer, a safe space for those who need it most, together with a worshipping community in the airport, reaching some people who might not normally attend worship anywhere else.

3. Through secular and Christian media coverage highlighting the work we do

- We are advertised widely through the airport networks.
- We have given over 20 local radio station interviews during the year.
- We were featured on BBC and other local radio programmes.
- We have produced film footage for Premier Live with a reach of over 50,000.
- We had positive articles in several boating magazines.
- We are recommended by Canal and Rivers Trust on their website.

Ecumenical Partnership Initiatives Trustees' Report

4. Feedback from those we work with and organisations we work in partnership with

Trustees would like to acknowledge the financial support they have received:

- Funding for the airport chaplaincy provided by London Luton Airport, the Diocese of St Albans, the Bedfordshire, Essex and Hertfordshire Circuit of the Methodist Church, the Baptist Church of Great Britain, the United Reformed Church and the Religious Society of Friends.
- Funding for the Waterways Chaplaincy grants from the Tudor Trust, John Ellerman Foundation, Hobson Trust, Garfield Weston, The SMB Charitable trust, and the Laing Foundation.
- We are also indebted to a number of churches and individuals who support the work financially and many of the chaplains themselves, who not only give of their time but claim little or no expenses.

Richard Parry, CEO of Canal and River Trust says:

"Waterways Chaplains make a significant difference in the wellbeing of the lives of many of our more vulnerable waterways users. Their local knowledge, together with the practical help and pastoral support they can offer, can often be the catalyst for change that enables those in need to move forward with their lives."

Our Welfare Officer and local teams regularly refer people to the chaplains for help and often link with them in situations where we can work together in the best interest of the boater to avoid long term issues and difficulties. I believe they have become a vital part of our waterways network, reaching those most others are unable to reach."

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. More details of how the charity has provided public benefit can be found in the achievements and performance section of this report.

Use of volunteers

Workplace Matters values highly the contribution made by a large number of volunteer chaplains and associates (120 volunteers). The value of their contribution is not included as income in the Statement of Financial Activities.

Staff

Our CEO is seconded one day a week through our partnership with Church Army. In addition to one full time and three part time chaplains, we have a part time Finance Manager and additional administration and HR support through our partnership. The Board records its profound gratitude to Church Army for its generous support.

Board changes

Sonia Blackett joined the board in March 2021.

Ecumenical Partnership Initiatives
Trustees' Report

A year of growth and challenge

This year, we have grown the number of new volunteer chaplains and lost some who, because of the pandemic, decided this was the time to step back. All who stepped back expressed sadness at having to step down but had to be realistic about health issues. Therefore, numerically, we have only grown slightly. We have noticed that for those we have been serving, the complexity of their needs has grown, especially on the canals and waterways.

The challenge has been operating effectively through the pandemic, where lockdown was in place for half the year and restrictions in another large part of it. The airport was virtually closed through the lockdown periods and much of the support for staff moved to online and telephone. The Waterways Chaplains, who were designated as essential workers, did continue to operate where they could as they were outdoors, and we put measures in place to make sure they were COVID safe and managed the risk.

In the airport, the pandemic resulted in a significant drop in the number of flights and so the airport all but closed except for essential staff. The Volunteer Chaplains were stood down through lockdown periods and Liz Hughes, the full-time Chaplain, became the sole contact for the chaplaincy. Her knowledge of many of the procedures relating to managing pastoral and safeguarding situations was invaluable to the airport when many of their key staff were furloughed. A lot of the Chaplains' support this year has been proactive in the wellbeing and pastoral care of staff during this real period of uncertainty. For us, it was about taking the church to them rather than expecting people to come to us. Unfortunately, the development of the chaplaincy hours to cover evenings and weekends has not been able to move forward due to the pandemic. This will be picked up again as the restrictions permit.

