

# THRIVE TOGETHER BIRMINGHAM

England & Wales · Charity number 1153942

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [08039675](#)

**Registered** 2013-09-24

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

## Contact

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**Address** Church of England Birmingham  
John Cadbury House  
190 Corporation Street  
Birmingham  
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**Website** <http://www.cuf.org.uk/thrive-together-birmingham>

## Activities

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**Objects:** THE CHARITIES OBJECTS ARE: 1. TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF CHRISTIAN BASED CHARITIES IN THE FURTHERANCE OF THEIR OBJECTS OR ANY ONE OF THEM, MAINLY BUT NOT EXCLUSIVELY, BY THE PROVISION OF INFORMATION, ADVICE, SUPPORT AND INFRASTRUCTURE PROVISION; AND 2. THE RELIEF OF FINANCIAL HARDSHIP, EITHER GENERALLY OR INDIVIDUALLY, THROUGH THE PROVISION OF GRANTS, GOODS OR SERVICES.

**Activities:** We aim to promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them, by the provision of information, advice, support and infrastructure provision and also the relief of financial hardship, either generally or individually through the provision of grants, goods or services.

## Classification

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- **How:** Makes Grants To Organisations, Acts As An Umbrella Or Resource Body
- **What:** The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** The General Public/mankind

## Geography

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- Birmingham City
- Sandwell
- Solihull
- Warwickshire

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£738,415	£671,313	£375,888	4
2023-12-31	£583,641	£587,517	£308,786	4
2022-12-31	£553,301	£591,102	£312,662	6
2021-12-31	£643,110	£592,654	£350,463	6
2020-12-31	£567,842	£551,463	£300,007	6

## Trustees

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Name	Role	Appointed
<b>Rev David Robert Tomlinson</b>	Chair	2020-03-01
James Henry Langstaff		2023-04-27
Jon Miles		2017-01-24
Karen Anne Preece		2021-04-15
Professor Karen Lockett-Yeung		2024-01-25
REV DOUGLAS TAFARA MACHIRIDZA		2017-01-24
Rachel Clare Groves		2020-07-13
Rev David Whyte		2022-01-25

**THRIVE TOGETHER BIRMINGHAM**

England & Wales - Charity number 1153942

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# Accounts

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**THRIVE TOGETHER BIRMINGHAM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2024**

**A Company Limited by Guarantee**

**Registered number: England & Wales No. 08039675**

**Registered Charity No. 1153942**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

**Company Number:** England & Wales No. 08039675

**Charity Number:** 1153942

**Trustees:**

Church Urban Fund nominated:

Jonathan Miles

David Whyte

Karen Lockett-Yeung (appointed 25 January 2024)

Bishop of Birmingham nominated:

Revd David Tomlinson

Revd Douglas Machiridza

Right Revd James Langstaff

Birmingham Board of Finance nominated:

Karen Preece

Rachel Groves

**Registered Office**

John Cadbury House

190 Corporation Street

Birmingham, B4 6QD

**Independent Examiner**

James Cruse ACA, FCCA, BSc (Econ) Hons

J W Hinks Chartered Accountants

19 Highfield Road

Edgbaston

Birmingham

B15 3BH

**Bankers**

Barclays Bank PLC

68 High Street

Harborne

Birmingham

B17 9N

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES**

The Trustees have pleasure in presenting the charitable company's report and financial statements for the year ended 31 December 2024.

The directors of Thrive Together Birmingham ("the charitable company") are its Trustees for the purpose of charity law and throughout this report are collectively referred to as its Trustees. The financial statements comply with Charities Act 2011, the special provisions of part 15 of the Companies Act 2006 relating to small companies 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 (FRS102) (updated 1 January 2019).

The Company is a Company limited by Guarantee and was incorporated on the 20 April 2012. It commenced its charitable activity on 1 January 2013. The Charity was formally registered with the Charity Commission on 24 September 2013.

**STRATEGIC AIM AND OBJECTIVES**

Thrive Together Birmingham ("Thrive") aims to support and grow the movement of individuals, churches and organisations who, motivated by their faith, are committed to addressing issues of poverty and to playing their part in helping their neighbourhoods to flourish.

In legal terms the objectives of the Charity are as follows:

- To promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them mainly but not exclusively, by the provision of information, advice, support and infrastructure provision;
- The relief of financial hardship, either generally or individually through the provision of grants, goods or services.

In practical terms, we seek to further our strategic aim by three core activities:

*Joint Action*

Creating communities of action. These communities bring together those living in poverty, members of local churches (including those of non-Anglican denomination) and other people of goodwill to seek the transformation of lives. This is the active building of civil society.

*Providing resources and support*

Providing resources and support for practical action. Sometimes this will be money but often it is encouragement and support. Though local Churches are active in their community they often need help to mobilise their assets for action. We are a resource for this practical local action.

*Making connections*

Raising the profile of local work and connecting it with the public arena. This is about connecting with other groups who share our values and the general public and bringing to their attention the work local churches across Birmingham are engaged in. We want to mobilise their support.

All the projects and programmes that we are linked to will include aspects of all three core activities.

*Grantmaking*

Thrive works with a range of partners who support and deliver Thrive's objects through a number of projects. In some cases Thrive receives grants from funders to support these partners to carry out relevant activities. Each of these partnerships has different expectations with regard to how grants are awarded in line with the terms and conditions set out in relevant partnership funding agreements and the expectations from the funders. Decisions on the payment of grants within each project are made by Thrive staff with oversight from trustees on a case-by-case basis in accordance with the relevant funding agreement and available project funds.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

Thrive does not make grants out of its own Unrestricted Funds.

**ACHIEVEMENTS AND PERFORMANCE**

Thrive Together Birmingham's (Thrive) primary aim is to encourage and support people who are motivated to tackle poverty and build community, recognising that often this motivation is born out of a religious faith. As a Christian charity our values are founded on our understanding of the Christian faith, and we actively encourage Christians and churches to play their part in helping their neighbourhoods to flourish working in collaboration with other faith communities and people of good will and common values.

We know we are part of a large movement of people in Birmingham and the wider West Midlands who are motivated to make a difference in their neighbourhoods, communities and the lives of people who are marginalised, regardless of the limited financial resources that are available. We are particularly keen to grow and support the network of Christians and churches who are participating in activities that challenge the impact of poverty in their local neighbourhoods and across the Diocese of Birmingham making the most of the resources that they have available to them.

As a charity Thrive models collaboration and partnership as we deliver our activities with other organisations who share our commitment to tackling poverty and our positive vision for supporting neighbourhoods and communities to flourish. Our approach is to identify, nurture, support, and where possible resource individuals and community organisations in local neighbourhoods so that they can respond to local issues of poverty and build community. We are proud that this has led us into effective working partnerships with many local community groups and faith organisations alongside developing relationships with local authorities, health authority, local and national charities and businesses. We are fully committed to developing innovative relationships with partners to share our ambition and approach and develop collaborative approaches. We strive to be connected, responsive and relevant.

This approach is possible because our work is built on the commitment, expertise and adaptability of our small staff team and the attributes of the independent consultants that we can call on to deliver specific pieces of activity.

Key areas of Thrive activity are described below.

**Warm Welcome**

Since the autumn of 2022 we have been collaborating with Birmingham City Council to build an all year round community response to the Cost of Living crisis through the development of a network of around 280 registered places of Warm Welcome across Birmingham. Many of these are small, local, volunteer led community groups hosting weekly activities that provide welcome, hospitality and connection. Alongside these are charities offering food support, advice and guidance and other resources for people needing specific support.

This activity builds on the Places of Welcome model developed 10 years ago in Birmingham but differs in that Warm Welcome activities can focus on specific community groups including older people, young people or early years families so long as access is free of charge. Where possible we have tried to link together the work of Places of Welcome and the Warm Welcome network.

Our partnership with Birmingham City Council has led to the development of some innovative new approaches to issues of poverty identified by community activists involved in running places of Warm Welcome. These include a scheme in partnership with Groundwork to provide training for community members hosting places of Warm Welcome to help them support residents to address issues of damp and mould in their homes, free mental health activity through arts in partnership with Arts Therapies UK and free physical exercise classes through Inspiring Fitness.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

This year as a result of developing the wider Warm Welcome network, a key activity funded by Cadent Gas Limited has been supporting 10 community organisations in Birmingham to become Cadent Warm Welcome Centres.

Our community partners are based in some of the poorest neighbourhoods of Birmingham and work with communities who do not have easy access to such support. The groups are supported by Thrive to deliver energy safety and energy saving activities to local residents, such as damp and mould training, along with provision of free slow cookers, carbon monoxide detectors, heated blankets provided by Cadent to those most in need. The impact of this work has been significant in saving lives and transforming living conditions for many of Birmingham's most disadvantaged residents. The community builders running the Cadent Warm Welcome Centres have committed to meeting regularly with members of the Thrive team to share experiences, report on progress on key funded activities, raise the challenges facing their local communities and innovate new approaches. In a number of cases this has led to Thrive securing funding to develop appropriate responses through our partners, including Birmingham City Council and Cadent, such as the damp and mould project, fitness classes and slow cooker cookery classes.

**Older Adults**

A number of Thrive's wider community approaches have been developed on the participative approach to working with older people innovated through Thrive's hosting of the Body, Mind and Spirit Partnership (BMSP). This is an imaginative collaboration of 9 churches and Christian projects funded by a grant from Birmingham City Council which enables local groups to employ Development Workers to work with older adults to develop preventative activities in their local neighbourhoods that enable them to live independently and be well. In the first year of this new contract the partners facilitated activities for 1,540 older people in neighbourhoods around Birmingham with over 160 of these participants involved in enabling activities to happen.

Thrive plays a key role in providing co-ordination, training and individual support to the local BMSP providers which ensures that skills, ideas and good practice developed by partners in their localities are widely shared to the benefit of the whole partnership and beyond. This has created a real sense of team and collaboration. It has become clear that the ongoing support from the Thrive team is key to sustaining and developing workers and their host organisations during challenging times, and it is this supportive role that we are trying to adopt in the other partnerships that we are nurturing and growing.

**Children and Families**

Thrive has continued to work with our Early Years funding partner, Birmingham Forward Steps, to support Children's Centres, Health Visitors and local charities working with young families across Birmingham to better understand issues of poverty and how it might impact families they support. A key activity for Thrive in this role is convening a Child Poverty Strategy Group bringing partners together to develop responses to issues of poverty facing young families.

A key outcome has been the Safe Sleep Scheme developed in partnership with Birmingham Play Care Network (BPCN) and Spurgeons Children's Centre staff securing funds to provide beds and other equipment for early years for struggling families particularly those in temporary accommodation where the problem is most pronounced. Following a successful pilot in North and East Birmingham in early 2024 the Safe Sleep Scheme has now been rolled out citywide with a very effective referral process, a supply and delivery arrangement with a local manufacturer and sufficient funds raised to grow the scheme to meet a high level of demand. Ideas are now being explored for expanding the offer beyond early years equipment to other essential household goods such as furniture, carpets and curtains possibly through a sustainable reuse project.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

For the fifth year Thrive partnered with Warwickshire Cricket Foundation, Birmingham Play Care Network, Birmingham Forward Steps and Birmingham News to organise the Toys4Birmingham campaign with around 14,000 toys donated or bought through financial donations from individuals, churches and companies. This year the project benefitted from support from a significant number of corporate volunteers achieved through Thrive's developing partnerships with businesses. They collected and sorted donations before they were distributed to a network of 104 local charities across Birmingham and the wider West Midlands.

**Young People**

Thrive is concerned about the lack of provision and support to young people growing up in Birmingham and the wider region. To address this we continue to support churches and other organisations delivering activities for young people as part of the Safe Spaces for Young People initiative. Particularly we have continued our partnership with Church of England Birmingham, with funding from the Church Commissioners of England to support nine churches to develop a vision and capacity to open Safe Spaces engaging with young people who do not belong to a church. Seven churches are now signed up to the project and have joined the Safe Spaces network. Thrive contracts four partners with youth work expertise to support and grow the network of leaders running youth activities. We meet together regularly and along with others committed to a renewal of youth work provision in the city, we are exploring possibilities for Safe Spaces to become part of a wider youth work partnership across the city with a view to recruiting and training more youth workers and securing greater resource to make this a reality.

**Community Cohesion and Community Building**

For over 14 years Thrive has hosted a Near Neighbours Development Worker funded by the Ministry of Housing, Communities and Local Government (MHCLG) through the Church Urban Fund. Near Neighbours enables us to prioritise building relationships with and between people from different faith and cultural backgrounds in order to develop positive relationships, encourage them in their social action activities and build community cohesion. Despite another significant delay in receiving confirmation of an extension to the current contract, Thrive trustees have prioritised use of free reserves to sustain the post of our Near Neighbours Development Worker because connecting and growing relationships with people and organisations from different faiths and backgrounds is key to our community building activity across the city, not least in growing the Warm Welcomer network and developing the young people as community leaders through the Catalyst programme.

Once again when funding was approved in October our Development Worker focused on delivering Near Neighbours activities including a small grants programme, a community leadership programme for women of different faiths and cultural backgrounds, and community conversations exploring experiences and impact of the 2024 summer disturbances as part of a nationwide enquiry.

**Food Poverty**

Thrive's role supporting Food Pantries through a partnership with Church Action on Poverty (CAP) on their Your Local Pantry project came to an end in April but Thrive has secured funding to contract a Development Worker to continue our involvement in this significant issue. We have been able to continue our informal support of Food Pantries across the West Midlands and now have the capacity to focus on finding responses to the challenges they raise. One key issue is access to affordable food supplies for foodbanks and pantries given the significant reduction in donations, so our Development Worker has secured funding to develop a Food Hub in partnership with a community partner where bulk supplies of key food items can be secured and then transferred to local delivery partners.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Digital Inclusion**

Over recent years we have become increasingly aware of the barriers caused by lack of access to digital technologies, such as computers, mobile phones or the internet, or the skills to use these devices for maximum benefit. In many cases this is due to cost or access to relevant training. To address this issue, members of the Thrive team have been piloting work with older people to increase their access to digital resources and this year that has extended into wider involvement in digital inclusion projects including accessing and distributing resources through Thrive's community networks including Warm Welcome spaces and Childrens Centres. This is an area of work we are looking to develop not least in terms of creating routes to employment.

**Housing and Homelessness**

Members of the Thrive team continue to be involved in developing responses to the huge challenge of housing and homelessness not least through collaborating with Church of England Birmingham colleagues to develop a practical response to the Archbishop of Canterbury's commission on homelessness and housing set out in the 'Coming Home' report. This has resulted in funding being awarded to Church of England Birmingham by the Oak Foundation to set up a Church Development Agency which will employ staff to work with churches to explore opportunities to build social housing on church land initially focusing on Birmingham but spreading across the Midlands. Thrive is also being funded through this arrangement to develop community programmes to equip local projects to support residents moving into new tenancies and help them integrate into local neighbourhoods. This builds on the activities and relationships developed through programmes like Warm Welcome and Near Neighbours.

**Birmingham Poverty Truth Commission**

Hearing and amplifying the voices of people experiencing the challenges of poverty firsthand has become a priority for Thrive over many years not least through our hosting of Birmingham's second Poverty Truth Commission (PTC) funded by Birmingham City Council Public Health. This innovative activity enables the voices of people experiencing poverty (Community Commissioners) to be heard and understood by people in positions of power (Civic Commissioners) through a deep relational approach. Over two years commissioners have met regularly to explore issues such as Food, Health and Children, and Housing, and presented some insights and challenges through Listening Events with people with particular responsibility and influence in the subject area. An independent evaluation has been published.

Following the formal closure of the Commission in 2023 a number of Poverty Truth Commissioners have continued to hold conversations with a representative of the national Poverty Strategy Commission, an independent Commission formed to develop political consensus around a strategy for tackling poverty in the UK.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FUTURE PLANS**

Thrive trustees and staff are acutely aware of the tough economic climate and the impact that the Cost of Living Crisis continues to have on many residents in Birmingham and other local authority areas. We have developed a long term strategy for community building which means that we will continue to collaborate and build diverse partnerships in order to play our part in finding innovative, community based responses to these challenges. We will do this through focusing on our priorities to enable, grow, sustain and amplify the work of our community partners across the region as people involved in these groups are in closer relationship with people in their localities than we can be. Our work complements and enhances their activity.

In 2025 we will continue to focus on the activities described above particularly focusing on community building and supporting the network of connection, hospitality and care through Warm Welcome. We will also continue our involvement in associated activities around food and digital poverty as well as exploring other activities that resource the work of community organisations we partner with. We will continue to keep a focus on work with older people, children, young people and families.

While we aim to support people with their short term needs, we are also mindful that poverty has been endemic for many years in many of our local communities, so our priority remains on bringing long term change with those impacted most enabled to play their part in finding solutions.

We will continue to develop funding strategies to ensure that our work is sustainable and that resources flow through Thrive to support the rich tapestry of community and faith organisations, reflecting the diversity of Birmingham's different communities, delivering activities that share our values and goals. Trustees are mindful of the financial challenges facing Third Sector organisations and have carefully built reserves as a buffer against this uncertainty so that they can ensure that the core staff team can be sustained, and our work continues.

**HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT**

Our support activities are centred on developing and strengthening local Christian, other faith, and wider community groups in their efforts to address needs and enhance the quality of life in their local neighbourhoods particularly in response to issues of poverty. We support those working to transform the lives of the poorest and most marginalised. Through our work we are supporting and growing community activity that gives people opportunities to receive the support they need alongside opportunities to improve their quality of life, develop a sense of belonging and contribute to their community. In this way, and as demonstrated through this report, our activities deliver public benefit.

We seek to work with all faiths and denominations. We also support individuals and organisations of no faith who share our values. Ultimate beneficiaries are not restricted by faith, gender, ethnic origin, disability, age or sexual orientation. We seek to form strategic partnerships across sectors (public, private and charitable), with existing groups and organisations in Birmingham, the West Midlands and nationally, that are already engaged with aspects of poverty that are aligned with our core values and purpose.

Annually, the Trustees review the guidance on public benefit issued by the Charity Commission, and consider that our activities in 2024 fulfil the criteria.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FINANCIAL REVIEW**

**Financial performance**

The Charity's income for the year ended 31 December 2024 was £738,415 (2023: £583,641). £94,215 (2023: £79,657) of income was unrestricted. £75,170 (2023: £71,657) of this reflected recognition of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity. £644,200 (2023: £503,984) of income raised was for restricted purposes and has been accounted for as such.

The charity's expenditure for the year ended 31 December 2024 was £671,313 (2023: £587,517). This included the recognition of the "cost" of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity.

The charity moves into 2025 with unrestricted funds (excluding designated funds) of £71,727 (2023: £44,028), which continues to give a firm base to deliver a full programme of development activities. The Board is conscious that it needs to continue to develop funding sources, including ensuring that contract delivery programmes encompass an element of contribution towards core costs.

The charity continues to hold designated funds towards a provision for potential redundancy costs (£8,000), Near Neighbours Salary costs for 6 months (£18,000) and a new Young People Programme (£10,000). These designations have been made to protect these strategically important activities whilst external funding bids are proactively pursued. The balance on the designated funds as at 31 December 2024 is £36,000 (2023: £29,000).

**Reserves Policy and Funds (Unrestricted and Restricted)**

The Trustees have reviewed the appropriateness of the existing reserves policy during the year with regard to the funding environment in which the charity is currently operating. In particular, they have considered the relative impact of the in-kind donations from the Birmingham Diocesan Board of Finance ('BDBF') in light of the Memorandum of Understanding in place between Thrive and BDBF and the level and range of activities funded by external parties.

The revised reserves policy has been formulated in line with the recommendations of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately four months of total unrestricted charitable expenditure – this will include the in-kind donations from BDBF but exclude the impact of any recovery of these core costs through project activities.

This equates to £43,828 based on the 2025 budget. The Trustees consider that this level of funds is sufficient to give them flexibility to 'scale up or down' the development projects that the charity is involved with and to also ensure that support and governance costs are covered. The unrestricted free reserves (excluding fixed assets) as at 31 December 2024 are £71,122 (2023: £42,684), which is greater than required by our reserves policy. In addition to these free reserves, the trustees have also designated £26,000 of reserves out of total designated reserves of £36,000 (2023: £22,000 out of total designated reserves of £29,000) to provide for potential costs (including redundancy) on some specific projects to ensure that an orderly closure is possible if required.

The Trustees will continue to review the appropriateness of the reserves policy annually to ensure that it reflects the prevailing environment in which the charity is operating.

As set out in note 11 to the financial statements, the charity holds and administers several restricted funds. As at 31 December 2024 restricted funds totalled £268,161 (2023: £235,758) which are not available for the general purposes of the charity.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Risk Management – principal risks and uncertainties**

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- A review of principal risks and uncertainties that the charity faces at each board meeting within the Chief Executive's reporting;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review process;
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

- Maintaining and sourcing key funding contracts and grants.

The trustees maintain an ongoing relationship with the charity's core funders in order to be alert to any possible reductions in the level of their support. Other activities are delivered only when specific funds are available, and staff recruited accordingly.

Trustees continue to diversify the range of its funders in order to reduce dependency on initial core funders. Now that the charity is becoming more established with a higher reputation this is more possible.

- Succession of Key members of staff.

The trustees recognise that they need to give attention to succession planning given the small number of key members of staff.

The trustees are aware of pressure on staff as the range of services delivered increases and are building a capable staff team who can cover each other's work during short periods of absence. We are also building a network of contacts who will enable us to identify individuals who can be contracted to undertake short term pieces of work as and when required.

- Operational Management

As our work has grown in range and complexity, the trustees are agreed that it is essential that, moving forward, it is essential that the Operations Manager role is maintained as a core funded role rather than being funded from projects ongoing at any point in time.

- Development and maintenance of church community engagement

This is one of our core activities as our delivery model is based on developing and extending relationships with churches. Primarily our church engagement is not designed to create a dependent relationship particularly in terms of funding. Churches are enabled to develop sustainable activities that are not reliant on significant funding, and most are encouraged to work in partnership with other churches or community organisations as this approach enables resources and responsibility to secure them to be shared.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Key relationships**

Key relationships in the pursuit of our charitable objectives are with our stakeholders:

- Bishop of Birmingham
- Birmingham Diocesan Board of Finance
- Church Urban Fund
- Birmingham City Council
- Local churches, businesses, community organisations and faith groups at grass roots level

Related party transactions with these key stakeholders are detailed in note 13 to the financial statements.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Structure**

Thrive Together Birmingham is a company limited by guarantee and was registered as a charity on 24 September 2013. The Charitable Company is governed by its Memorandum and Articles of Association which were adopted by the Board of Trustees on 20 April 2012 and subsequently amended at a meeting on 14 January 2021.

The charity was originally a joint venture between the Church Urban Fund (“CUF”) and the Bishop of Birmingham as the key stakeholders. Following some changes within CUF, the Trustees agreed an amendment to the Memorandum and Articles of Association on 14 January 2021 to include the Birmingham Diocesan Board of Finance as a third key stakeholders to formally reflect the role that they have had for many years.

The Memorandum and Articles of Association determine the allocation of trustee appointments between the key stakeholders. Nomination rights are shared equally between the three key stakeholders (3 for each stakeholder).

Trustees are nominated by invitation given that they have the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. The skills and composition of the Board is reviewed on a regular basis, taking into consideration succession planning, representation and experience, empathy and knowledge of the charity.

**Trustees’ induction & training**

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copies of key governance documents as well as a copy of the Charity Commission’s guidance ‘The Essential Trustee: What You Need to Know’ and ‘Public Benefit: Running a Charity’. Trustees are positively encouraged to visit projects supported by the charity. This maintains their awareness of grass roots issues and developments.

At the quarterly trustees’ meetings, the Trustees agree broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance. Specific task groups meet between formal board meetings when appropriate or necessary.

**Management and Organisational Structure**

Day to day management is delegated to the Chief Executive (Fred Rattley) who is seconded from the Birmingham Diocesan Board of Finance, with support from the Operations Manager (Sarah Turner) and the finance team of the Birmingham Diocesan Board of Finance.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Key Management Personnel remuneration**

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give their time freely and no trustee remuneration was paid in the year. Details of key management remuneration and related party transactions are disclosed in notes 7 and 13 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Chair and in accordance with the charity's Conflict of Interests policy withdraw from decisions where a conflict of interest arises.

The pay of the Chief Executive is reviewed annually and determined by the Birmingham Diocesan Board of Finance as he is a seconded employee of that organisation. Remuneration in that organisation is benchmarked with that of similar organisations and due consideration is given to the level of annual increments awarded to stipendiary clergy. The trustee board of Thrive Together Birmingham does not directly influence the pay of the Chief Executive.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**REPORT OF THE TRUSTEES' (CONTINUED)**

**Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of Thrive Together Birmingham for the purposes of company law) are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

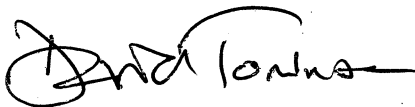
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments 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 to exist.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legalisation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board and signed on its behalf by:



Rev David Tomlinson  
Chair and Trustee

Date: 15/07/25

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**Independent examiner's report to the trustees of Thrive Together Birmingham ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024, which are set out on pages 15-33.

