

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.

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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.

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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.

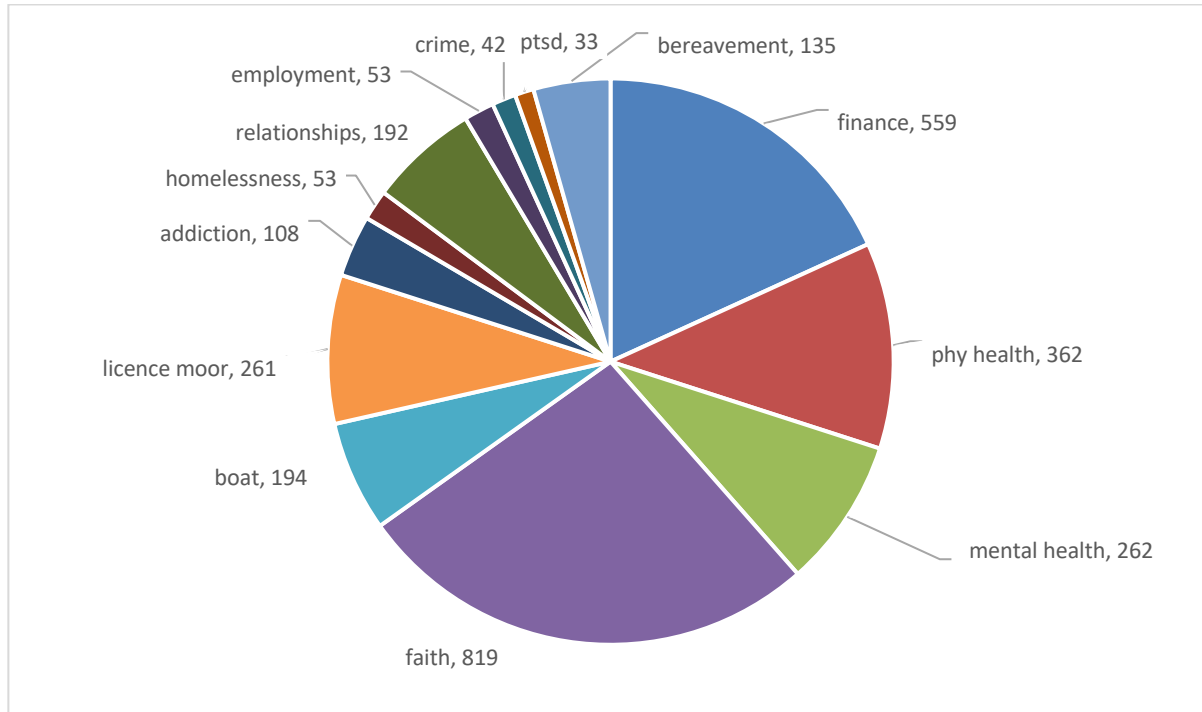
Ecumenical Partnership Initiatives

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

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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)

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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.

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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.

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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.

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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.

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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		41062	156224	197286
Expenditure on:				
Charitable activities	6	(20,810)	(153,066)	(173,876)
Total Expenditure		(20,810)	(153,066)	(173,876)
Net income/(expenditure)		20,252	3,158	23,410
Net transfer between funds		2400	(2,400)	0
Net movement in funds		22,652	758	23,410
Reconciliation of funds				
Total funds brought forward		38597	110035	148,632
Total funds carried forward	13	61,249	110,793	172,042

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:



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 General	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	186267
2022	30043	156224		186267

4 Investment Income	Unrestricted funds General	Total 2023	Total 2022	
Interest receivable on bank deposits	257	257	9	
2022	9		9	
5 Other income	Unrestricted funds General	Total 2023	Total 2022	
Gift in kind - CEO salary and rent	0	0	11000	
2022	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
	12330	113872	126202	173875
2022	20810	153065		173875

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
	73514	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	(28,000)	(22,750)
Deferred Income at 31 March 2023	<u>0</u>	<u>28,000</u>

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	34,149	51,198	85,347

2022

Tangible Fixed Assets	462		462
Current Assets	90,588	110,793	201,381
Current Liabilities	(29,801)		(29,801)
Total Net Assets	61,249	110,793	172,042

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).