Waterways Chaplaincy now have nine hubs, up from the six a couple of years ago. Borne out of an identified need, the Waterways Chaplaincy supports all waterway users including the residents of boats, walkers, volunteers and workers of all faiths and none. They seek to play their part in bringing about short and long-term personal transformation - emotionally, mentally and spiritually. They now have over 100 chaplains covering many of the main arteries of the UK: including the Grand Union Canal, the Kennett and Avon Canal, River Wey, Basingstoke Canal and the River Lee and Stort. Although numbers of contacts have dropped due to the pandemic, the complexity and need for ongoing support of situations has increased. Poverty and mental health have been among the main issues reported with other things ranging from boating matters to relationships, employment and homelessness. Faith and spirituality often come up as part of those conversations. We have also carried out a number of funerals for boaters and their families as part of that support, which has been important support for the boating community and gives our work profile among that group. The underpinning principle of this unique chaplaincy is to provide independent and confidential support, which is encouraging and ensures that people feel listened to.

Among our volunteers are a mix of retired teachers, GPs, clergy, professionals and others who are still working but find volunteering a great way to 'give back'.

Conclusion

We are most grateful to our volunteers for the service they are delivering to the public in our chaplaincies. I wholeheartedly thank trustees and staff for their energetic response to the challenges, and for their steadfast work, not only to keep the charity afloat, but to see it grow.

Financial review

Income for the year was £181,544 (2019: £230,511) and expenditure for the year was £145,991 (2019: £209,691) resulting in net income of £35,553 (2019: £20,820). The balance of unrestricted funds at the end of this financial year amounted to £38,597 (2019: £29,205) and the balance of restricted funds totalled £110,035 (2019: £87,546).

Ecumenical Partnership Initiatives Trustees' Report

The restricted funds received have increased to cover the growth of the work, particularly in the Waterways Chaplaincy. Not all the income was spent in the year. Some of this was to do with timing and also an amount was carried across to support the growth plan in the following year. The continued support of Church Army through the provision of leadership and back office support services have helped sustain the development.

Workplace Matters do not accept funding from organisations or activities that are materially inconsistent with our values and are also mindful of the danger of undermining the credibility, effectiveness and unity of the Church's witness were they to do so.

Policy on reserves

The trustees are working towards a target level of free reserves equal to three months' expenditure to ensure a smooth cessation of the trust and its work in the event of a serious reduction in income. At current levels of expenditure, this amounts to £36,500. Free reserves on 31 December 2020 total £37,623.

Investment policy and objectives

The charity has no long-term investments.

Risk Management

The Board review the risks annually at their spring meeting and monitor them every quarter. They are content that the controls in place are adequate.

The main risks for us around COVID-19 were:

1. Chaplains catching the virus, leading to serious illness or death
 - We undertook a specific risk assessment and issued guidance in line with government guidelines and additional specific guidance around our work as Chaplains.
 - Those in the vulnerable category were encouraged to shield.
 - We kept in contact with those we were supporting mainly by phone rather than face to face.
 - Where deliveries such as food parcels were delivered, they were left a safe distance away for the recipient to pick up.
 - We held team meetings over zoom.
2. Transmitting the virus to others
 - Chaplains wore PPE including masks and gloves when undertaking visits.
 - If they met with anyone, it was in public space and they were socially distanced.
3. Loss of funding
 - Much of our funding is multiyear funding from trusts and not individuals and therefore the impact was minimal. We did incur some additional costs and these were underwritten by one of the supporting trusts through an additional grant.

Going concern

The Trustees have considered the impact of Covid-19 on the charity's activities. The charity has prepared forecasts of income and expenditure, taking into account the government's roadmap to recovery, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

**Ecumenical Partnership Initiatives
Trustees' Report**

Structure, governance and management

Nature of governing document

Workplace Matters is the working name of Ecumenical Partnership Initiatives which is a registered Charity and a company limited by guarantee. The Company is governed by its Memorandum and Articles of Association (the governing documents). In the event of winding up, Members' liability is limited to £1 each.

Recruitment and appointment of trustees

As of 31 December 2020, the Board comprised four trustees and were joined by a fifth one in March 2021. They are collectively responsible for the oversight of the management of the affairs of the Charity. They are subject to election or re-election according to procedures set out in the governing document. All members of the Board give their time voluntarily and receive no benefits from the Charity. The trustees may claim reasonable expenses in connection with their duties as trustees. On appointment, each trustee is given an induction by the Chair and Company Secretary, together with copies of Charity Commission guidance on being a trustee and organisational policies and procedures. Their responsibilities include the oversight of the business of Workplace Matters, regular review of the finances, risk management and monitoring of any projects.