**Responsibilities and basis of report**

As the charity's 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 charity'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**

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

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.



James Cruse ACA, FCCA

J W Hinks LLP  
Chartered Accountants  
19 Highfield Road  
Edgbaston  
Birmingham  
West Midlands  
B15 3BH

Date: ..... 15/09/25 .....

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**STATEMENT OF FINANCIAL ACTIVITIES  
(including an income and expenditure account)**

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
<b>INCOME FROM:</b>						
Donations	2	14,045	-	12,106	<b>26,151</b>	34,555
Charitable activities	3	80,170	-	632,094	<b>712,264</b>	549,086
		<u>94,215</u>	<u>-</u>	<u>644,200</u>	<b>738,415</b>	<u>583,641</u>
<b>EXPENDITURE</b>						
Charitable activities	4	58,516	1,769	611,028	<b>671,313</b>	(587,517)
<b>TOTAL EXPENDITURE</b>		<u>58,516</u>	<u>1,769</u>	<u>611,028</u>	<b>671,313</b>	<u>(587,517)</u>
Net income/(expenditure)		35,699	(1,769)	33,172	<b>67,102</b>	(3,876)
Transfers between funds		(8,000)	8,769	(769)		-
<b>NET MOVEMENT IN FUNDS</b>		<u>27,699</u>	<u>7,000</u>	<u>32,403</u>	<b>67,102</b>	<u>(3,876)</u>
<b>RECONCILIATION OF FUNDS</b>						
Total funds at 1 January 2024	11	44,028	29,000	235,758	308,786	312,662
<b>Total funds at 31 December 2024</b>	11	<u><b>71,727</b></u>	<u><b>36,000</b></u>	<u><b>268,161</b></u>	<u><b>375,888</b></u>	<u>308,786</u>

All activities derive from continuing operations.

For analysis of transfers between funds see note 11.

The Statement of Financial Activities includes all gains and losses recognised in the year.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**BALANCE SHEET  
COMPANY NUMBER 08039675**

	Note	2024		2023	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	8	605		1,344	
			<b>605</b>		1,344
<b>CURRENT ASSETS</b>					
Debtors- receivable within one year	9	10,854		95,624	
Cash at bank		380,589		261,799	
		<b>391,443</b>		<b>357,423</b>	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	<b>(16,160)</b>		<b>(49,981)</b>	
<b>NET CURRENT ASSETS</b>			<b>375,283</b>		307,442
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>375,888</b>		308,786
<b>NET ASSETS</b>			<b>375,888</b>		308,786
<b>FUNDS</b>	11				
Restricted income funds			268,161		235,758
Unrestricted designated funds			36,000		29,000
Unrestricted – general funds			71,727		44,028
<b>TOTAL CHARITY FUNDS</b>			<b>375,888</b>		308,786

The accompanying accounting policies and notes form part of these financial statements.

For the year ended 31 December 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Approved by the Trustees on 15 July 2025 and signed on their behalf by:



**Revd David Tomlinson – Chair and Trustee**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**CASH FLOW STATEMENT**

	Notes	2024 £	2023 £
Cash provided by operating activities	a	118,790	(46,887)
Cash flows from investing activities:			
Interest income		-	-
Purchase of tangible fixed assets		-	(1,458)
Cash provided by/(used in) investing activities		-	(1,458)
Increase/decrease in cash and cash equivalents in the year		118,790	(48,345)
Cash and cash equivalents at the beginning of the year	b	261,799	310,144
Cash and cash equivalents at the end of the year	b	380,589	261,799
a	Reconciliation of net (expenditure)/income to net cash flow from operating activities		
		2024 £	2023 £
		67,102	(3,876)
	Adjusted for:		
		739	1,276
		-	-
		-	-
		84,770	(87,048)
		(33,821)	42,761
		118,790	(46,887)
b	Analysis of cash and cash equivalents		
			£
			261,799
			118,790
			380,589

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**1 Principal accounting policies**

**Basis of accounting**

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Thrive Together Birmingham meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

**Status of the company**

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

**Going Concern statement**

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key funders and stakeholders (Church Urban Fund ('CUF'), Bishop of Birmingham and Birmingham Diocesan Board of Finance ('BDBF') and in response to the progress made by the charity in pursuing a viable budget including the obtaining of further grants and donations. The charity's business plan shows that the charity will be able to operate in the foreseeable future. Based on this understanding the director trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

**Funds**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the charitable company.

**Income**

All income is recognised in the Statement of Financial Activities when the charitable company is legally entitled, ultimate receipt is probable, and the amount can be quantified with reasonable accuracy.

Income relating to future periods, in accordance with donor-imposed conditions specifying the time period, has been treated as deferred income.

Income dependent on certain conditions, amounting to more than mere administrative requirements, is recognised when the conditions have been fulfilled.

**Donated services**

Donated services (in kind) are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the items is probable and that economic benefit can be measured reliably. On receipt, donated services are recognised on the basis of the value of the gift to the charity, namely at the equivalent cost to the donating organisation. A corresponding amount is then recognised in expenditure for the period.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**1 Principal accounting policies (continued)**

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of publicity.
- Expenditure on charitable expenditure includes the costs of the project delivery undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activity. Support costs include back-office costs, finance, personnel and governance costs which support the charitable company's activities. These costs have been allocated to activities based on time spent and are shown in note 6.

**Pension costs and other post-retirement benefits**

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

**Fixed assets and depreciation**

Capital items costing over £250 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years
- Office equipment – 5 years

**Taxation**

As a registered charity no provision is considered necessary for taxation.

**Cash and cash equivalents**

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three-month notice period.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**2 Donations**

	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total £	2023 Total £
BDBF- contribution to office costs donation	3,000	-	3,000	3,000
Church of England Parish donations	10,000	-	10,000	17,585
Individual and other Christian organisation donations	-	-	-	-
Trusts and Foundations	1,045	12,106	13,151	13,970
	<u>14,045</u>	<u>12,106</u>	<u>26,151</u>	<u>34,555</u>

**3 Income from charitable activities**

	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total £	2023 Total £
Faith New Deal	-	-	-	5,950
BDBF – in kind donation of services	75,170	-	75,170	71,657
Near Neighbours (incl. Catalyst)	-	38,211	38,211	28,896
Birmingham City Council – Body Mind Spirit Partnership (BMSP)	-	225,000	225,000	262,500
Church Action on Poverty – Food Pantry	-	2,060	2,060	-
Poverty Truth Commission	-	11,253	11,253	53,939
Poverty Truth Network	-	-	-	3,000
Early Years BCC	-	27,143	27,143	30,000
Digital Inclusion	-	21,739	21,739	-
Birmingham Safe Spaces Innovation	-	53,912	53,912	24,043
Warm Welcome (Cadent Gas)	-	117,603	117,603	35,651
Warm Welcome (Places of Welcome)	-	-	-	12,340
Warm Welcome Arts Project	-	-	-	10,000
Warm Welcome	-	50,000	50,000	6,110
Warm Welcome Mapping	-	14,000	14,000	-
Warm Welcome Slow Cooker Project	-	26,173	26,173	-
Warm Welcome Support	-	45,000	45,000	-
Other income	5,000	-	5,000	5,000
	<u>80,170</u>	<u>632,094</u>	<u>712,264</u>	<u>549,086</u>

Income from charitable activities relates to income generated from contractual arrangements and other services provided. In 2023, income to restricted funds was £503,984 and £79,657 to unrestricted funds. The in-kind services by the BDBF represents employee time spent on the day to day running of Thrive Together Birmingham and other accountancy costs.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**4 Expenditure on charitable activities**

	2024 Project Activity £	2024 Support and Governance £	2024 Total £	2023 Total £
Funded from Unrestricted Funds:				
Other Development activities	-	58,516	58,516	48,775
	-	58,516	58,516	48,775
Funded from Designated Funds:				
Places of Welcome	-	-	-	-
Near Neighbours staff costs	-	-	-	8,291
Safe Spaces for Young People	1,769	-	1,769	2,408
Communications	-	-	-	-
	1,769	-	1,769	10,699
Funded from Restricted Funds:				
Near Neighbours	49,070	-	49,070	26,794
Body, Mind & Spirit Partnership	246,636	-	246,636	282,332
Poverty Truth Commission	30,343	-	30,343	62,311
Poverty Truth Network	-	-	-	3,000
Early Years Health & Wellbeing Service	26,024	-	26,024	28,273
Food Pantry	2,000	-	2,000	10,957
Feed Birmingham	-	-	-	9,312
Places of Welcome	-	-	-	6,371
Ageing Better	-	-	-	700
Birmingham Safe Spaces Innovation	53,912	-	53,912	24,043
Digital Inclusion Project	20,970	-	20,970	-
Toys4BHam	15,093	-	15,093	12,863
Faith New Deal	3,955	-	3,955	5,909
Homelessness	5,000	-	5,000	-
Warm Welcome (Cadent)	137,720	-	137,720	8,777
Warm Welcome incl. Arts (BCC)	6,178	-	6,178	28,816
Warm Welcome Support	14,127	-	14,127	-
Warm Welcome Heating	-	-	-	17,585
	611,028	-	611,028	528,043
Total	612,797	58,516	671,313	587,517

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**4 Expenditure on charitable activities (2023 comparatives)**

	2023 Project Activity £	2023 Support and Governance £	2023 Total £
Funded from Unrestricted Funds:			
Other Development activities	-	48,775	48,775
	-	48,775	48,775
Funded from Designated Funds:			
Places of Welcome	-	-	-
Near Neighbours staff costs	8,291	-	8,291
Safe Places	2,408	-	2,408
Communications	-	-	-
	10,699	-	10,699
Funded from Restricted Funds:			
Near Neighbours	26,794	-	26,794
Body, Mind & Spirit Partnership	282,332	-	282,332
Poverty Truth Commission	62,311	-	62,311
Poverty Truth Network	3,000	-	3,000
Early Years Health & Wellbeing Service	-	-	28,273
Food Pantry	10,957	-	10,957
Feed Birmingham	9,312	-	9,312
Places of Welcome	6,371	-	6,371
Ageing Better	700	-	700
Birmingham Safe Spaces Innovation	24,043	-	24,043
Toys4BHam	12,863	-	12,863
Faith New Deal	5,909	-	5,909
Warm Welcome Arts Project	6,805	-	6,805
Warm Welcome (Cadent)	8,777	-	8,777
Warm Welcome (BCC)	22,011	-	22,011
Warm Welcome Heating	17,585	-	17,585
	528,043	-	528,043
Total	538,742	48,775	587,517

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**5 Analysis of Grants Made**

	Number	2024 Value £	2023 Value £
Funded from Restricted Funds:			
Body, Mind & Spirit Partnership	37	172,984	194,048
Feed Birmingham	-	-	9,312
Early Years	1	5,000	-
Birmingham Safe Spaces Innovation	3	15,000	-
Warm Welcome (Cadent)	20	100,000	-
Warm Welcome (BCC)	2	1,000	15,901
Warm Welcome Heating	-	-	17,585
Homelessness	1	5,000	-
<b>Total</b>	<b>64</b>	<b>298,984</b>	<b>236,846</b>

2023 comparative

	Number	2023 Value £
Funded from Restricted Funds:		
Body, Mind & Spirit Partnership	38	194,048
Feed Birmingham	3	9,312
Warm Welcome (Cadent)	32	-
Warm Welcome (BCC)	-	15,901
Warm Welcome Heating	5	17,585
<b>Total</b>	<b>78</b>	<b>236,846</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**6 Analysis of support and governance costs**

	Support costs	Governance	2024 Total
	£	£	£
Wages and salaries, including in kind services from BDBF	75,170	8,888	84,058
Office rent	10,500	-	10,500
Administrative support costs	6,986	-	6,986
Travel and training costs	414	-	414
Insurance	2,127	-	2,127
Depreciation	739	-	739
Independent Examination	-	3,686	3,686
Board Strategy Day and expenses	-	94	94
Bank Charges on transactions	142	-	142
Management charges recovered from projects	(50,230)	-	(50,230)
<b>Total</b>	<b>45,848</b>	<b>12,668</b>	<b>58,516</b>

2023 Comparative

	Support costs	Governance	2023 Total
	£	£	£
Wages and salaries, including in kind services from BDBF	71,657	15,119	86,776
Office rent	10,400	-	10,400
Administrative support costs	1,390	-	1,390
Travel and training costs	351	-	351
Insurance	2,103	-	2,103
Depreciation	1,239	-	1,239
Independent Examination	-	3,060	3,060
Board Strategy Day and expenses	-	88	88
Communications	-	74	74
Bank Charges on transactions	151	-	151
Management charges recovered from projects	(56,857)	-	(56,857)
<b>Total</b>	<b>30,434</b>	<b>18,341</b>	<b>48,775</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2024	2023
	£	£
Wages and salaries	174,465	166,337
Employer National Insurance	14,373	16,654
Pension costs	10,270	10,313
Redundancy payment	-	-
	<u>199,108</u>	<u>193,304</u>
This can be further analysed as:		
Wages and salaries of employed staff – project activity	115,050	106,528
Wages and salaries of employed staff – Support & governance	8,888	15,119
In-kind donation of staff time from BDBF – Support & governance	75,170	71,657
	<u>84,058</u>	<u>86,776</u>
Total – Support & governance	<u>84,058</u>	<u>86,776</u>
Total	<u>199,108</u>	<u>193,304</u>

No employees had employee benefits in excess of £60,000 (2023: nil). Pension costs are allocated to activities in line with the nature of the activities that a particular staff member works on.

The charity trustees were not paid or received any other benefits from employment with the charity. Trustee travel expenses reimbursed during the year amounted to £nil (2023: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive. The Chief Executive is on secondment from the Birmingham Diocesan Board of Finance, which equates to an in-kind cost of £65,830. (2023: £62,759) including employer related costs. The charity has not paid any employee benefits directly to the key management personnel of the charity.

Thrive maintains a small core of permanent staff, who are deployed on a range of projects as required in addition to covering core administration tasks. Additional staff and consultants are then engaged on fixed term arrangements as required to deliver current projects.

For employed staff the average monthly head count and the average monthly number of full-time equivalents during the year was 4 and 3 (2023: 4 and 3).

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**8 Fixed assets**

<b>Cost/deemed cost or valuation</b>			
At 1 January 2024	10,058	7,551	17,609
Additions	-	-	
Disposals	(7,326)	(5,807)	(13,133)
	<u>2,732</u>	<u>1,744</u>	<u>4,476</u>
At 31 December 2024			
<b>Accumulated depreciation</b>			
At 1 January 2024	8,803	7,462	16,265
Charge for the year	650	89	739
Depreciation on disposals	(7,326)	(5,807)	(13,133)
	<u>2,127</u>	<u>1,744</u>	<u>3,871</u>
At 31 December 2024			
<b>Net book value</b>			
At 31 December 2024	<u>605</u>	-	<u>605</u>
At 31 December 2023	<u>1,255</u>	89	<u>1,344</u>

**9 Debtors**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Amounts receivable within 1 year:		
Prepayments and Accrued Income	633	1,161
Other Debtors	10,221	94,463
	<u>10,854</u>	<u>95,624</u>

**10 Creditors: amounts falling due within one year:**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade Creditors	1,180	-
Accruals	3,504	3,077
Other Creditors and Deferred Income	11,476	46,904
	<u>16,160</u>	<u>49,981</u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**11 Funds**

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2024 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	(5,000)	-	2,214
Near Neighbours Programme	10,859	38,211	(49,070)	-	-
Body Mind & Spirit Partnership	127,366	225,000	(246,636)	-	105,730
Poverty Truth Commission	19,091	11,253	(30,344)	-	-
Food Pantry and Food poverty	6,899	2,060	(2,000)	-	6,959
Early Years Health & Wellbeing Service	20,558	27,143	(26,024)	-	21,677
Digital Inclusion Project	-	21,739	(20,970)	(769)	-
Warm Welcome Grants (incl. Arts)	7,294	50,000	(6,178)	-	51,116
Warm Welcome Support Costs	-	45,000	(14,127)	-	30,873
Warm Welcome Mapping Project	-	14,000	-	-	14,000
Warm Welcome Slow Cooker Project	-	26,173	-	-	26,173
Warm Welcome Cadent Gas	26,874	117,603	(137,719)	-	6,758
Faith New Deal	3,955	-	(3,955)	-	-
Birmingham Safe Spaces Innovation	-	53,912	(53,912)	-	-
Toys4BHam	5,648	12,106	(15,093)	-	2,661
	<u>235,758</u>	<u>644,200</u>	<u>(611,028)</u>	<u>(769)</u>	<u>268,161</u>
<b>Unrestricted funds:</b>					
Designated Near Neighbours Staff Costs	18,000	-	-	-	18,000
Designated Redundancy Costs	4,000	-	-	4,000	8,000
Designated Young People Programme	7,000	-	(1,769)	4,769	10,000
	<u>29,000</u>	<u>-</u>	<u>(1,769)</u>	<u>8,769</u>	<u>36,000</u>
General Fund	44,028	94,215	(58,516)	(8,000)	71,727
<b>Total funds</b>	<u><u>308,786</u></u>	<u><u>738,415</u></u>	<u><u>(671,313)</u></u>	<u><u>-</u></u>	<u><u>375,888</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**11 Funds (continued)**

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	8,757	28,896	(26,794)	-	10,859
Body Mind & Spirit Partnership	147,198	262,500	(282,332)	-	127,366
Poverty Truth Commission	27,463	53,939	(62,311)	-	19,091
Poverty Truth Network	-	3,000	(3,000)	-	-
Food Pantry	17,856	-	(10,957)	-	6,899
Early Years Health & Wellbeing Service	18,831	30,000	(28,273)	-	20,558
Ageing Better	736	-	(700)	(36)	-
Feed Birmingham	9,192	-	(9,312)	120	-
Places of Welcome	-	12,340	(6,371)	(5,969)	-
Warm Welcome Grants	20,000	-	(15,901)	-	4,099
Warm Welcome Projects	-	6,110	(6,110)	-	-
Warm Welcome Heating	-	17,585	(17,585)	-	-
Warm Welcome Cadent Gas	-	35,651	(8,777)	-	26,874
Warm Welcome Arts Project	-	10,000	(6,805)	-	3,195
Faith New Deal	3,914	5,950	(5,909)	-	3,955
Birmingham Safe Spaces Innovation	-	24,043	(24,043)	-	-
Toys4BHam	4,541	13,970	(12,863)	-	5,648
	<u>265,702</u>	<u>503,984</u>	<u>(528,043)</u>	<u>(5,885)</u>	<u>235,758</u>
<b>Unrestricted funds:</b>					
Designated Safe Places	1,329	-	-	(1,329)	-
Designated Near Neighbours Staff Costs	18,000	-	(8,291)	8,291	18,000
Designated Redundancy Costs	4,000	-	-	-	4,000
Designated Young People Programme	7,000	-	(2,408)	2,408	7,000
	<u>30,329</u>	<u>-</u>	<u>(10,699)</u>	<u>9,370</u>	<u>29,000</u>
General Fund	16,631	79,657	(48,775)	(3,485)	44,028
<b>Total funds</b>	<u><u>312,662</u></u>	<u><u>583,641</u></u>	<u><u>(587,517)</u></u>	<u><u>-</u></u>	<u><u>308,786</u></u>

**THRIVE TOGETHER BIRMINGHAM  
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**11 Funds (continued)**

Details of the restricted funds are as follows:

Homelessness – This fund relates to specific donations raised to fund delivery of a historic Winter Night Shelter project. Now renamed as Homelessness it will be used to support homelessness work and developing activity in Birmingham in response to '*Coming Home*', a report commissioned by the Archbishops of Canterbury and York in response to the housing crisis.

Near Neighbours Programme – These funds relate to our “Near Neighbours” programme funded by a central government grant via the Church Urban Fund. This is used to fund the day-to-day operations of this project.

Body Mind & Spirit Partnership – This fund relates to our work through the ‘Body, Mind and Spirit Partnership’ that is commissioned by Birmingham City Council to deliver support and activities to older people.

Poverty Truth Commission – This fund relates to a grant from the Birmingham City Council Public Health to support the operational costs of hosting a Poverty Truth Commission in Birmingham.

Food Pantry and Food Poverty– This fund relates to support for Food Poverty projects.

Early Years Health & Wellbeing Services – This fund relates to our work through the Early Years Health & Wellbeing Services contract from Birmingham Community Healthcare NHS Foundation Trust to support their delivery to families with young children.

Digital Inclusion Project -This fund relates to a grant from Birmingham City Council to deliver a time limited project providing digital resources and associated support to Warm Welcome partners supporting individuals experiencing digital exclusion.

Warm Welcome Grants (incl. Arts) – This relates to funding to create a small grants fund to support churches and Christian organisations responding to the Cost of Living Crisis by offering a place of Warm Welcome and towards the costs of developing Warm Welcome activity around Birmingham.

Warm Welcome Support Costs – This relates to grants from Birmingham City Council for specific pieces of development work in supporting groups participating in Birmingham Warm Welcome network.

Warm Welcome Mapping Project – This relates to a specific project funded by Birmingham City Council to explore the potential for a partnership between the Birmingham Warm Welcome network and health providers in Birmingham.

Warm Welcome Slow Cooker project – This relates to funding received from Birmingham City Council for operational costs of Warm Welcome centres to run slow cooker training courses.

Warm Welcome Cadent Gas – This fund relates to a grant from Cadent Gas Ltd towards salary costs to manage Warm Welcome activity and to support an investment programme to community organisations working in partnership with Thrive.

Faith New Deal – This fund relates to a grant from the Ministry for Housing, Communities & Local Government to a partnership of members of the Together Network to deliver a consultation activity across the country. In Birmingham our focus was hearing the experiences of families with young children.

Birmingham Safe Spaces Innovation Fund – This relates to a grant from Church Commissioners of England via Birmingham Diocesan Board of Finance to develop Safe Spaces for Young People with Anglican churches in the Diocese of Birmingham.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**11 Funds (continued)**

Toys4BHam – This fund relates to donations received to support a Christmas Appeal for Toys which were distributed to families suffering as a result of the Cost of Living Crisis.

Details of the designated unrestricted funds are as follows:

Near Neighbours Staff Costs – Due to the uncertainty of consistent funding from Church Urban Fund to support the employment costs of the Near Neighbours Development Worker trustees have made provision for 50% of this expense in the 2025 financial year.

Redundancy Costs – Recognising the significant uncertainty around Near Neighbours funding trustees have made provision to cover the potential redundancy costs of the Near Neighbours Development Worker post.

Young People Programme – Trustees have made activity to support young people a priority so with the threat to youth services across Birmingham they have designated funds to support consultancy costs for Thrive to collaborate in an emerging citywide youth work partnership.

**12 Net Assets by Fund**

	2024	2024	2024	2024
	Unrestricted	Designated	Restricted	Total funds
	funds	funds	funds	£
	£	£	£	
Fixed assets	605	-	-	605
Debtors	633	-	10,221	10,854
Cash	73,993	36,000	270,596	380,589
Creditors less than 1 year	(3,504)	-	(12,656)	(16,160)
	<u>71,727</u>	<u>36,000</u>	<u>268,161</u>	<u>375,888</u>

	2023	2023	2023	2023
	Unrestricted	Designated	Restricted	Total funds
	funds	funds	funds	£
	£	£	£	
Fixed assets	1,344	-	-	1,344
Debtors	565	-	95,059	95,624
Cash	45,179	29,000	187,620	261,799
Creditors less than 1 year	(3,060)	-	(46,921)	(49,981)
	<u>44,028</u>	<u>29,000</u>	<u>235,758</u>	<u>308,786</u>

**THRIVE TOGETHER BIRMINGHAM  
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**13 Controlling Interests and related party transactions**

The charity is a joint venture between the Church Urban Fund (“CUF”), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance as set out in the Report of the Trustees on page 9.

CUF is the lead accountable body for the Near Neighbours Programme funded by the Ministry for Housing, Communities & Local Government. Thrive Together Birmingham is a project partner in the Programme and received £38,211 of grant funding via CUF (2023: £35,006).

The Birmingham Diocesan Board of Finance contributed in kind donations of £75,170 (2023: £71,657) of employee time and other costs towards the day to day running of the charity. The Birmingham Diocesan Board of Finance contributed £3,000 (2023: £3,000) towards the office costs of Thrive Together Birmingham.

**THRIVE TOGETHER BIRMINGHAM  
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FOR THE YEAR ENDED 31 DECEMBER 2024**

**14 Prior Year Comparative Statement of Financial Activities**

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
<b>INCOME FROM:</b>				
Donations	3,000	-	31,555	34,555
Charitable activities	76,657	-	472,429	549,086
<b>TOTAL INCOME</b>	<u>79,657</u>	<u>-</u>	<u>503,984</u>	<u>583,641</u>
<b>EXPENDITURE</b>				
Charitable activities	(48,775)	(10,699)	(528,043)	(587,517)
<b>TOTAL EXPENDITURE</b>	<u>(48,775)</u>	<u>(10,699)</u>	<u>(528,043)</u>	<u>(587,517)</u>
Net income/(expenditure)	30,882	(10,699)	(24,059)	(3,876)
Transfers between funds	(3,485)	9,370	(5,885)	-
<b>NET MOVEMENT IN FUNDS</b>	<u>27,397</u>	<u>(1,329)</u>	<u>(29,944)</u>	<u>(3,876)</u>
<b>RECONCILIATION OF FUNDS</b>				
Total funds at 1 January 2023	<u>16,631</u>	<u>30,329</u>	<u>265,702</u>	<u>312,662</u>
<b>Total funds at 31 December 2023</b>	<u><u>44,028</u></u>	<u><u>29,000</u></u>	<u><u>235,758</u></u>	<u><u>308,786</u></u>

**THRIVE TOGETHER BIRMINGHAM  
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FOR THE YEAR ENDED 31 DECEMBER 2024**

**ACKNOWLEDGEMENT OF FUNDERS**

The Trustees of Thrive Together Birmingham acknowledge their thanks to the following funders for their generosity to the charity during the year ended 31 December 2024:

Birmingham City Council  
Birmingham City Council: Public Health  
Birmingham Community Healthcare NHS Foundation Trust  
The Birmingham Diocesan Board of Finance  
Cadent Gas Ltd  
Church Action on Poverty  
Church Commissioners for England via The Birmingham Diocesan Board of Finance  
Groundwork West Midlands  
Ministry for Housing, Communities & Local Government via Church Urban Fund  
Amazon UK  
Bishop of Birmingham  
St. James the Hill PCC  
Donations via Charitable Giving website  
Anonymous donations from various individuals



**THRIVE TOGETHER BIRMINGHAM**

England & Wales - Charity number 1153942

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# Accounts

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**THRIVE TOGETHER BIRMINGHAM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2023**  
**A Company Limited by Guarantee**  
**Registered number: England & Wales No. 08039675**  
**Registered Charity No. 1153942**



**THRIVE TOGETHER BIRMINGHAM  
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**HRIVE TOGETHER BIRMINGHAM  
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**REFERENCE AND ADMINISTRATIVE INFORMATION**

**Company Number:** England & Wales No. 08039675

**Charity Number:** 1153942

**Trustees:**

Church Urban Fund nominated:

Jonathan Miles

David Whyte

Karen Lockett-Yeung (appointed 25 January 2024)

Bishop of Birmingham nominated:

Revd David Tomlinson

Revd Douglas Machiridza

Right Revd James Langstaff (Appointed 27 April 2023)

Birmingham Board of Finance nominated:

Karen Preece

Rachel Groves

**Registered Office**

John Cadbury House

190 Corporation Street

Birmingham, B4 6QD

**Independent Examiner**

James Cruse ACA, FCCA, BSc (Econ) Hons

J W Hinks Chartered Accountants

19 Highfield Road

Edgbaston

Birmingham

B15 3BH

**Bankers**

Barclays Bank PLC

68 High Street

Harborne

Birmingham

B17 9N

**HRIVE TOGETHER BIRMINGHAM  
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**REPORT OF THE TRUSTEES**

The directors of Thrive Together Birmingham (“the charitable company”) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as its Trustees. The financial statements comply with Charities Act 2011, the special provisions of part 15 of the Companies Act 2006 relating to small companies 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 (FRS102) (updated 1 January 2019).

The Company is a Company limited by Guarantee and was incorporated on the 20 April 2012. It commenced its charitable activity on 1 January 2013. The Charity was formally registered with the Charity Commission on 24 September 2013.

The Trustees have pleasure in presenting the charitable company’s report and financial statements for the year ended 31 December 2023.

**STRATEGIC AIM AND OBJECTIVES**

Thrive Together Birmingham (“Thrive”) aims to support and grow the movement of individuals, churches and organisations who, motivated by their faith, are committed to addressing issues of poverty and to playing their part in helping their neighbourhoods to flourish.

In legal terms the objectives of the Charity are as follows:

- To promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them mainly but not exclusively, by the provision of information, advice, support and infrastructure provision;
- The relief of financial hardship, either generally or individually through the provision of grants, goods or services.

In practical terms, we seek to further our strategic aim by three core activities:

*Joint Action*

Creating communities of action. These communities bring together those living in poverty, members of local churches (including those of non-Anglican denomination through our links with Churches Together Birmingham) and other people of goodwill to seek the transformation of lives. This is the active building of civil society.

*Providing resources and support*

Providing resources and support for practical action. Sometimes this will be money but often it is encouragement and support. Though local Churches are active in their community they often need help to mobilise their assets for action. We are a resource for this practical local action.

*Making connections*

Raising the profile of local work and connecting it with the public arena. This is about connecting with other groups who share our values and the general public and bringing to their attention the work local churches across Birmingham are engaged in. We want to mobilise their support.

All the projects and programmes that we are linked to will include aspects of all three core activities.

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**REPORT OF THE TRUSTEES (CONTINUED)**

**ACHIEVEMENTS AND PERFORMANCE**

Thrive Together Birmingham's (Thrive) primary aim is to encourage and support people who are motivated to tackle poverty and build community, recognising that often this motivation is born out of a religious faith. As a Christian charity our values are founded on our understanding of the Christian faith, and we actively encourage Christians and churches to play their part in helping their neighbourhoods to flourish working collaboratively in collaboration with other faith communities and people of good will and common values.

We believe we are part of a wider movement of people in Birmingham and the wider West Midlands who are motivated to make a difference in their neighbourhoods, communities and the lives of people who are marginalised. We particularly aim to support the development of a growing network of Christians and churches who are involved in this movement through participating in activities in their local neighbourhoods and across the Diocese of Birmingham that challenge the impact of poverty on individuals and communities.

As a charity we model collaboration and partnership as we deliver our activities with other organisations who share our commitment to tackling poverty and vision for flourishing neighbourhoods and communities. We are proud that this has led to us to effective working partnerships with local authorities, health authority, local and national charities, businesses, faith organisations, residents and community groups. Our activities continue to be proactive in addressing long term issues of poverty but also reactive to the new challenges that communities face so that as a charity we are connected, responsive and relevant.

This approach is possible because our team is built on the commitment, expertise and adaptability of our small staff team and the attributes of the independent consultants that we can call on to deliver specific pieces of activity.

Key areas of Thrive activity are described below.

**Warm Welcome**

From autumn of 2022 we partnered with Birmingham City Council to develop a community response to rising fuel costs and the development of a network of over 200 registered places of Warm Welcome across Birmingham building on the participative model of Places of Welcome. The success of this collaborative approach with community, faith and voluntary sector partners built on a participative and community focused approach delivering a range of beneficial outcomes for individuals in neighbourhoods across the city, resulted in the adoption of the Warm Welcome network as an all year round network of community support.

We were able to collaborate with Birmingham Centre for Arts (BCAT) to introduce free programmes of wellbeing arts activities to a significant number of Warm Welcome places which led to BCAT delivering an arts project measuring the impact that the network made on the lives of over 400 Warm Welcome visitors as part of the national Warm Welcome network co-ordinated by the Good Faith Partnership and funded by Civic Power Fund. The activity culminated in an arts installation and celebration event in a Birmingham city centre venue.

Using funding from two donors Thrive administered a small grants programme for churches and Christian organisations delivering Warm Welcome activities which complemented Birmingham City Council's own small grants programme to support the network partners.

As a result of Thrive's role developing and supporting the Warm Welcome network we secured funding through Cadent Gas Limited to continue this role for the next two years along with funds to invest in developing 10 community organisations as Cadent Warm Welcome Centres delivering energy safety and energy saving activities to local residents. Our community partners are based in some of the poorest neighbourhoods of Birmingham and work with communities who have not previously accessed support through the Cadent programme. The partnership with Cadent will enable our community partners to receive

**HRIVE TOGETHER BIRMINGHAM  
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and distribute energy saving and safety resources to local residents and deliver informal training and advice programmes.

**Activity with Older Adults**

Thrive manages the Body, Mind and Spirit Partnership (BMSP), which is a collaboration of 9 churches and Christian projects funded by a grant from Birmingham City Council, to locally employ Development Workers developing preventative activities with older people that enable them to live independently and well for longer in their local communities. Together the partners facilitate activities for around 1,500 older people in neighbourhoods around Birmingham with over 130 of the participants involved in enabling activities to happen.

Each partner develops different activities according to their local context but The King's Coronation was a particular highlight for BMSP partners as many ran brilliant celebrations for older residents in their neighbourhoods.

Thrive plays a key co-ordination, training and support role for BMSP that ensures that skills, ideas and good practice developed by partners in their localities are widely shared to the benefit of the whole partnership and thereby building a real sense of team and collaboration. Ongoing support from the Thrive team has been key to sustaining workers and their host organisations during challenging times.

This year Thrive took the lead on behalf of the BMSP partners in applying for continuation funding through Birmingham City Council's commissioning process and successfully secured funding to maintain and develop the work of BMSP for a further three years.

**Work with Children and Families**

Thrive has continued to work with our Early Years funding partner, Birmingham Forward Steps, to support Childrens' Centres, Health Visitors and local charities working with young families across Birmingham to better understand issues of poverty and how it might impact families they support.

Building on our 2022 activity 'Real People Honest Talk' holding conversations with parents of pre-school children across Birmingham Thrive hosted an event to enable some of the parents to share key messages with senior policy makers and representatives of statutory bodies providing services for early years. This event was supported by Birmingham City Council as part of their work developing Family Hubs in the city. The event was powerful and raised real challenges such as the issue of bed poverty with parents reporting they could not afford Moses baskets or cots so had to share a bed with their child.

Through a partnership with Birmingham Play Care Network (BPCN) and Spurgeons Childrens Centre staff Thrive was able to initiate a Safe Sleep Scheme securing funds to provide beds and other equipment for early years for struggling families particularly those in temporary accommodation where the problem is most pronounced. Based on research into similar activities in other cities a referral process was designed, a supply and delivery arrangement set up with a local manufacturer and sufficient funds raised for a pilot to run in North and East Birmingham in early 2024. A complementary scheme providing beds to school age children and young people has similarly been developed through a different group of partners but as a response to the same issue.

For the fourth year Thrive partnered with Warwickshire Cricket Foundation, Birmingham Play Care Network, Birmingham Forward Steps and Birmingham News to organise the Toys4Birmingham campaign with around 15,000 toys donated or bought through financial donations from individuals, churches and companies. A large group of volunteers sorted gifts before they were distributed through a network of Childrens Centres and local charities across Birmingham and the wider West Midlands with a particular priority on getting toys to the most vulnerable children in temporary accommodation and hotels across Birmingham.

**Supporting Young People**

Safe Spaces for Young People developed out of a desire by Christian youth workers to see access to local support and activity for young people increased across the city and wider West Midlands. Thrive supports this

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collaboration by hosting a Development Group to develop a long term strategy for growing and sustaining the network and supporting members of the Safe Spaces network.

In 2022, in partnership with Church of England Birmingham, Thrive was able to secure funding from the Church Commissioners to support the Safe Spaces partnership to build its capacity and support 15 churches over three years to open Safe Spaces with support from a core development team and local cluster leaders. The project started in April 2023 with the appointment of four local cluster leads across Birmingham, training provided for interested churches and five churches signing up to start Safe Spaces.

To set this work in a wider youth work context the Development Group are exploring how the Safe Spaces network might work with other partners to develop a broader and effective offer for all young people.

#### **Near Neighbours**

Thrive is part of the Near Neighbours national programme funded through the Department for Levelling Up, Housing and Communities (DLUHC) through which people from different faith and cultural backgrounds are brought together to develop positive relationships, develop social action activities and build community cohesion.

Once again this year there was a significant delay in receiving confirmation of contract extension but Thrive trustees prioritised use of free reserves to sustain the post of our Near Neighbours Development Worker because connecting and growing relationships with people and organisations from different faiths and backgrounds is an important aspect of our approach to achieving our aims.

While we waited for Near Neighbours funding to be confirmed our Development Worker was able to devote time to promoting the Warm Welcome to partner organisations in her Near Neighbours network and increasing the number of organisations of different faiths and cultures who registered to join the Birmingham Warm Welcome network.

Once funding was approved in September our Development Worker's focus shifted to delivering regular Near Neighbours activities including a small grants programme, Leadership for Effective Change community leadership programme and the Catalyst leadership programme with young people.

Near Neighbours also enables Thrive to be represented in Birmingham's Migration Forum maintaining connection with key migrant support organisation across the city and collaborating on activities from time to time such as Refugee Week.

#### **Food Poverty**

Thrive's involvement in the development of Food Pantries continues as Church Action on Poverty (CAP) employ a Development Worker based with the Thrive team to support and grow the Your Local Pantry franchise in the West Midlands.

Your Local Pantry is a community food membership scheme run on a franchise basis by volunteers for the benefit of their local communities with the focus on providing a weekly affordable food offer at a reduced price with some choice of staple food items. By the end of 2023 there were 21 Your Local Pantries open in Sandwell, Birmingham and the Black Country.

This has real benefit for Thrive as it enables us to have the professional expertise to develop a food poverty response that differs from foodbanks while CAP benefit from all of the Thrive team networks across Birmingham and Sandwell. Together we have linked with local authorities to promote the model and participate in wider conversations about food poverty in the region including exploring how to sustain a regular and sufficient food supply for all organisations responding to food needs in local neighbourhoods.

#### **Birmingham Poverty Truth Commission**

Thrive has continued to deliver Birmingham's second Poverty Truth Commission (PTC) funded by Birmingham City Council Public Health. This innovative relational approach enables the voices of people

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experiencing poverty, Community Commissioners, to be heard and understood by people in positions of power, Civic Commissioners. During this year commissioners have continued to meet exploring issues such as Food, Health and Children, and Housing, and presented some insights and challenges through Listening Events with people with particular responsibility and influence in the subject area.

The Commission formally closed in June but a number of activities have resulted from the conversations and associated activities particularly where Civic Commissioners have been moved by the experience to work differently and innovate new ideas and activities. This includes Food Strategy, Cost of Living Crisis, Housing Strategy, and Health Equity in relation to children and young people.

Birmingham City Council's 'Creating a City Without Inequalities' Forum, which has oversight of the Poverty Truth Commission, have received regular reports and have valued the work of the Commission. This led to the release of further funding to support succession activities including Poverty Truth Commissioners holding further conversations about poverty justice at the request of the national Poverty Strategy Commission, an independent Commission formed to develop political consensus around a strategy for tackling poverty in the UK.

An independent evaluation of the Poverty Truth Commission is now being completed.

#### **Housing and Homelessness**

Members of the Thrive team continue to be involved in developing responses to the huge challenge of housing and homelessness not least through collaborating with Church of England Birmingham colleagues to develop a practical response to the Archbishop of Canterbury's commission on homelessness and housing and the resulting 'Coming Home' report. A partnership has been developed with colleagues in the national church who are looking to set up a Church Housing Association that can draw down funding to support some pilot initiatives in Birmingham. We are also collaborating on funding bids to build capacity to move things forward in Birmingham.

#### **FUTURE PLANS**

We are mindful that the Cost of Living Crisis continues to impact many residents in Birmingham and other local authority areas and we will continue to collaborate and build diverse partnerships in order to play our part in responding to these challenges. We will do this through focusing on our priorities to enable, grow, sustain and amplify the work of our community partners across the region as people involved in these groups are in closer relationship with people in their localities than we can be. Our work complements their activity.

In 2024 we will continue to focus on the activities described above building and supporting the network of connection, hospitality and care through Warm Welcome and Places of Welcome alongside Food Pantry development and continuing development of work with older people, children, young people and families. We will continue to seek ways to complement these activities so that they can address issues of poverty and injustice.

While we aim to support people with their short term needs we are also mindful that poverty has been endemic for many years in many of our local communities. Our priority remains on bringing long term change with those impacted most enabled to play their part in finding solutions. We will continue to develop funding strategies to ensure that our work is sustainable and that resources flow through Thrive to support the rich tapestry of community and faith organisations, reflecting the diversity of Birmingham's different communities, delivering activities that share our values and goals.

#### **HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT**

Our support activities are centred around developing and strengthening local Christian communities in their efforts to address their own wider community needs, including responding to poverty. We support those working to transform the lives of the poorest and most marginalised. Through this support we give people opportunities,

**HRIVE TOGETHER BIRMINGHAM  
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restoring their dignity and enabling them to feel they belong to and contribute to their community. In this way and as demonstrated through this report, our activities deliver public benefit.

We seek to work with all faiths and denominations. We also support individuals and organisations of no faith who share our values. Ultimate beneficiaries are not restricted by faith, gender, ethnic origin, disability, age or sexual orientation. We seek to form strategic partnerships across sectors (public, private and charitable), with existing groups and organisations in our area that are already engaged with aspects of poverty that are aligned with our core values and purpose.

The Trustees have reviewed the guidance on public benefit issued by the Charity Commission and consider that our aims and activities as set above fulfil the criteria. The trustees consider the guidance on public benefit each year.

**HRIVE TOGETHER BIRMINGHAM  
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FOR THE YEAR ENDED 31 DECEMBER 2023**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FINANCIAL REVIEW**

**Financial performance**

The Charity's income for the year ended 31 December 2023 was £583,641 (2022: £553,301). £79,657 (2022: £72,230) of income was unrestricted. £71,657 (2022: £68,747) of this reflected recognition of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity. £503,984 (2022: £481,071) of income raised was for restricted purposes and has been accounted for as such.

The charity's expenditure for the year ended 31 December 2023 was £587,517 (2022: £591,102). This included the recognition of the "cost" of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity.

The charity moves into 2024 with unrestricted funds (excluding designated funds) of £44,028 (2022: £16,631), which continues to give a firm base to deliver a full programme of development activities. The Board is conscious that it needs to continue to develop funding sources, including ensuring that contract delivery programmes encompass an element of contribution towards core costs.

The charity continues to hold designated funds towards a provision for potential redundancy costs (£4,000), Near Neighbours Salary costs for 6 months (£18,000) and a new Young People Programme (£7,000). These designations have been made to protect these strategically important activities whilst external funding bids are proactively pursued. The balance on the designated funds as at 31 December 2023 is £29,000 (2022: £30,329).

**Reserves Policy and Funds (Unrestricted and Restricted)**

The Trustees have reviewed the appropriateness of the existing reserves policy during the year with regard to the current environment in which the Charity is operating. In particular, they have considered the impact of the in-kind donations from the Birmingham Diocesan Board of Finance ("BDBF") in light of the Memorandum of Understanding in place between Thrive and BDBF.

The revised reserves policy has been formulated in line with the recommendations of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately four months of unrestricted charitable expenditure, excluding the impact of the in-kind donations from BDBF.

This equates to £8,333 based on the 2024 budget. The Trustees consider that this level of funds is sufficient giving them flexibility to "scale up or down" the development projects that the charity is involved with and to also ensure that support and governance costs are covered. The unrestricted free reserves as at 31 December 2023 are £42,684 (2022: £15,576), which is greater than required by our reserves policy.

The Trustees will continue to review the appropriateness of the reserves policy on a regular basis to ensure that it reflects the prevailing environment in which the Charity is operating.

The unrestricted fund comprises of £1,344 which is tied up in tangible fixed assets and £42,684 of free reserves. As set out in note 11 to the financial statements, the Charity holds and administers several restricted funds. As at 31 December 2023 restricted funds totalled £235,758 (2022: £265,702) which are not available for the general purposes of the Charity.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Risk Management – principal risks and uncertainties**

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- A review of principal risks and uncertainties that the charity faces at each board meeting within the Chief Executive's reporting;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review process;
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

- Maintaining and sourcing key funding contracts and grants.

The trustees maintain an ongoing relationship with the charity's core funders in order to be alert to any possible reductions in the level of their support. Other activities are delivered only when specific funds are available, and staff recruited accordingly.

Trustees continue to diversify the range of its funders in order to reduce dependency on initial core funders. Now that the charity is becoming more established with a higher reputation this is more possible.

- Key members of staff being temporarily or permanently absent.

The trustees are aware of pressure on staff as the range of services delivered increases and are building a capable staff team who can cover each other's work during short periods of absence. We are also building a network of contacts who will enable us to identify individuals who can be contracted to undertake short term pieces of work as and when required.

- Development and maintenance of church community engagement

This is one of our core activities as our delivery model is based on developing and extending relationships with churches. Therefore sustaining the post of Senior Development Worker through core funding is a priority for the trustees. Primarily our church engagement is not designed to create a dependent relationship particularly in terms of funding. Churches are enabled to develop sustainable activities that are not reliant on significant funding, and most are encouraged to work in partnership with other churches or community organisations as this approach enables resources and responsibility to secure them to be shared.

**Key relationships**

Key relationships in the pursuit of our charitable objectives are with our stakeholders:

- Bishop of Birmingham
- Birmingham Diocesan Board of Finance
- Church Urban Fund
- Birmingham Churches Together
- Local churches and community organisations at grass roots level

Related party transactions with these key stakeholders are detailed in note 13 to the financial statements.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**REPORT OF THE TRUSTEES (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Structure**

Thrive Together Birmingham is a company limited by guarantee and was registered as a charity on 24 September 2013. The Charitable Company is governed by its Memorandum and Articles of Association which were adopted by the Board of Trustees on 20 April 2012 and subsequently amended at a meeting on 14 January 2021.

The charity was a joint venture between the Church Urban Fund (“CUF”) and the Bishop of Birmingham as the key stakeholders. Following some changes within CUF, the Trustees agreed an amendment to the Memorandum and Articles of Association on 14 January 2021 to include the Birmingham Diocesan Board of Finance as a third key stakeholders to formally reflect the role that they have had for many years.

The Memorandum and Articles of Association determine the allocation of trustee appointments between the key stakeholders. Nomination rights are shared equally between the three key stakeholders (3 for each stakeholder).

Trustees are nominated by invitation given that they have the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. The skills and composition of the Board is reviewed on a regular basis, taking into consideration succession planning, representation and experience, empathy and knowledge of the charity.

**Trustees’ induction & training**

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copies of key governance documents as well as a copy of the Charity Commission’s guidance ‘The Essential Trustee: What You Need to Know’ and ‘Public Benefit: Running a Charity’. Trustees are positively encouraged to visit projects supported by the charity. This maintains their awareness of grass roots issues and developments.

At the quarterly trustees’ meetings, the Trustees agree broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance. Specific task groups meet between formal board meetings when appropriate or necessary,

**Management and Organisational Structure**

Day to day management is delegated to the Chief Executive (Fred Rattley) who is seconded from the Birmingham Diocesan Board of Finance, with support from the Operations Manager (Sarah Turner) and the finance team of the Birmingham Diocesan Board of Finance.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Key Management Personnel remuneration**

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give their time freely and no trustee remuneration was paid in the year. Details of key management remuneration and related party transactions are disclosed in notes 7 and 13 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Chair and in accordance with the charity's Conflict of Interests policy withdraw from decisions where a conflict of interest arises.

The pay of the Chief Executive is reviewed annually and determined by the Birmingham Diocesan Board of Finance as he is a seconded employee of that organisation. Remuneration in that organisation is benchmarked with that of similar organisations and due consideration is given to the level of annual increments awarded to stipendiary clergy. The trustee board of Thrive Together Birmingham does not directly influence the pay of the Chief Executive.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**REPORT OF THE TRUSTEES' (CONTINUED)**

**Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of Thrive Together Birmingham for the purposes of company law) are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

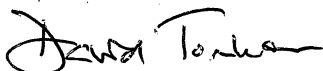
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments 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 to exist.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legalisation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board and signed on its behalf by:



Rev David Tomlinson  
Chair and Trustee

Date: 15<sup>th</sup> July 2024

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**Independent examiner's report to the trustees of Thrive Together Birmingham ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

**Responsibilities and basis of report**

As the charity's 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 charity'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**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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:

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.



James Cruse ACA, FCCA  
The Institute of Chartered Accountants in England and Wales

J W Hinks LLP  
Chartered Accountants  
19 Highfield Road  
Edgbaston  
Birmingham  
West Midlands  
B15 3BH

Date: ..... 15/09/2024 .....

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**STATEMENT OF FINANCIAL ACTIVITIES  
(including an income and expenditure account)**

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
<b>INCOME FROM:</b>						
Donations	2	3,000	-	31,555	34,555	38,868
Charitable activities	3	76,657	-	472,429	549,086	514,433
<b>TOTAL INCOME</b>		<b>79,657</b>	<b>-</b>	<b>503,984</b>	<b>583,641</b>	<b>553,301</b>
<b>EXPENDITURE</b>						
Charitable activities	4	(48,775)	(10,699)	(528,043)	(587,517)	(591,102)
<b>TOTAL EXPENDITURE</b>		<b>(48,775)</b>	<b>(10,699)</b>	<b>(528,043)</b>	<b>(587,517)</b>	<b>(591,102)</b>
Net income/(expenditure)		30,882	(10,699)	(24,059)	(3,876)	(37,801)
Transfers between funds		(3,485)	9,370	(5,885)	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>27,397</b>	<b>(1,329)</b>	<b>(29,944)</b>	<b>(3,876)</b>	<b>(37,801)</b>
<b>RECONCILIATION OF FUNDS</b>						
Total funds at 1 January 2023	11	16,631	30,329	265,702	312,662	350,463
<b>Total funds at 31 December 2023</b>	<b>11</b>	<b>44,028</b>	<b>29,000</b>	<b>235,758</b>	<b>308,786</b>	<b>312,662</b>

All activities derive from continuing operations.