The period of appointment is for three years and is renewable for further terms. One-third of members retire by rotation and are appointed or re-appointed each year.

The Board have delegated management of Workplace Matters to the CEO who reports on the performance of the organisation. Management accounts are received quarterly by the trustees.

Organisational structure

The CEO has responsibility for planning and developing the services and strategies for Workplace Matters within the policies and procedures set by the board of Directors. The CEO ensures that the staff team is recruited and supported to provide the skills and expertise needed to run a successful organisation and that Workplace Matters' goals and values are observed. The CEO is also responsible for Fundraising, PR and External and Internal Communications.

The CEO has direct line management responsibility for the Core Team of Chaplains and the Assistant Management Accountant. The Core Team are responsible for recruiting and team leading the Chaplains, training and developing of the Chaplains and for maintaining the key relationship with their allocated 'area of chaplaincy'. The Assistant Management Accountant is responsible for office purchases and financial book-keeping. Church Army HR and administration team manage volunteer recruitment processes, databases and website management in conjunction with the chaplains. The CEO manages the administration of the Workplace Matters Board of Directors and provides first-contact information and advice and acts as Company Secretary.

The CEO, together with the Treasurer, is responsible for the financial management and maintenance of accounts, budgets and reports. The CEO, in conjunction with the Treasurer, prepares and presents quarterly reports to the Board and other reports as required.

The annual report was approved by the trustees of the charity on ^{27 June 2021} and signed on its behalf by:

.....
D Sandiford Trustee

**Ecumenical Partnership Initiatives
Statement of Trustees' Responsibilities**

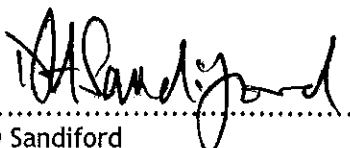
The trustees (who are also the directors of Ecumenical Partnership Initiatives for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 7 June 2021 and signed on its behalf by:


.....
D Sandiford
Trustee

Ecumenical Partnership Initiatives

Independent Examiner's Report to the trustees of Ecumenical Partnership Initiatives

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2020 which are set out on pages 15-25.

Responsibilities and basis of report

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

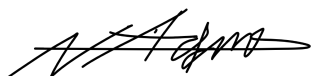
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Nicola Adams ACA DChA

BHP LLP
2 Rutland Park
Sheffield
S10 2PD

Date: ...29 June 2021.....

Ecumenical Partnership Initiatives

Statement of Financial Activities for the Year ended 31 December 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total Funds 2020 £
Income and Endowments from:				
Charitable activities	3	11,572	153,293	164,865
Investment income	4	179	-	179
Other income	5	16,500	-	16,500
Total Income		28,251	153,293	181,544
Expenditure on:				
Charitable activities	6	(22,679)	(123,312)	(145,991)
Total Expenditure		(22,679)	(123,312)	(145,991)
Net income/(expenditure)		5,572	29,981	35,553
Net transfer between funds		7,492	(7,492)	-
Net movement in funds		13,064	22,489	35,553
Reconciliation of funds				
Total funds brought forward		25,533	87,546	113,079
Total funds carried forward	13	38,597	110,035	148,632
	Note	Unrestricted funds £	Restricted funds £	Total Funds 2019 £
Income and Endowments from:				
Charitable activities	3	11,294	157,880	169,174
Investment income	4	398	-	398
Other income	5	60,939	-	60,939
Total Income		72,631	157,880	230,511
Expenditure on:				
Charitable activities	6	(76,303)	(133,388)	(209,691)
Total Expenditure		(76,303)	(133,388)	(209,691)
Net income/(expenditure)		(3,672)	24,492	20,820
Net movement in funds		(3,672)	24,492	20,820
Reconciliation of funds				
Total funds brought forward		29,205	63,054	92,259
Total funds carried forward	13	25,533	87,546	113,079

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 13.

Ecumenical Partnership Initiatives

(Registration number: 06951383)
Balance Sheet as at 31 December 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	10	974	-
Current assets			
Debtors	11	678	457
Cash at bank and in hand		175,917	167,374
		176,595	167,831
Creditors: Amounts falling due within one year	12	(28,937)	(54,752)
Net current assets		147,658	113,079
Net assets		148,632	113,079
Funds of the charity:			
Restricted funds		110,035	87,546
Unrestricted funds		38,597	25,533
Total funds	13	148,632	113,079


For the financial year ending 31 December 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the 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 company's regime and in accordance with FRS102 SORP.

The financial statements on pages 15-25 were approved by the trustees and authorised for issue on 7 June 2021 and signed on their behalf by:


.....
D Sandiford
Trustee

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 as set out on page 12 of this report towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

Ecumenical Partnership Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the charity and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The trustees have considered the potential impact on the activities of the charity of the Covid-19 pandemic and do not believe that any impact will be significant due to the following factors:

Waterways Chaplaincy:

- Much of our funding for is multiyear funding from trusts all of whom continued their normal support through lockdown. Two of these carry on until at the end of 2022/2024 respectively. We are currently applying for funding to replace the funding ending in early 2022
- The Airport Chaplain funding is guaranteed to the end of 2021

The charity has prepared forecasts of income and expenditure, taking into account the government's roadmap to recovery, which show they have sufficient reserves to be able to continue for a period of 12 months from the date of approval of these financial statements and therefore they believe it is appropriate for the accounts to be prepared on a going concern basis.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

Exemption from preparing a cash flow statement

The charity have applied the disclosure requirements of section 1A of FRS 102 other than where additional disclosure is required to show a true and fair view and have therefore not included a cash flow statement in these financial statements.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the value can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Computer equipment 33% straight line

Debtors

Debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

Funds structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Employee benefits

When employees have rendered service to the Charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Gift in kind

The office at 41 Holywell Lodge, St. Albans, is rent free, the equivalent of £6,500. The time spent by Des Scott working as CEO is a gift in kind through the partnership with Church Army the equivalent of £10,000.

Judgement and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2020 £	Total 2019 £
London Luton Airport grants	-	59,566	59,566	74,188
Waterways Chaplaincy grants	-	93,727	93,727	83,692
Other general grants	11,572	-	11,572	11,294
	<u>11,572</u>	<u>153,293</u>	<u>164,865</u>	<u>169,174</u>
2019	<u>11,294</u>	<u>157,880</u>	<u>169,174</u>	

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

4 Investment income

	Unrestricted funds	Total 2020	Total 2019
	General £	£	£
Interest receivable and similar income; Interest receivable on bank deposits	179	179	398
2019	<u>398</u>	<u>398</u>	

5 Other income

	Unrestricted funds		Total 2020	Total 2019
	Designated £	General £	£	£
Gift in kind - CEO salary and rent	-	16,500	16,500	60,939
2019	<u>44,439</u>	<u>16,500</u>	<u>60,939</u>	

6 Expenditure on charitable activities

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	General £	£	£	£
London Luton Airport	-	42,585	42,585	70,263
Waterways Chaplaincy	-	80,727	80,727	63,125
General	22,679	-	22,679	76,303
	<u>22,679</u>	<u>123,312</u>	<u>145,991</u>	<u>209,691</u>
2019	<u>76,303</u>	<u>133,388</u>	<u>209,691</u>	

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

7 Net income/expenditure

Net income/(expenditure) for the year include:

	2020	2019
	£	£
Depreciation of fixed assets	256	-
Independent examiner's fees	1,200	1,200

8 Staff costs, Trustee's remuneration and expenses

Analysis of staff costs:

	2020	2019
	£	£
Salaries	104,562	94,670
National insurance	2,831	4,215
Pension	3,486	8,745
	110,879	107,630

No employee received remuneration amounting to more than £60,000 in either year.

The average number of persons employed by the charitable company during the year was 6 (2019: 5).

During the year the key management personnel received pay of £10,000 representing benefit in kind (2020: £10,000). The key management personnel is deemed to be the CEO.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. (2019: £Nil)

No trustees have received any reimbursed expenses or any other benefits from the charity during the year. (2019: £Nil)

9 Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Pt. 11, Ch. 3 of the Corporation Tax Act 2010 or s. 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Ecumenical Partnership Initiatives
Notes to the Financial Statements for the Year Ended 31 December 2020

10 Tangible fixed assets

	Furniture and equipment	Total
	£	£
Cost		
At 1 January 2020	4,519	4,519
Additions	1,230	1,230
At 31 December 2020	5,749	5,749
Depreciation		
At 1 January 2020	4,519	4,519
Charge for the year	256	256
At 31 December 2020	4,775	4,775
Net book value		
At 31 December 2020	974	974
At 31 December 2019	-	-