For analysis of transfers between funds see note 11.

The Statement of Financial Activities includes all gains and losses recognised in the year.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**BALANCE SHEET  
COMPANY NUMBER 08039675**

	Note	2023		2022	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	8	1,344		1,162	
			1,344		1,162
<b>CURRENT ASSETS</b>					
Debtors- receivable within one year	9	95,624		8,576	
Cash at bank		261,799		310,144	
		357,423		318,720	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	(49,981)		(7,220)	
<b>NET CURRENT ASSETS</b>			307,442		311,500
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			308,786		312,662
<b>NET ASSETS</b>			308,786		312,662
<b>FUNDS</b>	11				
Restricted income funds			235,758		265,702
Unrestricted designated funds			29,000		30,329
Unrestricted – general funds			44,028		16,631
<b>TOTAL CHARITY FUNDS</b>			308,786		312,662

The accompanying accounting policies and notes form part of these financial statements.  
For the year ended 31 December 2023, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

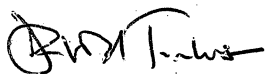
**Responsibilities of directors/trustees:**

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 12.

The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Approved by the Trustees on 15<sup>th</sup> July 2024

and signed on their behalf by:



**Revd David Tomlinson – Chair and Trustee**

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**CASH FLOW STATEMENT**

	Notes	2023 £	2022 £
Cash provided by operating activities	a	(46,887)	(28,599)
Cash flows from investing activities:			
Interest income		-	-
Purchase of tangible fixed assets		(1,458)	-
Cash provided by/(used in) investing activities		(1,458)	
Increase/decrease in cash and cash equivalents in the year		(48,345)	(28,599)
Cash and cash equivalents at the beginning of the year	b	310,144	338,743
Cash and cash equivalents at the end of the year	b	261,799	310,144

**a Reconciliation of net (expenditure)/income to net cash flow from operating activities**

	2023 £	2022 £
Net (expenditure)/income for the year as per the SOFA	(3,876)	(37,801)
Adjusted for:		
Depreciation	1,276	1,467
Loss on fixed asset disposals	-	-
Investment income	-	-
(Increase)/decrease in debtors	(87,048)	13,105
Increase/(decrease) in creditors	42,761	(5,370)
Net cash provided by operating activities	(46,887)	(28,599)

**b Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash at bank and in hand	261,799	310,144

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**1 Principal accounting policies**

**Basis of accounting**

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

In preparing these financial statements Update Bulletin 1 to the Charities SORP (FRS102) has been adopted and consequently a Statement of Cash flows has not been prepared.

Thrive Together Birmingham meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

**Status of the company**

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

**Going Concern statement**

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key funders and stakeholders (Church Urban Fund ('CUF'), Bishop of Birmingham and Birmingham Diocesan Board of Finance ('BDBF')) and in response to the progress made by the charity in pursuing a viable budget including the obtaining of further grants and donations. The charity's business plan shows that the charity will be able to operate in the foreseeable future. Based on this understanding the director trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

**Funds**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the charitable company.

**Income**

All income is recognised in the Statement of Financial Activities when the charitable company is legally entitled, ultimate receipt is probable, and the amount can be quantified with reasonable accuracy.

Income relating to future periods, in accordance with donor-imposed conditions specifying the time period, has been treated as deferred income.

Income dependent on certain conditions, amounting to more than mere administrative requirements, is recognised when the conditions have been fulfilled.

**Donated services**

Donated services (in kind) are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the items is probable and that economic benefit can be measured reliably. On receipt, donated services are recognised on the basis of the value of the gift to the charity, namely at the equivalent cost to the donating organisation. A corresponding amount is then recognised in expenditure for the period.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**1 Principal accounting policies (continued)**

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of publicity.
- Expenditure on charitable expenditure includes the costs of the project delivery undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activity. Support costs include back-office costs, finance, personnel and governance costs which support the charitable company's activities. These costs have been allocated to activities based on time spent and are shown in note 6.

**Pension costs and other post-retirement benefits**

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

**Fixed assets and depreciation**

Capital items costing over £250 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years
- Office equipment – 5 years

**Taxation**

As a registered charity no provision is considered necessary for taxation.

**Cash and cash equivalents**

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three-month notice period.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**2 Donations**

	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total £	2022 Total £
BDBF- contribution to office costs donation	3,000	-	3,000	3,000
Church of England Parish donations	-	17,585	17,585	10,483
Individual and other Christian organisation donations	-	-	-	10,000
Trusts and Foundations	-	13,970	13,970	15,385
	<u>3,000</u>	<u>31,555</u>	<u>34,555</u>	<u>38,868</u>

**3 Income from charitable activities**

	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total £	2022 Total £
Refugee Week	-	-	-	10,000
Faith New Deal	-	5,950	5,950	15,600
BDBF – in kind donation of services	71,657	-	71,657	68,747
Near Neighbours Programme	-	28,896	28,896	25,033
Birmingham City Council – Body Mind Spirit Partnership (BMSP)	-	262,500	262,500	281,875
Church Action on Poverty – Food Pantry	-	-	-	-
Poverty Truth Commission	-	53,939	53,939	47,326
Poverty Truth Network	-	3,000	3,000	-
Food Poverty Grant (AG)	-	-	-	35,852
Early Years BCC	-	30,000	30,000	30,000
Connected Together	-	-	-	-
Birmingham Safe Spaces Innovation	-	24,043	24,043	-
Warm Welcome (Cadent Gas)	-	35,651	35,651	-
Warm Welcome (Places of Welcome)	-	12,340	12,340	-
Warm Welcome Arts Project	-	10,000	10,000	-
Warm Welcome	-	6,110	6,110	-
Generated income - other	-	-	-	-
Other income	5,000	-	5,000	-
	<u>76,657</u>	<u>472,429</u>	<u>549,086</u>	<u>514,433</u>

Income from charitable activities relates to income generated from contractual arrangements and other services provided. In 2022, income to restricted funds was £445,686 and £68,747 to unrestricted funds.

The in-kind services by the BDBF represents employee time spent on the day to day running of Thrive Together Birmingham and other accountancy costs.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**4 Expenditure on charitable activities**

	2023 Project Activity £	2023 Support and Governance £	2023 Total £	2022 Total £
Funded from Unrestricted Funds:				
Other Development activities	-	48,775	48,775	52,866
	-			52,866
Funded from Designated Funds:				
Places of Welcome	-	-	-	-
Near Neighbours staff costs	8,291	-	8,291	11,017
Safe Places	2,408	-	2,408	8,671
Communications	-	-	-	193
	10,699	-	10,699	19,881
Funded from Restricted Funds:				
Near Neighbours	26,794	-	26,794	26,965
Body, Mind & Spirit Partnership	282,332	-	282,332	303,421
Poverty Truth Commission	62,311	-	62,311	61,614
Poverty Truth Network	3,000	-	3,000	-
Early Years Health & Wellbeing Service	28,273	-	28,273	24,871
Food Pantry	10,957	-	10,957	36,496
Feed Birmingham	9,312	-	9,312	-
Food Poverty (AG)	-	-	-	21,920
Places of Welcome	6,371	-	6,371	5,318
Ageing Better	700	-	700	4,000
Birmingham Safe Spaces Innovation	24,043	-	24,043	-
Connected Together	-	-	-	-
Toys4BHam	12,863	-	12,863	12,064
Refugee Week	-	-	-	10,000
Faith New Deal	5,909	-	5,909	11,686
Warm Welcome Arts Project	6,805	-	6,805	-
Warm Welcome (Cadent)	8,777	-	8,777	-
Warm Welcome (BCC)	22,011	-	22,011	-
Warm Welcome Heating	17,585	-	17,585	-
	528,043	-	528,043	518,355
Total	538,742	48,775	587,517	591,102

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**4 Expenditure on charitable activities (2022 comparatives)**

	2022 Project Activity £	2022 Support and Governance £	2022 Total £
Funded from Unrestricted Funds:			
Other Development activities	-	52,866	52,866
	-	52,866	52,866
Funded from Designated Funds:			
Places of Welcome	-	-	-
Near Neighbours staff costs	11,017	-	11,017
Safe Places	8,671	-	8,671
Communications	-	193	193
	19,688	193	19,881
Funded from Restricted Funds:			
Near Neighbours – Core contract	26,965	-	26,965
Near Neighbours – Surge programme	-	-	-
Near Neighbours – Development grant	-	-	-
Body, Mind & Spirit Partnership	303,421	-	303,421
Poverty Truth Commission	61,614	-	61,614
Early Years Health & Wellbeing Service	24,874	-	24,874
Food Pantry	36,496	-	36,496
Food Poverty (AG)	21,920	-	21,920
Places of Welcome	5,318	-	5,318
Ageing Better	4,000	-	4,000
Safe Spaces for Young People	-	-	-
Connected Together	-	-	-
Toys4BHam	12,064	-	12,064
Refugee Week	10,000	-	10,000
Faith New Deal	11,686	-	11,686
	518,355	-	518,355
Total	538,043	53,059	591,102

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**5 Analysis of Grants Made**

	<b>Number</b>	<b>2023 Value £</b>	<b>2022 Value £</b>
<b>Funded from Restricted Funds:</b>			
Body, Mind & Spirit Partnership	<b>38</b>	<b>194,048</b>	207,632
Feed Birmingham	<b>3</b>	<b>9,312</b>	-
Food Poverty (AG)	-	-	21,920
Refugee Week	-	-	6,419
Faith New Deal	-	-	10,000
Warm Welcome Grants	<b>32</b>	<b>15,901</b>	-
Warm Welcome Heating	<b>5</b>	<b>17,585</b>	-
<b>Total</b>	<b>78</b>	<b>236,846</b>	<b>245,971</b>

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**6 Analysis of support and governance costs**

	Support costs	Governance	2023 Total
	£	£	£
Wages and salaries, including in kind services from BDBF	71,657	15,119	86,776
Office rent	10,400	-	10,400
Administrative support costs	1,390	-	1,390
Travel and training costs	351	-	351
Insurance	2,103	-	2,103
Depreciation	1,239	-	1,239
Independent Examination	-	3,060	3,060
Board Strategy Day and expenses	-	88	88
Communications	-	74	74
Bank Charges on transactions	151	-	151
Management charges recovered from projects	(56,857)	-	(56,857)
<b>Total</b>	<b>30,434</b>	<b>18,341</b>	<b>48,775</b>

2022 Comparative

	Support costs	Governance	2022 Total
	£	£	£
Wages and salaries, including in kind services from BDBF	68,747	5,567	74,314
Office rent	10,075	-	10,075
Administrative support costs	5,919	-	5,919
Travel and training costs	134	-	134
Insurance	2,061	-	2,061
Depreciation	1,405	-	1,405
Independent Examination	-	780	780
Board Strategy Day and expenses	-	103	103
Communications	-	193	193
Bank Charges on transactions	219	-	219
Management charges recovered from projects	(42,144)	-	(42,144)
<b>Total</b>	<b>46,416</b>	<b>6,643</b>	<b>53,059</b>

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2023	2022
	£	£
Wages and salaries	166,337	167,253
Employer National Insurance	16,654	12,290
Pension costs	10,313	10,065
Redundancy payment	-	-
	<b>193,304</b>	<b>189,608</b>
This can be further analysed as:		
Wages and salaries of employed staff – project activity	106,528	115,294
Wages and salaries of employed staff – Support & governance	15,119	5,567
In-kind donation of staff time from BDBF – Support & governance	71,657	68,747
	<b>86,776</b>	<b>74,314</b>
Total – Support & governance	<b>86,776</b>	<b>74,314</b>
Total	<b>193,304</b>	<b>189,608</b>

No employees had employee benefits in excess of £60,000 (2022: nil). Pension costs are allocated to activities in line with the nature of the activities that a particular staff member works on.

The charity trustees were not paid or received any other benefits from employment with the charity. Trustee travel expenses reimbursed during the year amounted to £nil (2022: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive. The Chief Executive is on secondment from the Birmingham Diocesan Board of Finance, which equates to an in-kind cost of £62,759. (2022: £60,285) including employer related costs. The charity has not paid any employee benefits directly to the key management personnel of the charity.

Thrive maintains a small core of permanent staff, who are deployed on a range of projects as required in addition to covering core administration tasks. Additional staff and consultants are then engaged on fixed term arrangements as required to deliver current projects.

For employed staff the average monthly head count and the average monthly number of full-time equivalents during the year was 4 and 3 (2022: 6 and 4).

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**8 Fixed assets**

	Computer equipment £	Office equipment £	Total £
<b>Cost/deemed cost or valuation</b>			
At 1 January 2023	8,600	7,551	16,151
Additions	1,458	-	1,458
At 31 December 2023	<u>10,058</u>	<u>7,551</u>	<u>17,609</u>
<b>Accumulated depreciation</b>			
At 1 January 2023	7,949	7,040	14,989
Charge for the year	854	422	1,276
At 31 December 2023	<u>8,803</u>	<u>7,462</u>	<u>16,265</u>
<b>Net book value</b>			
At 31 December 2023	<u>1,255</u>	<u>89</u>	<u>1,344</u>
At 31 December 2022	<u>651</u>	<u>511</u>	<u>1,162</u>

**9 Debtors**

	2023	2022
	£	£
Amounts receivable within 1 year:		
Trade debtors	-	-
Prepayments and Accrued Income	1,161	666
Other Debtors	85,916	7,910
	<u>87,077</u>	<u>8,576</u>

**10 Creditors: amounts falling due within one year:**

	2023	2022
	£	£
Accruals	3,077	7,220
Deferred Income	46,904	-
	<u>49,981</u>	<u>7,220</u>

**HRIVE TOGETHER BIRMINGHAM  
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FOR THE YEAR ENDED 31 DECEMBER 2023**

**11 Funds**

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	8,757	28,896	(26,794)	-	10,859
Body Mind & Spirit Partnership	147,198	262,500	(282,332)	-	127,366
Poverty Truth Commission	27,463	53,939	(62,311)	-	19,091
Poverty Truth Network	-	3,000	(3,000)	-	-
Food Pantry	17,856	-	(10,957)	-	6,899
Early Years Health & Wellbeing Service	18,831	30,000	(28,273)	-	20,558
Ageing Better	736	-	(700)	(36)	-
Feed Birmingham	9,192	-	(9,312)	120	-
Places of Welcome	-	12,340	(6,371)	(5,969)	-
Warm Welcome Grants	20,000	-	(15,901)	-	4,099
Warm Welcome Projects	-	6,110	(6,110)	-	-
Warm Welcome Heating	-	17,585	(17,585)	-	-
Warm Welcome Cadent Gas	-	35,651	(8,777)	-	26,874
Warm Welcome Arts Project	-	10,000	(6,805)	-	3,195
Faith New Deal	3,914	5,950	(5,909)	-	3,955
Birmingham Safe Spaces Innovation	-	24,043	(24,043)	-	-
Toys4BHam	4,541	13,970	(12,863)	-	5,648
	<u>265,702</u>	<u>503,984</u>	<u>(528,043)</u>	<u>(5,885)</u>	<u>235,758</u>
<b>Unrestricted funds:</b>					
Designated Safe Places	1,329	-	-	(1,329)	-
Designated Near Neighbours Staff Costs	18,000	-	(8,291)	8,291	18,000
Designated Redundancy Costs	4,000	-	-	-	4,000
Designated Young People Programme	7,000	-	(2,408)	2,408	7,000
	<u>30,329</u>	<u>-</u>	<u>(10,699)</u>	<u>9,370</u>	<u>29,000</u>
<b>General Fund</b>	<u>16,631</u>	<u>79,657</u>	<u>(48,775)</u>	<u>(3,485)</u>	<u>44,028</u>
<b>Total funds</b>	<u><u>312,662</u></u>	<u><u>583,641</u></u>	<u><u>(587,517)</u></u>	<u><u>-</u></u>	<u><u>308,786</u></u>

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**11 Funds (continued)**

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2022 £
Restricted funds:					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	10,689	25,033	(26,965)	-	8,757
Body Mind & Spirit Partnership	168,744	281,875	(303,421)	-	147,198
Places of Welcome	801	-	(5,318)	4,517	-
Poverty Truth Commission	41,751	47,326	(61,614)	-	27,463
Food Pantry	18,500	35,852	(36,496)	-	17,856
Food Poverty (AG)	21,820	-	(21,920)	100	-
Early Years Health & Wellbeing	13,702	30,000	(24,871)	-	18,831
Service					
Ageing Better	4,736	-	(4,000)	-	736
Feed Birmingham	9,192	-	-	-	9,192
Warm Welcome	-	20,000	-	-	20,000
Refugee Week	-	10,000	(10,000)	-	-
Faith New Deal	-	15,600	(11,686)	-	3,914
Toys4BHam	1,220	15,385	(12,064)	-	4,541
	<u>298,369</u>	<u>481,071</u>	<u>(518,355)</u>	<u>4,617</u>	<u>265,702</u>
Unrestricted funds:					
Designated Communications	5,000	-	(193)	(4,807)	-
Designated Safe Places	10,000	-	(8,671)	-	1,329
Designated Near Neighbours Staff Costs	15,000	-	(11,017)	14,017	18,000
Designated Redundancy Costs	4,000	-	-	-	4,000
Designated Young People Programme	-	-	-	7,000	7,000
	<u>34,000</u>	<u>-</u>	<u>(19,881)</u>	<u>16,210</u>	<u>30,329</u>
General Fund	18,094	72,230	(52,866)	(20,827)	16,631
Total funds	<u>350,463</u>	<u>553,301</u>	<u>(591,102)</u>	<u>-</u>	<u>312,662</u>

**HRIVE TOGETHER BIRMINGHAM  
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**11 Funds (continued)**

Details of the restricted funds are as follows:

Homelessness – This fund relates to specific donations raised to fund delivery of a historic Winter Night Shelter project. Now renamed as Homelessness it will be used to support our work in Birmingham in response to 'Coming Home', a report commissioned by the Archbishops of Canterbury and York in response to the housing crisis.

Near Neighbours Programme – These funds relate to our “Near Neighbours” programme funded by a central government grant via the Church Urban Fund. This is used to fund the day-to-day operations of this project.

Body Mind & Spirit Partnership – This fund relates to our work through the ‘Body, Mind and Spirit Partnership’ that is commissioned by Birmingham City Council to deliver support and activities to older people.

Places of Welcome – This fund relates to a grant from Eveson Trust to support the costs of growing and supporting the Places of Welcome network in Birmingham which was spent in 2021 and then supplemented with Designated Funds.

Poverty Truth Commission – This fund relates to a grant from the Birmingham City Council Public Health to support the operational costs of hosting a Poverty Truth Commission in Birmingham.

Poverty Truth Network – This fund relates to a piece of work funded by the Poverty Truth Network charity through a grant from the National Lottery

Food Pantry and Food Poverty – This fund relates to support for Food Poverty projects run in conjunction with Church Action on Poverty.

Early Years Health & Wellbeing Services – This fund relates to our work through the Early Years Health & Wellbeing Services contract from Birmingham Community Healthcare NHS Foundation Trust to support their delivery to families with young children.

Ageing Better – This fund relates to our work funded through Birmingham Voluntary Service Council to support older people programmes by third sector organisations.

Feed Birmingham – This fund relates to donations received to support our emergency food response during Covid.

Warm Welcome Grants – This relates to funding received from two donors to create a small grants fund to support churches and Christian organisations responding to the Cost of Living Crisis by offering a place of Warm Welcome.

Warm Welcome Projects – This relates to a grant from Birmingham City Council for a specific piece of development to widen community engagement in the Warm Welcome network.

Warm Welcome Heating – This relates to funding received from Birmingham Diocesan Board of Finance to run a small grants programme for churches needing to repair heating systems in their buildings for the benefit of the wider community

Warm Welcome Cadent Gas – This fund relates to a grant towards salary costs to manage Warm Welcome activity and to support an investment programme to community organisations working in partnership with Thrive.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

Warm Welcome Arts Project – This fund relates to a grant from Civic Power Fund to support Warm Welcome evaluation activity.

Refugee Week – This fund relates to a grant from Birmingham City Council for Thrive to be distributed to community organisations offering activities during Refugee Week in June 2022.

Faith New Deal – This fund relates to a grant from the Department for Levelling Up, Housing and Communities to a partnership of members of the Together Network to deliver a consultation activity across the country. In Birmingham our focus was hearing the experiences of families with young children.

Birmingham Safe Spaces Innovation Fund – This relates to a grant from Church Commissioners of England via Birmingham Diocesan Board of Finance to develop Safe Spaces for Young People with Anglican churches in the Diocese of Birmingham.

Toys4Bham – This fund relates to donations received to support a Christmas Appeal for Toys which were distributed to families suffering as a result of the Cost of Living Crisis.

**12. Net Assets by Fund**

	2023	2023	2023	2023
	Unrestricted	Designated	Restricted	Total funds
	funds	funds	funds	£
	£	£	£	
Fixed assets	1,344	-	-	1,344
Debtors	565	-	95,059	95,624
Cash	45,179	29,000	187,620	261,799
Creditors less than 1 year	(3,060)	-	(46,921)	(49,981)
	<u>44,028</u>	<u>29,000</u>	<u>235,758</u>	<u>308,786</u>

	2022	2022	2022	2022
	Unrestricted	Designated	Restricted	Total funds
	funds	funds	funds	£
	£	£	£	
Fixed assets	1,055	-	107	1,162
Debtors	3,331	-	5,245	8,576
Cash	13,025	30,329	266,790	310,144
Creditors less than 1 year	(780)	-	(6,440)	(7,220)
	<u>16,631</u>	<u>30,329</u>	<u>265,702</u>	<u>312,662</u>

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**13 Controlling Interests and related party transactions**

The charity is a joint venture between the Church Urban Fund (“CUF”), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance as set out in the Report of the Trustees on page 9.

CUF is the lead accountable body for the Near Neighbours Programme funded by the Department for Levelling Up. Thrive Together Birmingham is a project partner in the Programme and received £35,006 of grant funding via CUF (2022: £25,033).

The Birmingham Diocesan Board of Finance contributed in kind donations of £71,657 (2022: £68,747) of employee time and other costs towards the day to day running of the charity. The Birmingham Diocesan Board of Finance contributed £3,000 (2022: £3,000) towards the office costs of Thrive Together Birmingham.

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**14 Prior Year Comparative Statement of Financial Activities**

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
<b>INCOME FROM:</b>				
Donations	3,483	-	35,385	38,868
Charitable activities	68,747	-	445,686	514,433
<b>TOTAL INCOME</b>	<u>72,230</u>	<u>-</u>	<u>481,071</u>	<u>553,301</u>
<b>EXPENDITURE</b>				
Raising Funds	-	-	-	-
Charitable activities	(52,866)	(19,881)	(518,355)	(591,102)
<b>TOTAL EXPENDITURE</b>	<u>(52,866)</u>	<u>(19,881)</u>	<u>(518,355)</u>	<u>(591,102)</u>
Net income/(expenditure)	19,364	(19,881)	(37,284)	(37,801)
Transfers between funds	(20,827)	16,210	4,617	-
<b>NET MOVEMENT IN FUNDS</b>	<u>(1,463)</u>	<u>(3,671)</u>	<u>(32,667)</u>	<u>(37,801)</u>
<b>RECONCILIATION OF FUNDS</b>				
Total funds at 1 January 2022	18,094	34,000	298,369	350,463
<b>Total funds at 31 December 2022</b>	<u><u>16,631</u></u>	<u><u>30,329</u></u>	<u><u>265,702</u></u>	<u><u>312,662</u></u>

**HRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**ACKNOWLEDGEMENT OF FUNDERS**

The Trustees of Thrive Together Birmingham acknowledge their thanks to the following funders for their generosity to the charity during the year ended 31 December 2023:

Birmingham City Council  
Birmingham City Council: Public Health  
Birmingham Community Healthcare NHS Foundation Trust  
The Birmingham Diocesan Board of Finance  
Cadent Gas Ltd  
Church Action on Poverty  
Church Commissioners for England via The Birmingham Diocesan Board of Finance  
Civic Power Fund  
Department of Levelling Up, Housing and Communities via Church Urban Fund  
Heart of England Foundation: Harry Payne Fund  
Amazon UK  
Donations via Charitable Giving website  
Anonymous donations from various individuals

**THRIVE TOGETHER BIRMINGHAM**

England & Wales - Charity number 1153942

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# Accounts

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**THRIVE TOGETHER BIRMINGHAM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 DECEMBER 2022**

**A Company Limited by Guarantee**

**Registered number: England & Wales No. 08039675**

**Registered Charity No. 1153942**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

**Company Number:** England & Wales No. 08039675

**Charity Number:** 1153942

**Trustees:**

Church Urban Fund nominated:

Jonathan Miles

Christopher Whittington (Resigned 1 November 2022)

David Whyte (Appointed 25 January 2022)

Bishop of Birmingham nominated:

Revd David Tomlinson

Ven. Simon Heathfield (Resigned 13 October 2022)

Revd Douglas Machiridza

Right Revd James Langstaff (Appointed 27 April 2023)

Birmingham Board of Finance nominated:

Karen Preece

Rachel Groves

**Registered Office**

The Citadel

190 Corporation Street

Birmingham, B4 6QD

**Independent Examiner**

Karen Hanlan ACA, ACIE

Karen Hanlan Independent Examiner Limited

1 Saracen Close

Ettington

CV37 7SZ

**Bankers**

Barclays Bank PLC

68 High Street

Harborne

Birmingham

B17 9N

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES**

The directors of Thrive Together Birmingham (“the charitable company”) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as its Trustees. The financial statements comply with Charities Act 2011, the special provisions of part 15 of the Companies Act 2006 relating to small companies 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 (FRS102) (updated 1 January 2019).

The Company is a Company limited by Guarantee and was incorporated on the 20 April 2012. It commenced its charitable activity on 1 January 2013. The Charity was formally registered with the Charity Commission on 24 September 2013.

The Trustees have pleasure in presenting the charitable company’s report and financial statements for the year ended 31 December 2022.

**STRATEGIC AIM AND OBJECTIVES**

Thrive Together Birmingham (“Thrive”) aims to support and grow the movement of individuals, churches and organisations who, motivated by their faith, are committed to addressing issues of poverty and to playing their part in helping their neighbourhoods to flourish.

In legal terms the objectives of the Charity are as follows:

- To promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them mainly but not exclusively, by the provision of information, advice, support and infrastructure provision;
- The relief of financial hardship, either generally or individually through the provision of grants, goods or services.

In practical terms, we seek to further our strategic aim by three core activities:

*Joint Action*

Creating communities of action. These communities bring together those living in poverty, members of local churches (including those of non-Anglican denomination through our links with Churches Together Birmingham) and other people of goodwill to seek the transformation of lives. This is the active building of civil society.

*Providing resources and support*

Providing resources and support for practical action. Sometimes this will be money but often it is encouragement and support. Though local Churches are active in their community they often need help to mobilise their assets for action. We are a resource for this practical local action.

*Making connections*

Raising the profile of local work and connecting it with the public arena. This is about connecting with other groups who share our values and the general public and bringing to their attention the work local churches across Birmingham are engaged in. We want to mobilise their support.

All the projects and programmes that we are linked to will include aspects of all three core activities.

**THRIVE TOGETHER BIRMINGHAM  
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**REPORT OF THE TRUSTEES (CONTINUED)**

**ACHIEVEMENTS AND PERFORMANCE**

Thrive Together Birmingham's (Thrive) primary aim is to encourage and support people who are motivated by their faith to tackle poverty and build community. As a Christian charity our values are founded on our understanding of the Christian faith, and we actively encourage Christians and churches to play their part in helping their neighbourhoods to flourish working collaboratively with other faith communities and people of good will and common values.

We believe we are part of a wider movement of people in Birmingham and the wider West Midlands who are motivated to make a difference in their neighbourhoods, communities and the lives of people who are marginalised. We particularly aim to support the development of a growing movement of Christians and churches who are involved in this movement by participating in activities in their local neighbourhoods and across the Diocese of Birmingham that challenge the impact of poverty on individuals and communities.

As a charity we rarely do anything alone but seek to model collaboration as we partner with other organisations who share our vision for flourishing neighbourhoods and communities. We are proud that this has led to us to effective working partnerships with local authorities, health authority, local and national charities, businesses, faith organisations, residents and community groups. Despite the challenges that have resulted from the Covid pandemic and subsequent Cost of Living Crisis, we have been able to find ways to stay connected, responsive and relevant.

This has largely been possible due to the commitment, expertise and adaptability of our small staff team and associated consultants who have been creative and innovative in finding new ways to rise to challenges and achieve our goals. Our staff team have responsibility for leading on a number of key areas of work as described below.

**Places of Welcome and Warm Welcome**

In 2022 we were hugely encouraged as many of the Midlands network of Places of Welcome re-opened following Covid closures offering hospitality, welcome and connection in their local neighbourhood. Our Places of Welcome Co-ordinator was able to support groups to do this and to support organisations new to the concept to open. This was very affirming of the model as a positive response to increased levels of disconnection and isolation experienced by many people over the previous two years.

While we expected that the movement would expand during 2022, we faced and expanded proactively the challenge of fuel poverty. In the autumn Birmingham City Council's desire to develop a community response to rising fuel costs gave us the opportunity to promote the participative and community focused approach of Places of Welcome. This informed the city council's approach to developing a network of over 130 Warm Welcome spaces across the city in which Thrive played a significant role in partnership with Birmingham City Council and other community, faith and voluntary sector partners. We also made good connections and collaborated with the national Warm Welcome Campaign co-ordinated by the Good Faith Partnership.

In December Thrive was asked to administer a small grants programme for churches and Christian organisations delivering Warm Welcome activities. An application and assessment process has been developed.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**REPORT OF THE TRUSTEES (CONTINUED)**

**Older Adults**

Thrive manages the Body, Mind and Spirit Partnership (BMSP), which is a collaboration of 12 churches and Christian projects funded by a grant from Birmingham City Council, to locally employ Development Workers developing preventative activities with older people that enable them to live independently and well for longer in their local communities. Together the partners facilitate activities for around 1,580 older people in neighbourhoods around Birmingham with over 130 of the participants involved in enabling activities to happen.

Key to success has been Thrive's continued co-ordination, training, and support role that has meant that skills, ideas and good practice are shared between partners and a real sense of team and collaboration created. Ongoing support from the Thrive team has been key to sustaining workers and their host organisations during challenging times.

A well-attended event was held in July to launch the BMSP Digital Inclusion Project film reflecting the work in 2021 equipping older people to become digitally active. Funded through the National Lottery Ageing Better programme the film has been well received as it offers interesting insights and learning.

**Children and Families**

Thrive has continued to work with our Early Years funding partner, Birmingham Forward Steps, to support Children's Centres and Health Visitors working with young families across Birmingham to better understand issues of poverty and how it might impact on families they support.

A major project this year was hosting 'Real People Honest Talk' conversations with parents of pre-school children across Birmingham. The activity was funded by Department for Levelling Up, Housing and Communities (DLUHC) through the Faith New Deal programme in partnership with Thrive's partner projects across England. In collaboration with Community Engagement Workers from Children's Centres and an independent facilitator a series of 12 three-session listening activities were held with at least one in each of Birmingham's 10 constituencies and a group of people living in temporary accommodation in order to try to see the differences and commonalities across the city. In some venues the conversation depended on translation being available and a consultant facilitator speaking six languages was funded to provide this. Colleagues at Birmingham Forward Steps Early Years Partnership were very pleased with the process and are keen that a Big Conversation is organised in 2023 sharing some of the insights with senior policy makers and practitioners to allow participants to feedback key findings particularly in relation to the Family Hubs strategy.

For the third year Thrive partnered with Warwickshire Cricket Foundation, Birmingham Play Care Network and Birmingham News to organise a successful Toys4Birmingham campaign with around 12,000 toys donated or bought through financial donations. Gifts were dispersed through Children's Centres and local charities in each constituency with a particular priority on getting toys to the most vulnerable children in temporary accommodation and hotels across Birmingham.

**Young People**

Safe Spaces for Young People is a response to the need to support young people and the gap in provision of open access youth work provision in Birmingham. Thrive is collaborating with Christian youth work organisations to encourage churches and Christian organisations to set up Safe Spaces for young people in neighbourhoods around the city.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES (CONTINUED)**

Thrive supports the costs of a part-time co-ordinator to maintain relationships with network members, organise training and connection events, develop local clusters and support the Development Group as it develops a longer term strategy for Safe Spaces. Resources for this activity have been limited but in 2022 Thrive, through our partnership with Church of England Birmingham, secured funding for core costs to grow and develop Safe Spaces with churches across Birmingham over the next three years including costs of establishing 15 new venues.

**Near Neighbours**

Despite a significant delay in receiving confirmation of contract extension from the Department for Levelling Up, Housing and Communities (DLUHC), Thrive trustees prioritised use of free reserves to sustain the post of our Near Neighbours Development Worker as this is a key area of our work. As a result we were able to continue our work bringing people from different backgrounds together to develop positive relationships and build community cohesion including playing a key role connecting groups working with refugees together and organising a very successful programme of activities during Refugee Week in June.

A highlight has been the opportunity to continue development and delivery of the innovative 'Menopause & Me' programme using conversational workshops to enable women of different backgrounds to speak openly and comfortably about how menopause impacts them. Organisations are then supported to develop policies and a more supportive working environment.

Once funding was approved in August the focus shifted to delivering regular Near Neighbours activities such as the small grants programme, Leadership for Effective Change through an online training programme to enable people in a particular community to develop community leadership skills based on Community Organising theory and practice, and Real People Honest Talk with a diverse group of organisations working with young people.

**Food Pantries**

Church Action on Poverty (CAP) has continued to fund Thrive to employ a member of staff to lead the development of the Your Local Pantry franchise in the West Midlands. Your Local Pantry is a community food membership scheme run on a franchise basis by volunteers for the benefit of their local communities with the focus on providing a weekly affordable food offer at a reduced price with some choice of staple food items. By the end of 2022 there were 17 Your Local Pantries open in Sandwell, Birmingham and the Black Country.

Thrive team members have been active in working with Birmingham City Council Public Health and Birmingham's Food Justice network to explore issues of food poverty such as ensuring a regular and sufficient food supply for all organisations responding to the need for food which has increased significantly due to the Cost of Living Crisis.

**Birmingham Poverty Truth Commission**

Thrive has continued to deliver Birmingham's second Poverty Truth Commission (PTC) funded by Birmingham City Council Public Health. This innovative relational approach to enabling the voices of people experiencing poverty, Community Commissioners, to be heard and understood by people in positions of power, Civic Commissioners. During this year a launch event took place during which personal stories of lived experience were shared by Community Commissioners with an audience of people with some influence in the city. Following the event the PTC recruited Civic Commissioners to come together with the Community Commissioners to form relationships and begin the work of exploring key issues and how long term change might be initiated. Three priority themes have been identified exploring how poverty impacts the lives of people in relation to: (1) Food (2) Health and Children and (3) Housing.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**REPORT OF THE TRUSTEES (CONTINUED)**

As the process develops Commissioners are increasingly active and visible contributing to city conversations on Food Strategy, Cost of Living Crisis, Housing Strategy, and the key Birmingham City Council's 'Creating a City Without Inequalities' Forum which is driving the anti-poverty agenda in the city.

**Housing and Homelessness**

Members of the Thrive team continue to be involved in developing responses to the huge challenge of housing and homelessness not least through collaborating with Church of England Birmingham colleagues to develop a practical response to the Archbishop of Canterbury's commission on homelessness and housing and the resulting 'Coming Home' report. A partnership has been developed with colleagues in the national church leading on new activity and it is hoped that Birmingham will be one of the pilot areas for the national response.

**FUTURE PLANS**

We are mindful that the Cost of Living Crisis will continue to impact many Birmingham residents but we also appreciate that many people living in our local communities have been impacted by poverty for many years. In 2023 we will continue to focus on the activities described above and while we aim to support people with their short term needs our priority is to bring long term change with those impacted most enabled to play their part in finding solutions. We will continue to build the network of connection, hospitality and welcome through Warm Welcome and Places of Welcome alongside Food Pantry development and continuing development of work with older people, children, young people and families. We will also focus on developing funding strategies to ensure that our work is sustainable.

**HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT**

Our support activities are centred around developing and strengthening local Christian communities in their efforts to address their own wider community needs, including responding to poverty. We support those working to transform the lives of the poorest and most marginalised. Through this support we give people opportunities, restoring their dignity and enabling them to feel they belong to and contribute to their community. In this way and as demonstrated through this report, our activities deliver public benefit.

We seek to work with all faiths and denominations. Ultimate beneficiaries are not restricted by faith, gender, ethnic origin, disability, age or sexual orientation. We seek to form strategic partnerships with existing groups and organisations in our area that are already engaged with aspects of poverty that are aligned with our core values and purpose.

The Trustees have reviewed the guidance on public benefit issued by the Charity Commission and consider that our aims and activities as set above fulfil the criteria. The trustees consider the guidance on public benefit each year.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FINANCIAL REVIEW**

**Financial performance**

The Charity's income for the year ended 31 December 2022 was £553,301 (2021: £643,110). £72,230 (2021: £88,034) of income was unrestricted. £68,747 (2021: £82,849) of this reflected recognition of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity. £481,071 (2021: £555,076) of income raised was for restricted purposes and has been accounted for as such.

The charity's expenditure for the year ended 31 December 2022 was £591,102 (2021: £592,654). This included the recognition of the "cost" of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity.

The charity moves into 2023 with unrestricted funds (excluding designated funds) of £16,631 (2021: £18,094), which continues to give a firm base to deliver a full programme of development activities. The Board is conscious that as it received no core funding from CUF in 2022 (2021: £nil), it needs to continue to develop other funding sources, including ensuring that contract delivery programmes encompass an element of contribution towards core costs.

The charity continues to hold designated funds towards a provision for potential redundancy costs (£4,000), Safe Spaces (£1,329), Near Neighbours Salary costs for 6 months (£18,000) and a new Young People Programme (£7,000). These designations have been made to protect these strategically important activities whilst external funding bids are proactively pursued. The balance on the designated funds as at 31 December 2022 is £30,329 (2021: £34,000).

**Reserves Policy and Funds (Unrestricted and Restricted)**

The reserves policy has been formulated by the Trustees in line with the recommendations of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately four months of unrestricted charitable expenditure, which equates to £16,000 based on the 2023 budget. This excludes the impact of the in-kind donations from the Birmingham Diocesan Board of Finance. The Trustees consider that this level of funds is sufficient giving them flexibility to "scale up or down" the development projects that the charity is involved with and to also ensure that support and governance costs are covered. The unrestricted free reserves as at 31 December 2022 are £15,576 (2021: £16,567), slightly below our reserves policy, however, considering ongoing reductions to core funding from CUF, trustees are planning to review their reserves policy to ensure activities are not restricted in the future. The Trustees regularly review the appropriateness of the reserves policy with regard to the current environment in which the Charity operates.

The unrestricted fund comprises of £1,055 which is tied up in tangible fixed assets and £15,576 of free reserves. As set out in note 11 to the financial statements, the Charity holds and administers several restricted funds. As at 31 December 2022 restricted funds totalled £265,702 (2021: £298,369) which are not available for the general purposes of the Charity.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Risk Management – principal risks and uncertainties**

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- A review of principal risks and uncertainties that the charity faces at each board meeting within the Chief Executive's reporting;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review process;
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

- Maintaining and sourcing key funding contracts and grants.

The trustees maintain an ongoing relationship with the charity's core funders in order to be alert to any possible reductions in the level of their support. Other activities are delivered only when specific funds are available, and staff recruited accordingly.

Trustees continue to diversify the range of its funders in order to reduce dependency on initial core funders. Now that the charity is becoming more established with a higher reputation this is more possible.

- Key members of staff being temporarily or permanently absent.

The trustees are aware of pressure on staff as the range of services delivered increases and are building a capable staff team who can cover each other's work during short periods of absence. We are also building a network of contacts who will enable us to identify individuals who can be contracted to undertake short term pieces of work as and when required.

- Development and maintenance of church community engagement

This is one of our core activities as our delivery model is based on developing and extending relationships with churches. Therefore sustaining the post of Senior Development Worker through core funding is a priority for the trustees. Primarily our church engagement is not designed to create a dependent relationship particularly in terms of funding. Churches are enabled to develop sustainable activities that are not reliant on significant funding, and most are encouraged to work in partnership with other churches or community organisations as this approach enables resources and responsibility to be shared.

**Key relationships**

Key relationships in the pursuit of our charitable objectives are with our stakeholders:

- Bishop of Birmingham;
- Birmingham Diocesan Board of Finance
- Church Urban Fund
- Birmingham Churches Together
- Local churches and community organisations at grass roots level

Related party transactions with these key stakeholders are detailed in note 13 to the financial statements.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Structure**

Thrive Together Birmingham is a company limited by guarantee and was registered as a charity on 24 September 2013. The Charitable Company is governed by its Memorandum and Articles of Association which were adopted by the Board of Trustees on 20 April 2012 and subsequently amended at a meeting on 14 January 2021.

The charity was a joint venture between the Church Urban Fund (“CUF”) and the Bishop of Birmingham as the key stakeholders. Following some changes within CUF, the Trustees agreed an amendment to the Memorandum and Articles of Association on 14 January 2021 to include the Birmingham Diocesan Board of Finance as a third key stakeholders to formally reflect the role that they have had for many years.

The Memorandum and Articles of Association determine the allocation of trustee appointments between the key stakeholders. Nomination rights are shared equally between the three key stakeholders (3 for each stakeholder).

Trustees are nominated by invitation given that they have the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. The skills and composition of the Board is reviewed on a regular basis, taking into consideration succession planning, representation and experience, empathy and knowledge of the charity.

**Trustees’ induction & training**

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copies of key governance documents as well as a copy of the Charity Commission’s guidance ‘The Essential Trustee: What You Need to Know’ and ‘Public Benefit: Running a Charity’. Trustees are positively encouraged to visit projects supported by the charity. This maintains their awareness of grass roots issues and developments.

At the quarterly trustees’ meetings, the Trustees agree broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance. Specific task groups meet between formal board meetings when appropriate or necessary,

**Management and Organisational Structure**

Day to day management is delegated to the Chief Executive (Fred Rattley) who is seconded from the Birmingham Diocesan Board of Finance, with support from the Senior Development Worker (Sarah Turner) and the finance team of the Birmingham Diocesan Board of Finance.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Key Management Personnel remuneration**

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give their time freely and no trustee remuneration was paid in the year. Details of key management remuneration and related party transactions are disclosed in notes 7 and 13 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Chair and in accordance with the charity's Conflict of Interests policy withdraw from decisions where a conflict of interest arises.

The pay of the Chief Executive is reviewed annually and determined by the Birmingham Diocesan Board of Finance as he is a seconded employee of that organisation. Remuneration in that organisation is benchmarked with that of similar organisations and due consideration is given to the level of annual increments awarded to stipendiary clergy. The trustee board of Thrive Together Birmingham does not directly influence the pay of the Chief Executive.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**REPORT OF THE TRUSTEES' (CONTINUED)**

**Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of Thrive Together Birmingham for the purposes of company law) are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

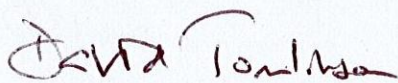
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 to exist.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board and signed on its behalf by:



Rev David Tomlinson  
Chair and Trustee

Date: 13/07/23

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**Independent Examiner's Report to the Trustees of Thrive Together Birmingham ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2022 which are set out on pages 13 to 29.

**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 charity'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**

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

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:

- 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 (FRS102).

I have no concerns and have come across no 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.



Karen Hanlan,  
Member of Institute of Chartered Accountants England & Wales  
Karen Hanlan Independent Examiner Ltd  
1 Saracen Close  
Ettington  
CV37 7SZ

Date: 13/7/23

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**STATEMENT OF FINANCIAL ACTIVITIES  
(including an income and expenditure account)**

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
<b>INCOME FROM:</b>						
Donations	2	3,483	-	35,385	<b>38,868</b>	12,691
Charitable activities	3	68,747	-	445,686	<b>514,433</b>	630,419
<b>TOTAL INCOME</b>		<u>72,230</u>	<u>-</u>	<u>481,071</u>	<u><b>553,301</b></u>	<u>643,110</u>
<b>EXPENDITURE</b>						
Raising Funds	4	-	-	-	-	-
Charitable activities	5	(52,866)	(19,881)	(518,355)	<b>(591,102)</b>	(592,654)
<b>TOTAL EXPENDITURE</b>		<u>(52,866)</u>	<u>(19,881)</u>	<u>(518,355)</u>	<u><b>(591,102)</b></u>	<u>(592,654)</u>
Net income/(expenditure)		19,364	(19,881)	(37,284)	<b>(37,801)</b>	50,456
Transfers between funds		(20,827)	16,210	4,617	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>(1,463)</u>	<u>(3,671)</u>	<u>(32,667)</u>	<u><b>(37,801)</b></u>	<u>50,456</u>
<b>RECONCILIATION OF FUNDS</b>						
Total funds at 1 January 2022	11	18,094	34,000	298,369	350,463	300,007
<b>Total funds at 31 December 2022</b>	11	<u><u><b>16,631</b></u></u>	<u><u><b>30,329</b></u></u>	<u><u><b>265,702</b></u></u>	<u><u><b>312,662</b></u></u>	<u><u>350,463</u></u>

All activities derive from continuing operations.

For analysis of transfers between funds see note 11.

The Statement of Financial Activities includes all gains and losses recognised in the year.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**BALANCE SHEET  
COMPANY NUMBER 08039675**

	Note	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	8	1,162		2,629	
			1,162		2,629
<b>CURRENT ASSETS</b>					
Debtors- receivable within one year	9	8,576		21,681	
Cash at bank		310,144		338,743	
		318,720		360,424	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>					
	10	(7,220)		(12,590)	
<b>NET CURRENT ASSETS</b>			<b>311,500</b>		<b>347,834</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>312,662</b>		<b>350,463</b>
<b>NET ASSETS</b>			<b>312,662</b>		<b>350,463</b>
<b>FUNDS</b>					
	11				
Restricted income funds			265,702		298,369
Unrestricted designated funds			30,329		34,000
Unrestricted – general funds			16,631		18,094
<b>TOTAL CHARITY FUNDS</b>			<b>312,662</b>		<b>350,463</b>

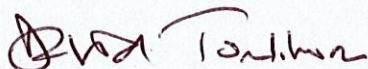
The accompanying accounting policies and notes form part of these financial statements.  
For the year ended 31 December 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006, however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 12.

The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Approved by the Trustees on 13/07/23 and signed on their behalf by:



**Revd David Tomlinson – Chair and Trustee**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**CASH FLOW STATEMENT**

	Notes	2022 £	2021 £
Cash provided by operating activities	a	<u>(28,599)</u>	<u>44,451</u>
Cash flows from investing activities:			
Interest income		-	-
Purchase of tangible fixed assets		-	(1,274)
Cash provided by/(used in) investing activities		<u>-</u>	<u>(1,274)</u>
Increase/decrease in cash and cash equivalents in the year		(28,599)	43,177
Cash and cash equivalents at the beginning of the year	b	338,743	295,566
Cash and cash equivalents at the end of the year	b	<u>310,144</u>	<u>338,743</u>
a	Reconciliation of net (expenditure)/income to net cash flow from operating activities		
		2022 £	2021 £
Net (expenditure)/income for the year as per the SOFA		(37,801)	50,456
Adjusted for:			
Depreciation		1,467	2,646
Loss on fixed asset disposals		-	-
Investment income		-	-
(Increase)/decrease in debtors		13,105	(14,851)
Increase/(decrease) in creditors		(5,370)	6,200
Net cash provided by operating activities		<u>(28,599)</u>	<u>44,451</u>
b	Analysis of cash and cash equivalents		
		2022 £	2021 £
Cash at bank and in hand		<u>310,144</u>	<u>338,743</u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**1 Principal accounting policies**

**Basis of accounting**

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

In preparing these financial statements Update Bulletin 1 to the Charities SORP (FRS102) has been adopted and consequently a Statement of Cash flows has not been prepared.

Thrive Together Birmingham meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

**Status of the company**

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

**Going Concern statement**

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key funders and stakeholders (Church Urban Fund ('CUF'), Bishop of Birmingham and Birmingham Diocesan Board of Finance ('BDBF')) and in response to the progress made by the charity in pursuing a viable budget including the obtaining of further grants and donations. The charity's business plan shows that the charity will be able to operate in the foreseeable future. Based on this understanding the director trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

**Funds**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the charitable company.

**Income**

All income is recognised in the Statement of Financial Activities when the charitable company is legally entitled, ultimate receipt is probable, and the amount can be quantified with reasonable accuracy.

Income relating to future periods, in accordance with donor-imposed conditions specifying the time period, has been treated as deferred income.

Income dependent on certain conditions, amounting to more than mere administrative requirements, is recognised when the conditions have been fulfilled.

**Donated services**

Donated services (in kind) are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the items is probable and that economic benefit can be measured reliably. On receipt, donated services are recognised on the basis of the value of the gift to the charity, namely at the equivalent cost to the donating organisation. A corresponding amount is then recognised in expenditure for the period.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**1 Principal accounting policies (continued)**

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of publicity.
- Expenditure on charitable expenditure includes the costs of the project delivery undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activity. Support costs include back-office costs, finance, personnel and governance costs which support the charitable company's activities. These costs have been allocated to activities based on time spent and are shown in note 6.