11 Debtors

	2020	2019
	£	£
Prepayments	578	457
Other debtors	100	-
	678	457

12 Creditors: amounts falling due within one year

	2020	2019
	£	£
Other taxation and social security	-	1,143
Deferred income	22,750	45,000
Accruals	6,187	8,609
	28,937	54,752
Deferred income:		
	£	£
Deferred income at 1 January 2020	45,000	61,000
Resources deferred during the year	22,750	45,000
Amount released from previous periods	(45,000)	(61,000)
Deferred income at 31 December 2020	22,750	45,000

The deferred income relates to grant funding received in advance for 2021 staff costs.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

13. Funds	Balance at 1 Jan 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 Dec 20 £
Unrestricted funds					
General	25,533	28,251	(22,679)	7,492	38,597
Total	25,533	28,251	(22,679)	7,492	38,597
Restricted funds	87,546	153,293	(123,312)	(7,492)	110,035
Total funds	113,079	181,544	(145,991)	-	148,632

Unrestricted funds

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Dec 2020 £
Donations from charitable activities	24,924	11,572	(6,179)	7,492	37,809
Interest receivable from investments	609	179	-	-	788
Benefit In Kind; CEO salary and Office rent	-	16,500	(16,500)	-	-
	25,533	28,251	(22,679)	7,492	38,597

Restricted funds

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Dec 20 £
London Luton Airport	24,437	59,565	(42,585)	1,729	43,146
Luton Casino Chaplaincy	7,474	-	-	(7,474)	-
Waterways Chaplaincy	51,488	89,120	(76,119)	-	64,489
Rox Event	-	4,608	(4,608)	-	-
Rural Chaplaincy	2,400	-	-	-	2,400
Big Lottery	18	-	-	(18)	-
Stranded Traveller	1,729	-	-	(1,729)	-
	87,546	153,293	(123,312)	(7,492)	110,035
Total funds	113,079	181,544	(145,991)	-	148,632

Restricted and unrestricted funds are for the running and development of the chaplaincy. Transfers were made from Luton Casino Chaplaincy, Big Lottery and Stranded Traveller funds to unrestricted and London Luton Airport following a review of dormant funds and agreement from the providers.

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

2019	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec-19 £
Unrestricted funds				
General	16,275	28,192	(18,934)	25,533
Designated	12,930	44,439	(57,369)	-
Total	29,205	72,631	(76,303)	25,533
Restricted funds	63,054	157,880	(133,388)	87,546
Total funds	92,259	230,511	(209,691)	113,079

	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec-19 £
Unrestricted funds				
Donations from charitable activities	9,564	11,294	(2,434)	18,424
Interest receivable from investments	211	398	-	609
Benefit in Kind; CEO salary and Office rent	6,500	16,500	(16,500)	6,500
Designated -(Baptist Pension Provision)	12,930	44,439	(57,369)	-
	29,205	72,631	(76,303)	25,533

	Balance at 1 Jan 2019 £	Incoming resources £	Resources expended £	Balance at 31 Dec 2019 £
Restricted funds				
London Luton Airport	20,512	74,188	(70,263)	24,437
Luton Casino Chaplaincy	7,474	-	-	7,474
Waterways Chaplaincy	30,921	83,692	(63,125)	51,488
Rural Chaplaincy	2,400	-	-	2,400
Big Lottery	18	-	-	18
Stranded Traveller	1,729	-	-	1,729
	63,054	157,880	(133,388)	87,546

14. Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at Dec-20 £
Tangible fixed assets	974	-	-	974
Current assets	66,560	-	110,035	176,595
Current liabilities	(28,937)	-	-	(28,937)
Total net assets	38,597	-	110,035	148,632
2019				
Current assets	80,285	-	87,546	167,831
Current liabilities	(54,752)	-	-	(54,752)
Total net assets	25,533	-	87,546	113,079

Ecumenical Partnership Initiatives

Notes to the Financial Statements for the Year Ended 31 December 2020

15. Related party transactions

There are no related party transactions during the period other than the £10,000 gift in kind for Des Scott's time as mentioned in the accounting policies note (2019: £10,000).