**Pension costs and other post-retirement benefits**

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

**Fixed assets and depreciation**

Capital items costing over £250 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years
- Office equipment – 5 years

**Taxation**

As a registered charity no provision is considered necessary for taxation.

**Cash and cash equivalents**

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three-month notice period.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**2 Donations**

	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total £	2021 Total £
BDBF- contribution to office costs donation	3,000	-	3,000	3,000
Church of England Parish donations	483	10,000	10,483	640
Individual and other Christian organisation donations	-	10,000	10,000	5,010
Trusts and Foundations	-	15,385	15,385	4,041
	<u>3,483</u>	<u>35,385</u>	<u>38,868</u>	<u>12,691</u>

**3 Income from charitable activities**

	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total £	2021 Total £
Refugee Week	-	10,000	10,000	-
Faith New Deal	-	15,600	15,600	-
BDBF – in kind donation of services	68,747	-	68,747	82,849
Near Neighbours Core Grant Programme via CUF	-	25,033	25,033	46,250
Near Neighbours Surge Programme	-	-	-	28,918
Near Neighbours Development Grant	-	-	-	10,000
Near Neighbours	-	-	-	218
Birmingham City Council – Body Mind Spirit Partnership (BMSP)	-	281,875	281,875	275,000
Church Action on Poverty – Food Pantry	-	-	-	41,211
Poverty Truth Commission	-	47,326	47,326	84,516
Food Poverty Grant (AG)	-	35,852	35,852	30,140
Early Years BCC	-	30,000	30,000	30,000
Connected Together	-	-	-	-
Generated income - other	-	-	-	1,000
Other income	-	-	-	317
	<u>68,747</u>	<u>445,686</u>	<u>514,433</u>	<u>630,419</u>

Income from charitable activities relates to income generated from contractual arrangements and other services provided. In 2021, income to restricted funds was £555,076 and £88,034 to unrestricted funds. The in-kind services by the BDBF represents employee time spent on the day to day running of Thrive Together Birmingham and other accountancy costs.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**4 Fund raising costs**

	2022 Restricted funds £	2022 Designated funds £	2022 Total £	2021 Total £
Publicity and promotion	-	-	-	-
	-	-	-	-
	-	-	-	-

**5 Expenditure on charitable activities**

	2022 Project Activity £	2022 Support and Governance £	2022 Total £	2021 Total £
Funded from Unrestricted Funds:				
Other Development activities	-	52,866	52,866	81,680
	-	52,866	52,866	81,680
Funded from Designated Funds:				
Places of Welcome	-	-	-	169
Near Neighbours staff costs	11,017	-	11,017	-
Safe Places	8,671	-	8,671	-
Communications	-	193	193	3,238
	19,688	193	19,881	3,407
Funded from Restricted Funds:				
Near Neighbours – Core contract	26,965	-	26,965	48,543
Near Neighbours – Surge programme	-	-	-	28,987
Near Neighbours – Development grant	-	-	-	10,000
Body, Mind & Spirit Partnership	303,421	-	303,421	274,867
Poverty Truth Commission	61,614	-	61,614	42,765
Early Years Health & Wellbeing Service	24,871	-	24,871	27,808
Food Pantry	36,496	-	36,496	26,749
Food Poverty (AG)	21,920	-	21,920	8,320
Places of Welcome	5,318	-	5,318	11,918
Ageing Better	4,000	-	4,000	882
Safe Spaces for Young People	-	-	-	17,278
Connected Together	-	-	-	1,640
Toys4BHam	12,064	-	12,064	7,810
Refugee Week	10,000	-	10,000	-
Faith New Deal	11,686	-	11,686	-
	518,355	-	518,355	507,567
Total	538,043	53,059	591,102	592,654

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**5 Expenditure on charitable activities (2021 comparatives)**

	2021 Project Activity £	2021 Support and Governance £	2021 Total £
Funded from Unrestricted Funds:			
Other Development activities	-	81,680	81,680
	-	81,680	81,680
Funded from Designated Funds:			
Places of Welcome	-	169	169
Safe Places	-	-	-
Communications	3,212	26	3,238
	3,212	195	3,407
Funded from Restricted Funds:			
Near Neighbours – Core contract	48,543	-	48,543
Near Neighbours – Surge programme	28,987	-	28,987
Near Neighbours – Development grant	10,000	-	10,000
Body, Mind & Spirit Partnership	274,867	-	274,867
Poverty Truth Commission	42,765	-	42,765
Early Years Health & Wellbeing Service	27,808	-	27,808
Food Pantry	26,749	-	26,749
Food Poverty (AG)	8,320	-	8,320
Places of Welcome	11,918	-	11,918
Ageing Better	882	-	882
Safe Spaces for Young People	17,278	-	17,278
Connected Together	1,640	-	1,640
Toys4BHam	7,810	-	7,810
	507,567	-	507,567
Total	510,779	81,875	592,654

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**6 Analysis of support and governance costs**

	Support costs £	Governance £	2022 Total £
Wages and salaries, including in kind services from BDBF	68,747	5,567	74,314
Office rent	10,075	-	10,075
Administrative support costs	5,919	-	5,919
Travel and training costs	134	-	134
Insurance	2,061	-	2,061
Depreciation	1,405	-	1,405
Independent Examination	-	780	780
Board Strategy Day and expenses	-	103	103
Communications	-	193	193
Bank Charges on transactions	219	-	219
Management charges recovered from projects	(42,144)	-	(42,144)
<b>Total</b>	<b>46,416</b>	<b>6,643</b>	<b>53,059</b>

2021 Comparative

	Support costs £	Governance £	2021 Total £
Wages and salaries, including in kind services from BDBF	82,849	39,811	122,660
Office rent	8,550	-	8,550
Administrative support costs	1,508	-	1,508
Travel and training costs	93	-	93
Insurance	2,038	-	2,038
Depreciation	2,147	-	2,147
Independent Examination	-	780	780
Board Strategy Day and expenses	-	200	200
Bank Charges on transactions	120	-	120
Management charges recovered from projects	(56,221)	-	(56,221)
<b>Total</b>	<b>41,084</b>	<b>40,791</b>	<b>81,875</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2022	2021
	£	£
Wages and salaries	167,253	186,166
Employer National Insurance	12,290	17,531
Pension costs	10,065	11,845
Redundancy payment	-	5,750
	<u>189,608</u>	<u>221,292</u>
This can be further analysed as:		
Wages and salaries of employed staff – project activity	115,294	98,632
Wages and salaries of employed staff – Support & governance	5,567	39,811
In-kind donation of staff time from BDBF – Support & governance	68,747	82,849
	<u>74,314</u>	<u>122,660</u>
Total – Support & governance	<u>74,314</u>	<u>122,660</u>
Total	<u>189,608</u>	<u>221,292</u>

No employees had employee benefits in excess of £60,000 (2021: nil). Pension costs are allocated to activities in line with the nature of the activities that a particular staff member works on.

The charity trustees were not paid or received any other benefits from employment with the charity. Trustee travel expenses reimbursed during the year amounted to £nil (2021: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive. The Chief Executive is on secondment from the Birmingham Diocesan Board of Finance, which equates to an in-kind cost of £60,285 (2021: £58,498) including employer related costs. The charity has not paid any employee benefits directly to the key management personnel of the charity.

For employed staff the average monthly head count and the average monthly number of full-time equivalents during the year was 6 and 4 (2021: 6 and 4).

**8 Fixed assets**

	Computer equipment £	Office equipment £	Total £
<b>Cost/deemed cost or valuation</b>			
At 1 January 2022	8,600	7,551	16,151
Additions	-	-	-
At 31 December 2022	<u>8,600</u>	<u>7,551</u>	<u>16,151</u>
<b>Accumulated depreciation</b>			
At 1 January 2022	7,117	6,405	13,522
Charge for the year	832	635	1,467
At 31 December 2022	<u>7,949</u>	<u>7,040</u>	<u>14,989</u>
<b>Net book value</b>			
At 31 December 2022	<u>651</u>	<u>511</u>	<u>1,162</u>
At 31 December 2021	<u>1,483</u>	<u>1,146</u>	<u>2,629</u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**9 Debtors**

Amounts receivable within 1 year:	2022	2021
	£	£
Trade debtors	-	21,108
Prepayments	666	573
Other Debtors	7,910	-
	<u>8,576</u>	<u>21,681</u>

**10 Creditors: amounts falling due within one year:**

	2022	2021
	£	£
Accruals	7,220	12,340
Deferred Income	-	250
	<u>7,220</u>	<u>12,590</u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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<b>11 Funds</b>	Balance at 1				Balance at 31
	January	Income	Expenditure	Transfers	December
	2022				2022
	£	£	£	£	£
Restricted funds:					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	10,689	25,033	(26,965)	-	8,757
Body Mind & Spirit Partnership	168,744	281,875	(303,421)	-	147,198
Places of Welcome	801	-	(5,318)	4,517	-
Poverty Truth Commission	41,751	47,326	(61,614)	-	27,463
Food Pantry	18,500	35,852	(36,496)	-	17,856
Food Poverty (AG)	21,820	-	(21,920)	100	-
Early Years Health & Wellbeing Service	13,702	30,000	(24,871)	-	18,831
Ageing Better	4,736	-	(4,000)	-	736
Feed Birmingham	9,192	-	-	-	9,192
Warm Welcome	-	20,000	-	-	20,000
Refugee Week	-	10,000	(10,000)	-	-
Faith New Deal	-	15,600	(11,686)	-	3,914
Toys4BHam	1,220	15,385	(12,064)	-	4,541
	<u>298,369</u>	<u>481,071</u>	<u>(518,355)</u>	<u>4,617</u>	<u>265,702</u>
Unrestricted funds:					
Designated Communications	5,000	-	(193)	(4,807)	-
Designated Safe Places	10,000	-	(8,671)	-	1,329
Designated Near Neighbours Staff Costs	15,000	-	(11,017)	14,017	18,000
Designated Redundancy Costs	4,000	-	-	-	4,000
Designated Young People Programme	-	-	-	7,000	7,000
	<u>34,000</u>	<u>-</u>	<u>(19,881)</u>	<u>16,210</u>	<u>30,329</u>
General Fund	18,094	72,230	(52,866)	(20,827)	16,631
Total funds	<u><u>350,463</u></u>	<u><u>553,301</u></u>	<u><u>(591,102)</u></u>	<u><u>-</u></u>	<u><u>312,662</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**11 Funds (continued)**

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2021 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	3,590	46,250	(48,543)	9,392	10,689
Near Neighbours Surge Programme	-	28,918	(28,987)	69	-
Near Neighbours development programme	-	10,000	(10,000)	-	-
Body Mind & Spirit Partnership	168,611	275,000	(274,867)	-	168,744
Safer Spaces for Young People	17,306	-	(17,278)	(28)	-
Poverty Truth Commission	-	84,516	(42,765)	-	41,751
Places of Welcome	5,256	260	(11,918)	7,203	801
Love Your Neighbour	669	-	-	(669)	-
Refugees & Asylum Seekers	446	-	-	(446)	-
Food Pantry	4,038	41,211	(26,749)	-	18,500
Food Poverty (AG)	-	30,140	(8,320)	-	21,820
Early Years Health & Wellbeing Service	11,510	30,000	(27,808)	-	13,702
Women in Leadership	415	-	-	(415)	-
Ageing Better	5,618	-	(882)	-	4,736
Feed Birmingham	6,638	131	-	2,423	9,192
Children & Family's Covid-19	566	-	-	(566)	-
Connected Together	1,640	-	(1,640)	-	-
Toys4BHam	380	8,650	(7,810)	-	1,220
	<u>233,897</u>	<u>555,076</u>	<u>(507,567)</u>	<u>16,963</u>	<u>298,369</u>
<b>Unrestricted funds:</b>					
Designated Communications	10,000	-	(3,238)	(1,762)	5,000
Designated Places of Welcome	10,169	-	(169)	(10,000)	-
Designated Safe Places	10,000	-	-	-	10,000
Designated Consultancy Fundraiser	12,000	-	-	(12,000)	-
Designated Redundancy Costs	-	-	-	4,000	4,000
Designated Near Neighbours Staff Costs	-	-	-	15,000	15,000
	<u>42,169</u>	<u>-</u>	<u>(3,407)</u>	<u>(4,762)</u>	<u>34,000</u>
General Fund	23,941	88,034	(81,680)	(12,201)	18,094
<b>Total funds</b>	<u><u>300,007</u></u>	<u><u>643,110</u></u>	<u><u>(592,654)</u></u>	<u><u>-</u></u>	<u><u>350,463</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**11 Funds (continued)**

Details of the restricted funds are as follows:

Homelessness – This fund relates to specific donations raised to fund delivery of a historic Winter Night Shelter project. Now renamed as Homelessness it will be used to support our work in Birmingham in response to 'Coming Home', a report commissioned by the Archbishops of Canterbury and York in response to the housing crisis.

Near Neighbours Programme – These funds relate to our "Near Neighbours" programme funded by a central government grant via the Church Urban Fund. This is used to fund the day-to-day operations of this project.

Body Mind & Spirit Partnership – This fund relates to our work through the 'Body, Mind and Spirit Partnership' that is contracted by Birmingham City Council to deliver support and activities to older people.

Places of Welcome – This fund relates to a grant from Eveson Trust to support the costs of growing and supporting the Places of Welcome network in Birmingham which was spent in 2021 and then supplemented with Designated Funds.

Poverty Truth Commission – This fund relates to a grant from the Birmingham City Council Public Health to support the operational costs of hosting a Poverty Truth Commission in Birmingham.

Food Pantry and Food Poverty (AG) – This fund relates to a Food Pantry project run in conjunction with Christians Against Poverty and additional funding for the same project from the Albert Gubbay Foundation.

Early Years Health & Wellbeing Services – This fund relates to our work through the Early Years Health & Wellbeing Services contract from Birmingham Community Healthcare NHS Foundation Trust to support their delivery to families with young children.

Ageing Better – This fund relates to our work funded through Birmingham Voluntary Service Council to support older people programmes by third sector organisations.

Feed Birmingham – This fund relates to donations received to support our emergency food response which is ongoing.

Warm Welcome – This relates to funding received from two donors to create a small grants fund to support churches and Christian organisations responding to the Cost of Living Crisis by offering a place of Warm Welcome.

Refugee Week – This fund relates to a grant from Birmingham City Council for Thrive to be distributed to community organisations offering activities during Refugee Week in June 2022.

Faith New Deal – This fund relates to a grant from the Department for Levelling Up, Housing and Communities to a partnership of members of the Together Network to deliver a consultation activity across the country. In Birmingham our focus was hearing the experiences of families with young children.

Toys4Bham – This fund relates to donations received to support a Christmas Appeal for Toys which were distributed to families suffering as a result of the Cost of Living Crisis.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**12 Net Assets by Fund**

	2022 Unrestricted funds £	2022 Designated funds £	2022 Restricted funds £	2022 Total funds £
Fixed assets	1,055	-	107	1,162
Debtors	3,331	-	5,245	8,576
Cash	13,025	30,329	266,790	310,144
Creditors less than 1 year	(780)	-	(6,440)	(7,220)
	16,631	30,329	265,702	312,662

	2021 Unrestricted funds £	2021 Designated funds £	2021 Restricted funds £	2021 Total funds £
Fixed assets	1,525	-	1,104	2,629
Debtors	537	-	21,144	21,681
Cash	22,562	34,000	282,181	338,743
Creditors less than 1 year	(6,530)	-	(6,060)	(12,590)
	18,094	34,000	298,369	350,463

**13 Controlling Interests and related party transactions**

The charity is a joint venture between the Church Urban Fund ("CUF"), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance as set out in the Report of the Trustees on page 9.

CUF is the lead accountable body for the Near Neighbours Programme (including the surge and development grant projects) funded by Department for Housing, Communities and Local Government. Thrive Together Birmingham is a project partner in the Programme and received £25,033 of grant funding via CUF (2021: £85,168).

The Birmingham Diocesan Board of Finance contributed in kind donations of £68,747 (2021: £82,849) of employee time and other costs towards the day to day running of the charity. The Birmingham Diocesan Board of Finance contributed £3,000 (2021: £3,000) towards the office costs of Thrive Together Birmingham.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**14 Prior Year Comparative Statement of Financial Activities**

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
<b>INCOME FROM:</b>				
Donations	3,650	-	9,041	12,691
Charitable activities	84,384	-	546,035	630,419
<b>TOTAL INCOME</b>	<u>88,034</u>	<u>-</u>	<u>555,076</u>	<u>643,110</u>
<b>EXPENDITURE</b>				
Raising Funds	-	-	-	-
Charitable activities	(81,680)	(3,407)	(507,567)	(592,654)
<b>TOTAL EXPENDITURE</b>	<u>(81,680)</u>	<u>(3,407)</u>	<u>(507,567)</u>	<u>(592,654)</u>
Net income/(expenditure)	6,354	(3,407)	47,509	50,456
Transfers between funds	(12,201)	(4,762)	16,963	-
<b>NET MOVEMENT IN FUNDS</b>	<u>(5,847)</u>	<u>(8,169)</u>	<u>64,472</u>	<u>50,456</u>
<b>RECONCILIATION OF FUNDS</b>				
Total funds at 1 January 2021	23,941	42,169	233,897	300,007
<b>Total funds at 31 December 2021</b>	<u><u>18,094</u></u>	<u><u>34,000</u></u>	<u><u>298,369</u></u>	<u><u>350,463</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**ACKNOWLEDGEMENT OF FUNDERS**

The Trustees of Thrive Together Birmingham acknowledge their thanks to the following funders for their generosity to the charity during the year ended 31 December 2022:

The Birmingham Diocesan Board of Finance  
Church Urban Fund  
Church Action on Poverty  
Birmingham Community Healthcare NHS Foundation Trust  
Birmingham City Council  
Department of Levelling Up, Housing and Communities  
Amazon UK  
Donations via Charitable Giving website  
Anonymous donations from various individuals



**THRIVE TOGETHER BIRMINGHAM**

England & Wales - Charity number 1153942

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# Accounts

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**THRIVE TOGETHER BIRMINGHAM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 DECEMBER 2021**

**A Company Limited by Guarantee**

**Registered number: England & Wales No. 08039675**

**Registered Charity No. 1153942**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

**Company Number:** England & Wales No. 08039675

**Charity Number:** 1153942

**Trustees:**

Church Urban Fund nominated:

Timothy Myddleton-Evans (resigned 15 April 2021)

Jonathan Miles

Christopher Whittington

Hoan Nguyen (resigned 15 July 2021)

David Whyte (appointed 25 January 2022)

Bishop of Birmingham nominated:

Revd David Tomlinson

Ven. Simon Heathfield

Revd Douglas Machiridza

Birmingham Board of Finance nominated:

Karen Preece (appointed 15 April 2021)

Rachel Groves

**Registered Office**

The Citadel

190 Corporation Street

Birmingham, B4 6QD

**Independent Examiner**

Karen Hanlan ACA,ACIE

Karen Hanlan Independent Examiner Limited

1 Saracen Close

Ettington

CV37 7SZ

**Bankers**

Barclays Bank PLC

68 High Street

Harborne

Birmingham

B17 9N

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES**

The directors of Thrive Together Birmingham (“the charitable company”) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as its Trustees. The financial statements comply with Charities Act 2011, the special provisions of part 15 of the Companies Act 2006 relating to small companies 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 (FRS102) (updated 1 January 2019).

The Company is a Company limited by Guarantee and was incorporated on the 20 April 2012. It commenced its charitable activity on 1 January 2013. The Charity was formally registered with the Charity Commission on 24 September 2013.

The Trustees have pleasure in presenting the charitable company’s report and financial statements for the year ended 31 December 2021.

**STRATEGIC AIM AND OBJECTIVES**

Thrive Together Birmingham (“Thrive”) aims to support and grow the movement of individuals, churches and organisations who, motivated by their faith, are committed to addressing issues of poverty and to playing their part in helping their neighbourhoods to flourish.

In legal terms the objectives of the Charity are as follows:

- To promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them mainly but not exclusively, by the provision of information, advice, support and infrastructure provision;
- The relief of financial hardship, either generally or individually through the provision of grants, goods or services.

In practical terms, we seek to further our strategic aim by three core activities:

*Joint Action*

Creating communities of action. These communities bring together those living in poverty, members of local churches (including those of non-Anglican denomination through our links with Churches Together Birmingham) and other people of goodwill to seek the transformation of lives. This is the active building of civil society.

*Providing resources and support*

Providing resources and support for practical action. Sometimes this will be money but often it is encouragement and support. Though local Churches are active in their community they often need help to mobilise their assets for action. We are a resource for this practical local action.

*Making connections*

Raising the profile of local work and connecting it with the public arena. This is about connecting with other groups who share our values and the general public and bringing to their attention the work local churches across Birmingham are engaged in. We want to mobilise their support.

All the projects and programmes that we are linked to will include aspects of all three core activities.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**REPORT OF THE TRUSTEES (CONTINUED)**

**ACHIEVEMENTS AND PERFORMANCE**

Thrive Together Birmingham's (Thrive) primary aim is to encourage and support people who are motivated by their faith to tackle poverty and build community. As a Christian charity our values are founded on our understanding of the Christian faith, and we actively encourage Christians and churches to play their part in helping their neighbourhoods to flourish working collaboratively with other faith communities and people of good will and common values.

We believe we are part of a wider movement of people in Birmingham and the wider West Midlands who are motivated to make a difference in their neighbourhoods, communities and the lives of people who are marginalised. We particularly aim to support the development of a growing movement of Christians and churches who are involved in this movement by participating in activities in their local neighbourhoods and across the Diocese of Birmingham that challenge the impact of poverty on individuals and communities.

As a charity we rarely do anything alone but seek to model collaboration as we partner with other organisations who share our vision for flourishing neighbourhoods and communities. We are proud that this has led to us to effective working partnerships with local authorities, charities, businesses, faith organisations, residents and community groups. Despite the challenges that have faced the whole country because of the Covid pandemic we have been able to find ways to stay connected, active and relevant.

This has largely been possible due to the commitment, expertise and adaptability of our small staff team who have been able to react to the challenges of the Covid environment and innovate new ways to achieve our goals. Our staff team have responsibility for leading on a number of key areas of work as described below.

**Places of Welcome**

As a movement of largely volunteer-led open spaces of hospitality, welcome and connection, Places of Welcome was innovated in Birmingham and had grown to a nationwide network of over 400 prior to Covid including around 90 in Birmingham and the wider diocese. Sadly they were all forced to close for much of 2020-21 due to Covid restrictions on people gathering but by the end of 2021 our Development Worker had supported 53 to re-open with a further 22 waiting on more certainty around Covid restrictions. Not surprisingly given the levels of isolation experienced by many people over the previous two years there was some interest from new groups in opening a Place of Welcome giving confidence that the concept is still relevant, and that the movement will expand during 2022.

**Older Adults**

Thrive manages the Body, Mind and Spirit Partnership (BMSP), which is a collaboration of 12 churches and Christian projects funded by a grant from Birmingham City Council, to employ Development Workers developing preventative activities with older people that enable them to live independently and well for longer in their local communities. Together the partners facilitate activities for around 1,200 older people in neighbourhoods around Birmingham with over 90 of the participants involved in enabling activities to happen.

Despite Covid continuing to curtail regular gatherings for much of the year, the Development Workers have stayed connected to older people in their neighbourhoods and been commended for their work alleviating the threat of loneliness and isolation despite the challenges of Covid. Thrive has continued to play a key co-ordination, training, and support role that has meant that skills and idea sharing has continued and that Development Workers have received consistent support to sustain them in their work.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Children and Families**

Thrive has continued to work with our Early Years funding partner, Birmingham Forward Steps, to support Children's Centres and Health Visitors working with young families across Birmingham to better understand issues of poverty and how it might impact on families they support. A short training programme addressing issues such as financial poverty and food poverty was delivered and a map of Food Pantry and Food Club provision in Birmingham was developed for the BFS website so that staff could make easy referral to local emergency provision.

This activity was followed up in the autumn with a full day conference on Understanding Poverty in Birmingham which was attended by 130 Early Years practitioners from across Birmingham with the result that there is interest in creating a network of Anti-Poverty Champions across the city.

Following the success of the first Toys4Birmingham appeal Thrive was asked to work with Early Years partners and charities supporting young families across the city to organize another Christmas gift appeal. Working in partnership with Edgbaston Foundation at Edgbaston Cricket Ground, the Birmingham News and Birmingham Play Care Network a successful appeal was organised with 16,000 new gifts for children and young people collected and distributed through 60 organisations across the city.

**Young People**

Safe Spaces for Young People is a response to the need to support young people and the gap in provision of open access youth work provision in Birmingham. Thrive is collaborating with Christian youth work organisations to encourage churches and Christian organisations to set up Safe Spaces for young people in neighbourhoods around the city.

Development work has been significantly impacted by Covid and a priority has been to support staff and volunteers from existing Safe Spaces to continue to maintain contact and support young people that they are already connected to.

Our main grant ended in early 2021 which necessitated a review of operational arrangements but Thrive continued to support the costs of a part-time co-ordinator to maintain relationships with network members, organise training and connection events, and to support the Development Group as it developed the longer term strategy for Safe Spaces.

In order to better understand the development needs and process for establishing church-based Safe Spaces, Thrive invested in two pilot activities in priority areas of Handsworth and Erdington. Support was provided for professional youth workers to work alongside church volunteers to set up two new Safe Spaces with evaluation built into the process for learning purposes.

**Near Neighbours**

Funding from the government through the Ministry of Housing, Communities and Local Government (MHCLG) has enabled us to sustain our Near Neighbours work bringing people with different backgrounds together to build friendships and community connections. Despite Covid restrictions our Development Worker delivered another small grants programme to supported new groups to develop activities in their local neighbourhoods. Additional funding was granted from MHCLG to deliver a SURGE programme to help the NHS, Public Health, MHCLG and other government departments to understand the perspectives of sections of the community who were not engaging easily with the Covid vaccination programme. The aim was to listen to different perspectives so that people were better understood particularly in relation to vaccination take up.

A 'Real People Honest Talk' of community conversations was delivered with four groups from refugee and asylum seeker backgrounds. Facilitated conversations were held with each group separately to enable them to share their views on their experiences of living in Birmingham and then the four groups were brought together for a shared event to present summaries of their conversations to an audience of invited guests.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

Our Near Neighbours Development Worker has developed some excellent partnerships with community organisations around Birmingham particularly those supporting refugee and asylum seekers. As a result she played a key role in developing activities during Refugee Week and Interfaith Week ensuring the participation of people from a variety of faith backgrounds.

**Food Pantries**

Thrive has continued its partnership with Church Action on Poverty (CAP) to lead the development of the Your Local Pantry franchise in the West Midlands. Your Local Pantry is a community food membership scheme run on a franchise basis by volunteers for the benefit of their local communities. Rather than providing emergency food as a Food Bank would the focus is on providing the security of a weekly affordable food offer at a reduced price with some choice of staple food items. They aim to help people make their money go further by reducing food shopping bills, providing advice and support, and developing volunteers. CAP grant us funding to employ a Development Worker to lead on this. By the end of 2021 there were 13 Your Local Pantries open in Sandwell, Birmingham and the Black Country with 8 more in the pipeline planning to open in 2022. Thrive has benefited from a grant from Albert Gubay Charitable Foundation to support the opening of around 5 new pantries and the ongoing food supply to existing pantries through FareShare. Alongside Food Pantry work Thrive team members continued to participate in Birmingham's Food Justice Network looking to develop strategies to increase access for all citizens to good and affordable food.

**Birmingham Poverty Truth Commission**

Thrive has secured a contract from Birmingham City Council Public Health to deliver Birmingham's second Poverty Truth Commission between 2021 and 2023. This is an innovative approach which is designed to bring people experiencing poverty together with people in positions of power and influence to work side-by-side with the aim to bring about long term change by helping to educate those in power about the realities of living with poverty. During this year we have recruited a facilitation team and found community commissioners who are people who have lived experience of poverty who are prepared to share their stories and insights. This has been particularly challenging due to Covid restrictions but in the later part of the year Community Commissioners were able to meet together and begin their planning for their launch event in April 2022.

**Support to Community Organisations**

With Covid continuing to impact the work of community groups Thrive continued to deliver our Community Restart Programme bringing practitioners together online to share issues from their Covid experiences. In response to issues raised Thrive team members organised training events such as mental health awareness, Just Finance and Responding to Grief as well as exploring challenges to safely re-opening groups. An interesting development from the conversations was the desire to explore the experiences of Menopause in the Workplace and a series of workshops was piloted creating significant interest from other organisations.

**Awareness Raising**

Members of the Thrive team were involved in awareness raising activities in response to the Archbishop of Canterbury's commission on homelessness and housing and the resulting 'Coming Home' report. Together with colleagues from Church of England Birmingham we have begun to explore how the church might respond in Birmingham. Thrive team members were also involved in organising a workshop on Modern Slavery to raise awareness and understanding of the issue and begin to explore a local response.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FUTURE PLANS**

In 2022 we will continue to focus on the activities described above with particular emphasis recovering from the Covid shutdown. We will continue to monitor the changes and new challenges resulting from the impact of the pandemic and will collaborate with partners to respond with imaginative solutions. We will also focus on developing funding strategies to ensure that our work is sustainable.

**HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT**

Our support activities are centred around developing and strengthening local Christian communities in their efforts to address their own wider community needs, including responding to poverty. We support those working to transform the lives of the poorest and most marginalised. Through this support we give people opportunities, restoring their dignity and enabling them to feel they belong to and contribute to their community. In this way and as demonstrated through this report, our activities deliver public benefit.

We seek to work with all faiths and denominations. Ultimate beneficiaries are not restricted by faith, gender, ethnic origin, disability, age or sexual orientation. We seek to form strategic partnerships with existing groups and organisations in our area that are already engaged with aspects of poverty that are aligned with our core values and purpose.

The Trustees' have reviewed the guidance on public benefit issued by the Charity Commission and consider that our aims and activities as set above fulfil the criteria. The trustees consider the guidance on public benefit each year.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

**FINANCIAL REVIEW**

**Financial performance**

The Charity's income for the year ended 31 December 2021 was £643,110 (2020: £567,842). £88,034 (2020: £91,575) of income was unrestricted. £82,849 (2020: £85,038) of this reflected recognition of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity. £555,076 (2020: £476,267) of income raised was for restricted purposes and has been accounted for as such.

The charity's expenditure for the year ended 31 December 2021 was £592,654 (2020: £551,463). This included the recognition of the "cost" of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity.

The charity moves into 2022 with unrestricted funds (excluding designated funds) of £18,094 (2020: £23,941), which continues to give a firm base to deliver a full programme of development activities. The Board is conscious that as it received no core funding from CUF in 2021 (2020: £2,500), it needs to continue to develop other funding sources, including ensuring that contract delivery programmes encompass an element of contribution towards core costs.

The charity continues to hold designated funds of £34,000 towards a provision for potential redundancy costs (£4,000), Safe Spaces (£10,000), Communications (£5,000) and Near Neighbours Salary costs for 6 months (£15,000). These designations have been made to protect these strategically important activities whilst external funding bids are proactively pursued. The balance on the designated funds as at 31 December 2021 is £34,000 (2020: £42,169).

**Reserves Policy and Funds (Unrestricted and Restricted)**

The reserves policy has been formulated by the Trustees in line with the recommendations of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately four months of unrestricted charitable expenditure, which equates to £16,000 based on the 2022 budget. This excludes the impact of the in-kind donations from the Birmingham Diocesan Board of Finance. The Trustees consider that this level of funds is sufficient giving them flexibility to "scale up or down" the development projects that the charity is involved with and to also ensure that support and governance costs are covered. The unrestricted free reserves as at 31 December 2021 are £16,567 (2020: £23,941) and exceed our reserves policy, however, considering ongoing reductions to core funding from CUF, trustees are planning to review their reserves policy to ensure activities are not restricted in the future. The Trustees regularly review the appropriateness of the reserves policy with regard to the current environment in which the Charity operates.

The unrestricted fund comprises of £1,525 which is tied up in tangible fixed assets and £16,567 of free reserves. As set out in note 11 to the financial statements, the Charity holds and administers several restricted funds. As at 31 December 2021 restricted funds totalled £298,369 (2020: £233,897) which are not available for the general purposes of the Charity.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Risk Management – principal risks and uncertainties**

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- A review of principal risks and uncertainties that the charity faces at each board meeting within the Chief Executive's reporting;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review process;
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

- Maintaining and sourcing key funding contracts and grants.

The trustees maintain an ongoing relationship with the charity's core funders in order to be alert to any possible reductions in the level of their support. Other activities are delivered only when specific funds are available, and staff recruited accordingly.

Trustees continue to diversify the range of its funders in order to reduce dependency on initial core funders. Now that the charity is becoming more established with a higher reputation this is more possible.

- Key members of staff being temporarily or permanently absent.

The trustees are aware of pressure on staff as the range of services delivered increases and are building a capable staff team who can cover each other's work during short periods of absence. We are also building a network of contacts who will enable us to identify individuals who can be contracted to undertake short term pieces of work as and when required.

- Development and maintenance of church community engagement

This is one of our core activities as our delivery model is based on developing and extending relationships with churches. Therefore sustaining the post of Senior Development Worker through core funding is a priority for the trustees. Primarily our church engagement is not designed to create a dependent relationship particularly in terms of funding. Churches are enabled to develop sustainable activities that are not reliant on significant funding, and most are encouraged to work in partnership with other churches or community organisations as this approach enables resources and responsibility to secure them to be shared.

**Key relationships**

Key relationships in the pursuit of our charitable objectives are with our stakeholders:

- Bishop of Birmingham;
- Birmingham Diocesan Board of Finance
- Church Urban Fund
- Birmingham Churches Together
- Local churches and community organisations at grass roots level

Related party transactions with these key stakeholders are detailed in note 13 to the financial statements.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Structure**

Thrive Together Birmingham is a company limited by guarantee and was registered as a charity on 24 September 2013. The Charitable Company is governed by its Memorandum and Articles of Association which were adopted by the Board of Trustees on 20 April 2012 and subsequently amended at a meeting on 14 January 2021.

The charity was a joint venture between the Church Urban Fund (“CUF”) and the Bishop of Birmingham as the key stakeholders. Following some changes within CUF, the Trustees agreed an amendment to the Memorandum and Articles of Association on 14 January 2021 to include the Birmingham Diocesan Board of Finance as a third key stakeholders to formally reflect the role that they have had for many years.

The Memorandum and Articles of Association determine the allocation of trustee appointments between the key stakeholders. The table below sets out the allocation both before and after the changes to the Memorandum and Articles of Association on 14 January 2021:

Stakeholders	Before change	After change
Church Urban Fund	5	3
Bishop of Birmingham	4	3
Birmingham Diocesan Board of Finance	-	3
<b>Total</b>	<b>9</b>	<b>9</b>

Trustees are nominated by invitation given that they have the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. The skills and composition of the Board is reviewed on a regular basis, taking into consideration succession planning, representation and experience, empathy and knowledge of the charity.

**Trustees’ induction & training**

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copies of key governance documents as well as a copy of the Charity Commission’s guidance ‘ The Essential Trustee: What You Need to Know’ and ‘Public Benefit: Running a Charity’. Trustees are positively encouraged to visit projects supported by the charity. This maintains their awareness of grass roots issues and developments.

At the quarterly trustees’ meetings, the Trustees agree broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance. Specific task groups meet between formal board meetings when appropriate or necessary,

**Management and Organisational Structure**

Day to day management is delegated to the Chief Executive (Fred Rattley) who is seconded from the Birmingham Diocesan Board of Finance, with support from the Senior Development Worker (Sarah Turner) and the finance team of the Birmingham Diocesan Board of Finance.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
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**REPORT OF THE TRUSTEES (CONTINUED)**

**Key Management Personnel remuneration**

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give their time freely and no trustee remuneration was paid in the year. Details of key management remuneration and related party transactions are disclosed in notes 7 and 13 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Chair and in accordance with the charity's Conflict of Interests policy withdraw from decisions where a conflict of interest arises.

The pay of the Chief Executive is reviewed annually and determined by the Birmingham Diocesan Board of Finance as he is a seconded employee of that organisation. Remuneration in that organisation is benchmarked with that of similar organisations and due consideration is given to the level of annual increments awarded to stipendiary clergy. The trustee board of Thrive Together Birmingham does not directly influence the pay of the Chief Executive.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**REPORT OF THE TRUSTEES' (CONTINUED)**

**Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of Thrive Together Birmingham for the purposes of company law) are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

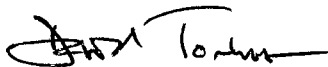
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 to exist.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legalisation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board and signed on its behalf by:



Rev David Tomlinson  
Chair and Trustee

Date: 14 July 2022

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**Independent Examiner's Report to the Trustees of Thrive Together Birmingham ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021 which are set out on pages 13 to 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 charity'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**

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

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:

- 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 (FRS102).

I have no concerns and have come across no 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.



Karen Hanlan,  
Member of Institute of Chartered Accountants England & Wales  
Karen Hanlan Independent Examiner Ltd  
1 Saracen Close  
Ettington  
CV37 7SZ

Date: 14/1/2022

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**STATEMENT OF FINANCIAL ACTIVITIES  
(including an income and expenditure account)**

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
<b>INCOME FROM:</b>						
Donations	2	3,650	-	9,041	12,691	43,877
Charitable activities	3	84,384	-	546,035	630,419	523,965
<b>TOTAL INCOME</b>		<b>88,034</b>	<b>-</b>	<b>555,076</b>	<b>643,110</b>	<b>567,842</b>
<b>EXPENDITURE</b>						
Raising Funds	4	-	-	-	-	(922)
Charitable activities	5	(81,680)	(3,407)	(507,567)	(592,654)	(550,541)
<b>TOTAL EXPENDITURE</b>		<b>(81,680)</b>	<b>(3,407)</b>	<b>(507,567)</b>	<b>(592,654)</b>	<b>(551,463)</b>
Net income/(expenditure)		6,354	(3,407)	47,509	50,456	16,379
Transfers between funds		(12,201)	(4,762)	16,963	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(5,847)</b>	<b>(8,169)</b>	<b>64,472</b>	<b>50,456</b>	<b>16,379</b>
<b>RECONCILIATION OF FUNDS</b>						
Total funds at 1 January 2021	11	23,941	42,169	233,897	300,007	283,628
<b>Total funds at 31 December 2021</b>	<b>11</b>	<b>18,094</b>	<b>34,000</b>	<b>298,369</b>	<b>350,463</b>	<b>300,007</b>

All activities derive from continuing operations.  
For analysis of transfers between funds see note 11.  
The Statement of Financial Activities includes all gains and losses recognised in the year.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**BALANCE SHEET  
COMPANY NUMBER 08039675**

	Note	2021		2020	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	8	2,629		4,001	
			2,629		4,001
<b>CURRENT ASSETS</b>					
Debtors- receivable within one year	9	21,681		6,830	
Cash at bank		338,743		295,566	
		360,424		302,396	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	(12,590)		(6,390)	
<b>NET CURRENT ASSETS</b>			347,834		296,006
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			350,463		300,007
<b>NET ASSETS</b>			350,463		300,007
<b>FUNDS</b>	11				
Restricted income funds			298,369		233,897
Unrestricted designated funds			34,000		42,169
Unrestricted – general funds			18,094		23,941
<b>TOTAL CHARITY FUNDS</b>			350,463		300,007

The accompanying accounting policies and notes form part of these financial statements.  
For the year ended 31 December 2021, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Responsibilities of directors/trustees:**

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006, however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 12.

The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Approved by the Trustees on 14 July 2022 and signed on their behalf by:



**Revd David Tomlinson – Chair and Trustee**

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**1 Principal accounting policies**

**Basis of accounting**

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

In preparing these financial statements Update Bulletin 1 to the Charities SORP (FRS102) has been adopted and consequently a Statement of Cash flows has not been prepared.

Thrive Together Birmingham meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

**Status of the company**

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

**Going Concern statement**

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key funders and stakeholders (Church Urban Fund ('CUF'), Bishop of Birmingham and Birmingham Diocesan Board of Finance ('BDBF')) and in response to the progress made by the charity in pursuing a viable budget including the obtaining of further grants and donations. The charity's business plan shows that the charity will be able to operate in the foreseeable future. Based on this understanding the director trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

**Funds**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the charitable company.

**Income**

All income is recognised in the Statement of Financial Activities when the charitable company is legally entitled, ultimate receipt is probable, and the amount can be quantified with reasonable accuracy.

Income relating to future periods, in accordance with donor-imposed conditions specifying the time period, has been treated as deferred income.

Income dependent on certain conditions, amounting to more than mere administrative requirements, is recognised when the conditions have been fulfilled.

**Donated services**

Donated services (in kind) are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the items is probable and that economic benefit can be measured reliably. On receipt, donated services are recognised on the basis of the value of the gift to the charity, namely at the equivalent cost to the donating organisation. A corresponding amount is then recognised in expenditure for the period.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**1 Principal accounting policies (continued)**

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of publicity.
- Expenditure on charitable expenditure includes the costs of the project delivery undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activity. Support costs include back-office costs, finance, personnel and governance costs which support the charitable company's activities. These costs have been allocated to activities based on time spent and are shown in note 6.

**Pension costs and other post-retirement benefits**

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

**Fixed assets and depreciation**

Capital items costing over £250 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years
- Office equipment – 5 years

**Taxation**

As a registered charity no provision is considered necessary for taxation.

**Cash and cash equivalents**

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three-month notice period.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**2 Donations**

	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total £	2020 Total £
BDBF- contribution to office costs donation	3,000	-	3,000	3,000
Church of England Parish donations	640	-	640	-
Individual and other Christian organisation donations	10	5,000	5,010	9,677
Trusts and Foundations	-	4,041	4,041	31,200
	<u>3,650</u>	<u>9,041</u>	<u>12,691</u>	<u>43,877</u>

**3 Income from charitable activities**

	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total £	2020 Total £
Church Urban Fund – core contract	-	-	-	2,500
BVSC Ageing Better contract	-	-	-	8,747
BDBF – in kind donation of services	82,849	-	82,849	85,038
Near Neighbours Core Grant Programme via CUF	-	46,250	46,250	47,348
Near Neighbours Surge Programme	-	28,918	28,918	-
Near Neighbours Development Grant	-	10,000	10,000	-
Near Neighbours	218	-	218	-
Birmingham Community Healthcare NHS Foundation Trust -Early Years Health & Wellbeing Service	-	-	-	36,593
Birmingham City Council – Body Mind Spirit Partnership (BMSp)	-	275,000	275,000	275,000
BVSC – BSMP attending Ageing Better Forum	-	-	-	1,000
Church Action on Poverty – Food Pantry	-	41,211	41,211	24,082
Poverty Truth Commission	-	84,516	84,516	2,794
Food Poverty Grant (AG)	-	30,140	30,140	-
Early Years BCC	-	30,000	30,000	-
Children & Families Covid-19 recovery	-	-	-	2,152
Safe Spaces for Young People	-	-	-	29,400
Connected Together	-	-	-	9,311
Generated income - other	1,000	-	1,000	-
Other income	317	-	317	-
	<u>84,384</u>	<u>546,035</u>	<u>630,419</u>	<u>523,965</u>

Income from charitable activities relates to income generated from contractual arrangements and other services provided. In 2020, income to restricted funds was £435,677 and £88,288 to unrestricted funds. The in-kind services by the BDBF represents employee time spent on the day to day running of Thrive Together Birmingham and other accountancy costs.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**4 Fund raising costs**

	2021 Restricted funds £	2021 Designated funds £	2021 Total £	2020 Total £
Publicity and promotion	-	-	-	922
	-	-	-	922

**5 Expenditure on charitable activities**

	2021 Project Activity £	2021 Support and Governance £	2021 Total £	2020 Total £
<b>Funded from Unrestricted Funds:</b>				
Other Development activities	-	81,680	81,680	88,566
	-	81,680	81,680	88,566
<b>Funded from Designated Funds:</b>				
Places of Welcome	-	169	169	283
Safe Places	-	-	-	10,500
Communications	3,212	26	3,238	4,327
	3,212	195	3,407	15,110
<b>Funded from Restricted Funds:</b>				
Near Neighbours – Core contract	48,543	-	48,543	43,758
Near Neighbours – Surge programme	28,987	-	28,987	-
Near Neighbours – Development grant	10,000	-	10,000	-
Near Neighbours – Real People,	-	-	-	4,725
Honest Talk				
Body, Mind & Spirit Partnership	274,867	-	274,867	253,406
Homelessness (previously known as	-	-	-	12,218
Churches Winter Night Shelter)				
Poverty Truth Commission	42,765	-	42,765	12,274
Early Years Health & Wellbeing				40,704
Service	27,808	-	27,808	
Food Pantry	26,749	-	26,749	24,274
Food Poverty (AG)	8,320	-	8,320	-
Places of Welcome	11,918	-	11,918	10,022
Ageing Better	882	-	882	4,378
Feed Birmingham	-	-	-	12,482
Children & Families Covid-19				
recovery	-	-	-	1,586
Safe Spaces for Young People	17,278	-	17,278	15,505
Connected Together	1,640	-	1,640	7,671
Toys4BHam	7,810	-	7,810	3,652
Refugees & Asylum Seekers	-	-	-	210
	507,567	-	507,567	446,865
<b>Total</b>	<b>510,779</b>	<b>81,875</b>	<b>592,654</b>	<b>550,541</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**5 Expenditure on charitable activities (2020 comparatives)**

	<b>2020 Project Activity £</b>	<b>2020 Support and Governance £</b>	<b>2020 Total £</b>
<b>Funded from Unrestricted Funds:</b>			
Other Development activities	-	88,566	88,566
	-	88,566	88,566
<b>Funded from Designated Funds:</b>			
Places of Welcome	-	283	283
Safe Places	10,500	-	10,500
Communications	-	4,327	4,327
	10,500	4,610	15,110
<b>Funded from Restricted Funds:</b>			
Near Neighbours – Core contract	43,758	-	43,758
Near Neighbours – Real People, Honest Talk	4,725	-	4,725
Body, Mind & Spirit Partnership	253,406	-	243,406
Homelessness (previously known as Churches Winter Night Shelter)	12,218	-	12,218
Poverty Truth Commission	12,274	-	12,274
Early Years Health & Wellbeing Service	40,704	-	40,704
Food Pantry	24,274	-	24,274
Love Your Neighbour	-	-	-
Places of Welcome	10,022	-	10,022
Ageing Better	4,378	-	4,378
Feed Birmingham	12,482	-	12,482
Children & Families Covid-19 recovery	1,586	-	1,586
Safe Spaces for Young People	15,505	-	15,505
Connected Together	7,671	-	7,671
Toys4BHam	3,652	-	3,652
Refugees & Asylum Seekers	210	-	210
	446,865	-	446,865
<b>Total</b>	<b>457,365</b>	<b>93,176</b>	<b>550,541</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**6 Analysis of support and governance costs**

	Support costs £	Governance £	2021 Total £
Wages and salaries, including in kind services from BDBF	82,849	39,811	122,660
Office rent	8,550	-	8,550
Administrative support costs	1,508	-	1,508
Travel and training costs	93	-	93
Insurance	2,038	-	2,038
Depreciation	2,147	-	2,147
Independent Examination	-	780	780
Board Strategy Day and expenses	-	200	200
Bank Charges on transactions	120	-	120
Management charges recovered from projects	(56,221)	-	(56,221)
<b>Total</b>	<b>41,084</b>	<b>40,791</b>	<b>81,875</b>

2020 Comparative

	Support costs £	Governance £	2020 Total £
Wages and salaries, including in kind services from BDBF	83,708	35,875	119,583
Consultancy	4,327	-	4,327
Office rent	8,009	-	8,009
Administrative support costs	3,798	-	3,798
Travel and training costs	591	-	591
Insurance	2,012	-	2,012
Depreciation	2,403	-	2,403
Independent Examination	-	750	750
Board Strategy Day and expenses	-	7	7
Bank Charges on transactions	86	-	86
Management charges recovered from projects	(48,390)	-	(48,390)
<b>Total</b>	<b>56,544</b>	<b>36,632</b>	<b>93,176</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2021	2020
	£	£
Wages and salaries	186,166	199,149
Employer National Insurance	17,531	17,729
Pension costs	11,845	11,692
Redundancy payment	5,750	-
	<b>221,292</b>	<b>228,570</b>
This can be further analysed as:		
Wages and salaries of employed staff – project activity	98,632	108,987
Wages and salaries of employed staff – Support & governance	39,811	34,545
In-kind donation of staff time from BDBF – Support & governance	82,849	85,038
	<b>122,660</b>	<b>119,583</b>
Total – Support & governance	<b>122,660</b>	<b>119,583</b>
Total	<b>221,292</b>	<b>228,570</b>

No employees had employee benefits in excess of £60,000 (2020: nil). Pension costs are allocated to activities in line with the nature of the activities that a particular staff member works on.

The charity trustees were not paid or received any other benefits from employment with the charity. Trustee travel expenses reimbursed during the year amounted to £nil (2020: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive. The Chief Executive is on secondment from the Birmingham Diocesan Board of Finance, which equates to an in-kind cost of £58,498 (2020: £ 57,864) including employer related costs. The charity has not paid any employee benefits directly to the key management personnel of the charity.

For employed staff the average monthly head count and the average monthly number of full-time equivalents during the year was 6 and 4 (2020: 6 and 4 respectively).

**8 Fixed assets**

	Computer equipment £	Office equipment £	Total £
<b>Cost/deemed cost or valuation</b>			
At 1 January 2021	7,326	7,551	14,877
Additions	1,274	-	1,274
At 31 December 2021	<b>8,600</b>	<b>7,551</b>	<b>16,151</b>
<b>Accumulated depreciation</b>			
At 1 January 2021	5,828	5,048	10,876
Charge for the year	1,289	1,357	2,646
At 31 December 2021	<b>7,117</b>	<b>6,405</b>	<b>13,522</b>
<b>Net book value</b>			
At 31 December 2021	<b>1,483</b>	<b>1,146</b>	<b>2,629</b>
At 31 December 2020	<b>1,498</b>	<b>2,503</b>	<b>4,001</b>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**9 Debtors**

Amounts receivable within 1 year:	2021	2020
	£	£
Trade debtors	21,108	-
Prepayments	573	2,037
Other Debtors	-	4,793
	<u>21,681</u>	<u>6,830</u>

**10 Creditors: amounts falling due within one year:**

	2021	2020
	£	£
Accruals	12,340	6,140
Deferred Income	250	250
	<u>12,590</u>	<u>6,390</u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**11 Funds**

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2021 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	7,214	-	-	-	7,214
Near Neighbours Programme	3,590	46,250	(48,543)	9,392	10,689
Near Neighbours Surge Programme	-	28,918	(28,987)	69	-
Near Neighbours development programme	-	10,000	(10,000)	-	-
Body Mind & Spirit Partnership	168,611	275,000	(274,867)	-	168,744
Safer Spaces for Young People	17,306	-	(17,278)	(28)	-
Places of Welcome	5,256	260	(11,918)	7,203	801
Poverty Truth Commission	-	84,516	(42,765)	-	41,751
Love Your Neighbour	669	-	-	(669)	-
Refugees & Asylum Seekers	446	-	-	(446)	-
Food Pantry	4,038	41,211	(26,749)	-	18,500
Food Poverty (AG)	-	30,140	(8,320)	-	21,820
Early Years Health & Wellbeing Service	11,510	30,000	(27,808)	-	13,702
Women in Leadership	415	-	-	(415)	-
Ageing Better	5,618	-	(882)	-	4,736
Feed Birmingham	6,638	131	-	2,423	9,192
Children & Family's Covid-19	566	-	-	(566)	-
Connected Together	1,640	-	(1,640)	-	-
Toys4BHam	380	8,650	(7,810)	-	1,220
	<u>233,897</u>	<u>555,076</u>	<u>(507,567)</u>	<u>16,963</u>	<u>298,369</u>
<b>Unrestricted funds:</b>					
Designated Communications	10,000	-	(3,238)	(1,762)	5,000
Designated Places of Welcome	10,169	-	(169)	(10,000)	-
Designated Safe Places	10,000	-	-	-	10,000
Designated Consultancy Fundraiser	12,000	-	-	(12,000)	-
Designated Redundancy Costs	-	-	-	4,000	4,000
Designated Near Neighbours Staff Costs	-	-	-	15,000	15,000
	<u>42,169</u>	<u>-</u>	<u>(3,407)</u>	<u>(4,762)</u>	<u>34,000</u>
General Fund	23,941	88,034	(81,680)	(12,201)	18,094
<b>Total funds</b>	<u><u>300,007</u></u>	<u><u>643,110</u></u>	<u><u>(592,654)</u></u>	<u><u>-</u></u>	<u><u>350,463</u></u>

**THRIVE TOGETHER BIRMINGHAM**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**11 Funds (continued)**

	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2020 £
<b>Restricted funds:</b>					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	19,194	238	(12,218)	-	7,214
Near Neighbours Programme	-	47,348	(43,758)	-	3,590
Near Neighbours – Real People, Honest Talk	4,806	-	(4,925)	119	-
Body Mind & Spirit Partnership	146,767	275,250	(253,406)	-	168,611
Safer Spaces for Young People	1,411	31,400	(15,505)	-	17,306
Poverty Truth Commission	9,280	2,994	(12,274)	-	-
Places of Welcome	1,000	15,000	(10,744)	-	5,256
Love Your Neighbour	669	-	-	-	669
Refugees & Asylum Seekers	656	-	(210)	-	446
Food Pantry	4,230	24,082	(24,274)	-	4,038
Early Years Health & Wellbeing Service	15,621	36,593	(40,704)	-	11,510
Women in Leadership	415	-	-	-	415
Ageing Better	1,249	8,747	(4,378)	-	5,618
Feed Birmingham	-	19,120	(12,482)	-	6,638
Children & Family's Covid-19	-	2,152	(1,586)	-	566
Connected Together	-	9,311	(7,671)	-	1,640
Toys4BHam	-	4,032	(3,652)	-	380
	<u>205,298</u>	<u>476,267</u>	<u>(447,787)</u>	<u>119</u>	<u>233,897</u>
<b>Unrestricted funds:</b>					
Designated Communications	2,605	-	(4,328)	11,723	10,000
Designated Places of Welcome	22,008	-	(282)	(11,557)	10,169
Designated Safe Places	18,031	-	(10,500)	2,469	10,000
Designated Consultancy Fundraiser	-	-	-	12,000	12,000
	<u>42,644</u>	<u>-</u>	<u>(15,110)</u>	<u>14,635</u>	<u>42,169</u>
<b>General Fund</b>	<u>35,686</u>	<u>91,575</u>	<u>(88,566)</u>	<u>(14,754)</u>	<u>23,941</u>
<b>Total funds</b>	<u><u>283,628</u></u>	<u><u>567,842</u></u>	<u><u>(551,463)</u></u>	<u><u>-</u></u>	<u><u>300,007</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**11 Funds (continued)**

Details of the restricted funds are as follows:

Homelessness (Previously known as Churches Winter Night Shelter – This fund relates to specific donations raised to fund the day-to-day operations of the Winter Night Shelter project which is now renamed as Homelessness

Near Neighbours Programme – This fund relates to our “Near Neighbours” programme funded by a central government grant via the Church Urban Fund. This is used to fund the day-to-day operations of this project.

Near Neighbours Surge Programme – This fund relates to work on Covid-related communications strategies across local communities particularly those deemed hard to reach.

Near Neighbours Development Programme – This fund was a part of the Surge Programme which allowed for new grants with activities permitted to be delivered beyond March 2021.

Body Mind & Sprit Partnership – This fund relates to our work through the ‘Body, Mind and Spirit Partnership’ that is contracted by Birmingham City Council to deliver support and activities to older people.

Safe Spaces for Young People\* – This fund relates to a pilot project funded through Big Lottery: Awards for All to explore the potential for local places of connection for young people run by volunteers.

Poverty Truth Commission – This fund relates to a grant from the Barrow Cadbury Trust to support the operational costs of hosting a Poverty Truth Commission in Birmingham.

Places of Welcome – This fund relates to a grant from Edward Cadbury Charitable Trust to support the costs of the 5-year anniversary event for the Places of Welcome network in Birmingham and the Black Country.

Love Your Neighbour\* – This income relates to funding received to support a social cohesion movement across the city.

Refugees & Asylum Seekers\* – This fund relates to donations raised to support refugees & asylum seekers.

Food Pantry – This fund relates to a Food Pantry project run in conjunction with Christians Against Poverty

Early Years Health & Wellbeing Services – This fund relates to our work through the Early Years Health & Wellbeing Services contract that is contracted by Birmingham Community Healthcare NHS Foundation Trust to deliver support and activities to families with young children.

Women in Leadership\* – This fund relates to income received to support training and development work with interfaith women in leadership.

Ageing Better – This fund relates to our work through BVSC to support older people programmes by third sector organisations.

Feed Birmingham – This fund relates to donations received to support a Covid-response emergency food collection and distribution campaign.

Children & Families Covid-19\* – This fund relates to a grant received to support the operational costs of the Feed Birmingham Covid-response emergency food collection and distribution campaign.

Connected Together – This fund relates to a grant from the National Lottery Community Fund to run a pilot project developing telephone support services through local churches in partnership with the Linking Lives charity.

Toys4Bham - This fund relates to donations received to support a Covid-response emergency Christmas toy collection and distribution campaign.

\* Small remaining balances (totalling £2,124) on each of these specific funds where the projects have completed, have been allocated to the general Feed Birmingham project for future use.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**12 Net Assets by Fund**

	2021 Unrestricted funds £	2021 Designated funds £	2021 Restricted funds £	2021 Total funds £
Fixed assets	1,525	-	1,104	2,629
Debtors	537	-	21,144	21,681
Cash	22,562	34,000	282,181	338,743
Creditors less than 1 year	(6,530)	-	(6,060)	(12,590)
	18,094	34,000	298,369	350,463

	2020 Unrestricted funds £	2020 Designated funds £	2020 Restricted funds £	2020 Total funds £
Fixed assets	3,502	169	330	4,001
Debtors	1,537	-	5,293	6,830
Cash	20,007	42,000	233,559	295,566
Creditors less than 1 year	(1,105)	-	(5,285)	(6,390)
	23,941	42,169	233,897	300,007

**13 Controlling Interests and related party transactions**

The charity is a joint venture between the Church Urban Fund (“CUF”), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance as set out in the Report of the Trustees on page 9.

In the year ended 31 December 2021, CUF contributed core funding to the charity of £Nil (2020: £2,500). CUF are also the lead accountable body for the Near Neighbours Programme (including the surge and development grant projects) funded by Department for Housing, Communities and Local Government. Thrive Together Birmingham is a project partner in the Programme and received £85,168 of grant funding via CUF (2020: £47,348).

The Birmingham Diocesan Board of Finance contributed in kind donations of £82,849 (2020: £85,038) of employee time and other costs towards the day to day running of the charity. The Birmingham Diocesan Board of Finance contributed £3,000 (2020: £3,000) towards the office costs of Thrive Together Birmingham.

Timothy Myddleton-Evans, a trustee is also chief executive of Worth Unlimited who seconded a member of staff to work on the Safe Spaces project during the year at a cost of £6,000 (2020: £16,500). Consultancy Fees of £3,212 (2020: £4,057) were paid to R Groves, a trustee, in connection with her work in developing and implementing a communications strategy.

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**14 Prior Year Comparative Statement of Financial Activities**

	Restricted funds	Designated funds	Unrestricted funds	Total funds 2020
	£	£	£	£
<b>INCOME FROM:</b>				
Donations	40,590	-	3,287	43,877
Charitable activities	435,677	-	88,288	523,965
<b>TOTAL INCOME</b>	<u>476,267</u>	<u>-</u>	<u>91,575</u>	<u>567,842</u>
<b>EXPENDITURE</b>				
Raising Funds	(922)	-	-	(922)
Charitable activities	(446,865)	(15,110)	(88,566)	(550,541)
<b>TOTAL EXPENDITURE</b>	<u>(447,787)</u>	<u>(15,110)</u>	<u>(88,566)</u>	<u>(551,463)</u>
Net income/(expenditure)	28,480	(15,110)	3,009	16,379
Transfers between funds	119	14,635	(14,754)	-
<b>NET MOVEMENT IN FUNDS</b>	<u>28,599</u>	<u>(475)</u>	<u>(11,745)</u>	<u>16,379</u>
<b>RECONCILIATION OF FUNDS</b>				
Total funds at 1 January 2020	205,298	42,644	35,686	283,628
<b>Total funds at 31 December 2020</b>	<u><u>233,897</u></u>	<u><u>42,169</u></u>	<u><u>23,941</u></u>	<u><u>300,007</u></u>

**THRIVE TOGETHER BIRMINGHAM  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**ACKNOWLEDGEMENT OF FUNDERS**

The Trustees of Thrive Together Birmingham acknowledge their thanks to the following funders for their generosity to the charity during the year ended 31 December 2021:

The Birmingham Diocesan Board of Finance  
The Albert Gubay Foundation  
Church Urban Fund  
Church Action on Poverty  
Birmingham Community Healthcare NHS Foundation Trust  
Birmingham City Council  
Amazon UK  
Donations via Charitable Giving website  
Anonymous donations from various individuals

**THRIVE TOGETHER BIRMINGHAM**

England & Wales - Charity number 1153942

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# Accounts

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**THRIVE TOGETHER BIRMINGHAM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**  
**A Company Limited by Guarantee**  
**Registered number: England & Wales No. 08039675**  
**Registered Charity No. 1153942**

**THRIVE TOGETHER BIRMINGHAM**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**THRIVE TOGETHER BIRMINGHAM**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

**Company Number:** England & Wales No. 08039675

**Charity Number:** 1153942

**Trustees:**

Church Urban Fund nominated:

Timothy Myddleton-Evans (resigned 15 April 2021)

Jonathan Miles

Revd Douglas Machiridza

Christopher Whittington

Hoan Nguyen (appointed 13 July 2020)

Bishop of Birmingham nominated:

Revd Colin Marsh (resigned 31 March 2020)

Revd David Tomlinson (appointed 1 March 2020)

Melanie Crooks (resigned 31 March 2020)

Ven. Simon Heathfield

Rachel Groves (appointed 13 July 2020)

Karen Preece (appointed 15 April 2021)

**Registered Office**

1 Colmore Row  
Birmingham, B3 2BJ

**Independent Examiner**

Karen Hanlan ACA,ACIE  
Karen Hanlan Independent Examiner Limited  
12 Waterloo Close  
Wellesbourne  
CV35 9JG

**Bankers**

Barclays Bank PLC  
68 High Street  
Harborne  
Birmingham  
B17 9N

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES

The directors of Thrive Together Birmingham (“the charitable company”) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as its Trustees. The financial statements comply with Charities Act 2011, the special provisions of part 15 of the Companies Act 2006 relating to small companies 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 (FRS102) (updated 1 January 2019).

The Company is a Company limited by Guarantee and was incorporated on the 20 April 2012. It commenced its charitable activity on 1 January 2013. The Charity was formally registered with the Charity Commission on 24 September 2013.

The Trustees have pleasure in presenting the charitable company’s report and financial statements for the year ended 31 December 2020.

### STRATEGIC AIM AND OBJECTIVES

Thrive Together Birmingham (“Thrive”) aims to support and grow the movement of individuals, churches and organisations who, motivated by their faith, are committed to addressing issues of poverty and to playing their part in helping their neighbourhoods to flourish.

In legal terms the objectives of the Charity are as follows:

- To promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them mainly but not exclusively, by the provision of information, advice, support and infrastructure provision; The relief of financial hardship, either generally or individually through the provision of grants, goods or services.

In practical terms, we seek to further our strategic aim by three core activities:

#### *Joint Action*

Creating communities of action. These communities bring together those living in poverty, members of local churches (including those of non-Anglican denomination through our links with Churches Together Birmingham) and other people of goodwill to seek the transformation of lives. This is the active building of civil society.

#### *Providing resources and support*

Providing resources and support for practical action. Sometimes this will be money but often it is encouragement and support. Though local Churches are active in their community they often need help to mobilise their assets for action. We are a resource for this practical local action.

#### *Making connections*

Raising the profile of local work and connecting it with the public arena. This is about connecting with other groups who share our values and the general public and bringing to their attention the work local churches across Birmingham are engaged in. We want to mobilise their support.

All of the projects and programmes that we are linked to will include aspects of all three core activities.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### ACHIEVEMENTS AND PERFORMANCE

Thrive Together Birmingham's (Thrive) primary aim is to encourage and support people who are motivated by their faith to tackle poverty and build community.

As a Christian charity our values are founded on our understanding of the Christian faith and we actively encourage Christians and churches to play their part in helping their neighbourhoods to flourish and to do so in collaboration with other faith communities and people of good will and common values.

We are part of a wider movement of people in Birmingham and the wider West Midlands who are motivated to make a difference in their neighbourhoods, communities and the lives of people who are marginalised. We particularly aim to support the development of a growing movement of Christians and churches who are involved in this movement by participating in activities in their local neighbourhoods and across the Diocese of Birmingham that challenge the impact of poverty on individuals and communities.

We rarely do anything alone but seek to model collaboration as we partner with other organisations and individuals who share our vision for flourishing neighbourhoods and communities. We are proud that this leads to us working in partnership with local authorities, charities, businesses, faith organisations, residents and community groups.

Despite the challenges that have faced the whole country because of the Covid pandemic we have been able to find ways to stay connected and active.

#### **Places of Welcome**

The Places of Welcome movement began in Birmingham in 2014 with 70 open in the city prior to the pandemic and around 400 across the country. The national network is now supported by Church Urban Fund but Thrive continues to employ a Development Worker to support and develop Places of Welcome around the West Midlands. In 2020 we were able to hold an event in February to celebrate the 5<sup>th</sup> Anniversary with groups from across the Birmingham, Solihull and Sandwell gathered at St. Martins in the Bullring to share the launch of an art installation to which their groups had contributed. Sadly, Covid meant that Places of Welcome had to close although some groups were able to stay connected via social media.

#### **'Body, Mind and Spirit Partnership'**

Thrive manages the Body, Mind and Spirit Partnership (BMSP), which is a collaboration of 13 churches and Christian projects funded by a grant from Birmingham City Council, to employ Development Workers to provide preventative activities for older people to enable them to live independently in their local communities. Together the partners facilitate activities for around 2,000 older people in neighbourhoods around Birmingham. Despite Covid curtailing regular gatherings for activity, the Development Workers have risen to the challenge of staying connected to older people in their neighbourhoods to try to alleviate an even greater threat of loneliness and isolation. They have been innovative in their approach developing new telephone contact, connectivity through ICT and creating and delivering art activity packs. Thrive has played a key role in co-ordination, training, skills and idea sharing and developing innovative approaches through ICT to overcome Covid restrictions.

A new partnership has been developed with Linking Lives, a national charity specialising in providing connection to older people through telephone support. Through support from the National Lottery, a pilot has been run to encourage churches to develop telephone support services.

Funding has also been secured for a pilot programme to explore how to develop ICT skills with older people with no previous experience of using computers.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### **Near Neighbours**

Funding from the government through the Ministry of Housing, Communities and Local Government has enabled us to sustain our Near Neighbours work bringing people with different backgrounds together to build friendships and community connections. Despite Covid restrictions our Development Worker has delivered another small grants programme, which has supported new groups to develop activities in their local neighbourhoods. Sadly our usual events bringing people from different backgrounds together for learning and celebration had to be cancelled although some online events were held to retain connection and share Covid experiences.

#### **Children and Families**

Sadly, this area of work was massively impacted by Covid as all groups were forced to close in March. This has given us the opportunity to work with our funding partner, Birmingham Forward Steps, to re-imagine our work so that it has much greater impact on the lives of young families experiencing poverty. A new programme of activities working with Children's Centres and other Early Years support groups is planned for 2021.

#### **Your Local Pantry**

Thrive is partnering with Church Action on Poverty (CAP) to employ a Development Worker to develop the Your Local Pantry model in the West Midlands. Your Local Pantry is a community food membership scheme run on a franchise basis by volunteers for the benefit of their local communities. Rather than providing emergency food as a Food Bank would, they focus on the security of a weekly affordable food offer at a reduced price with some choice of staple food items. They aim to help people make their money go further by reducing food shopping bills, providing advice and support, and developing volunteers. By the end of 2020 nine Food Pantries were open in Sandwell, Birmingham and the Black Country with nine more in the pipeline planning to open in 2021. As a result of this success and growing interest, plans are being put in place by CAP to extend the partnership with Thrive with funding for a further two years.

#### **Safe Spaces**

Recognising the lack of support and meeting places for many young people in Birmingham, Thrive continues to collaborate with Christian youth work organisations in Birmingham to encourage churches and Christian organisations to set up Safe Spaces for young people in neighbourhoods around the city. In effect these are Places of Welcome specifically for young people hosted by Christian youth workers and volunteers. By March 2020, a network of 85 neighbourhood-based Safe Spaces was operating across Birmingham supporting over 2,000 young people a week and involving over 300 volunteers. Support was provided by a part-time Safe Spaces Co-ordinator contracted through Thrive.

With the onset of Covid most groups had to close but youth workers were keen to retain contact with young people and support them through the multiple challenges caused by the pandemic. Thrive secured funding from the Heart of England Foundation 'Doing Things Differently Fund' to develop a programme of support which included an advice and support line for Safe Space partners and youth workers, providing up to date information and guidance around Covid restrictions, commissioned youth workers to offer support and coaching particularly around developing detached youth work and delivery of a range of online support/idea sharing/ networking sessions to support youth workers to feel less isolated and to share ideas and good practice in potential new ways of working

#### **Covid Responses**

During the Covid lockdown Thrive supported several churches to use their resources to respond to the challenges of the pandemic, particularly providing emergency food in their local communities. We worked in partnership with other Third Sector organisations to try to ensure that the needs of people across Birmingham and the wider diocese were addressed through local and centralised provision.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

Through these connections we identified a significant shortage of available food so set up the Feed Birmingham campaign in partnership with the Edgbaston Foundation, Edgbaston Cricket Ground and West Midlands Police. Over 4 months we ran weekly public collections of food, baby supplies, cleaning materials and toiletries which were then distributed to 24 neighbourhood-based organisations who were running emergency support provision. An online donation campaign was set up to receive financial donations with all money raised going to food provision.

In the autumn we were asked to repeat the model to collect toys for children whose parents could not afford to buy gifts. Working with the Edgbaston Foundation and Birmingham PlayCare Network we set up the Toys4Birmingham campaign and organised three collection days at Edgbaston Cricket Ground receiving over 16,500 new toys and books from members of the public. These donations were then distributed to 53 frontline groups across Birmingham, including Children's Centres, who were offering direct support to families.

Throughout the year most of the community activities that Thrive supports and encourages were forced to cease. Instead of furloughing our staff we changed their roles so that they could engage in the activity previously described but also to ensure that they maintained contacts with activity leaders and their networks. As a result, in the autumn colleagues saw the need to set up a Community Restart programme bringing practitioners together online to share their Covid experiences, their hopes and anxieties, and to explore practicalities for re-opening activities. The Thrive team had real concerns that much of the pre-Covid volunteer-led activity might not restart in 2021. From the initial sharing sessions Thrive staff have gone on to develop a programme of training covering Covid advice updates for safely operating groups, Covid Money Advice, mental health and wellbeing and Mental Health First Aid.

### FUTURE PLANS

In 2021 we will continue to focus on the activities described above particularly focusing on supporting community activities to re-open safely following the Covid shutdown and to identify and respond to the new challenges that will result from the impact of the pandemic. We will also focus on developing funding strategies to ensure that our work is sustainable.

### HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

Our support activities are centred around developing and strengthening local Christian communities in their efforts to address their own wider community needs, including responding to poverty. We support those working to transform the lives of the poorest and most marginalised. Through this support we give people opportunities, restoring their dignity and enabling them to feel they belong to and contribute to their community. In this way and as demonstrated through this report, our activities deliver public benefit.

We seek to work with all faiths and denominations. Ultimate beneficiaries are not restricted by faith, gender, ethnic origin, disability, age or sexual orientation. We seek to form strategic partnerships with existing groups and organisations in our area that are already engaged with aspects of poverty that are aligned with our core values and purpose.

The Trustees have reviewed the guidance on public benefit issued by the Charity Commission and consider that our aims and activities as set above fulfil the criteria. The trustees consider the guidance on public benefit each year.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### FINANCIAL REVIEW

##### Financial performance

The Charity's income for the year ended 31 December 2020 was £567,842 (2019: £543,803). This reflected our core funding from CUF for the year of £2,500 (2019: £20,000) and recognition of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity of £85,038 (2019: £90,692). £476,267 (2019: £429,037) of income raised was for restricted purposes and has been accounted for as such.

The charity's expenditure for the year ended 31 December 2020 was £551,464 (2019: £524,411). This included the recognition of the "cost" of the in-kind support provided by employees of the Birmingham Diocesan Board of Finance in the day to day running of the charity.

The charity moves into 2021 with unrestricted funds (excluding designated funds) of £23,941 (2019: £35,686), which continues to give a firm base to deliver a full programme of development activities. The Board is conscious that as its core funding from CUF has reduced again in 2020, it needs to continue to develop other funding sources, including ensuring that contract delivery programmes encompass an element of contribution towards core costs.

During the year, the charity has designated £42,169 of its unrestricted funds towards the continued strategic development and outreach activities in the areas of Places of Welcome (£10,169), Safe Spaces (£10,000), Communications (£10,000) and Consultancy Fundraiser (£12,000). These designations have been made to protect these strategically important activities whilst external funding bids are proactively pursued. The balance on the designated funds as at 31 December 2020 is £42,169 (2019: £42,644).

##### Reserves Policy and Funds (Unrestricted and Restricted)

The reserves policy has been formulated by the Trustees in line with the recommendations of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately four months of unrestricted charitable expenditure, which equates to £16,000 based on the 2021 budget. This excludes the impact of the in-kind donations from the Birmingham Diocesan Board of Finance. The Trustees consider that this level of funds is sufficient given them flexibility to "scale up or down" the development projects that the charity is involved with and to also ensure that support and governance costs are covered. The unrestricted free reserves as at 31 December 2020 are £23,941 (2019: £35,686) and exceed our reserves policy, however, considering ongoing reductions to core funding from CUF, trustees are planning to review their reserves policy to ensure activities are not restricted in the future. The Trustees regularly review the appropriateness of the reserves policy with regard to the current environment in which the Charity operates.

The unrestricted fund comprises of £3,501 which is tied up in tangible fixed assets and £20,440 of free reserves. As set out in note 11 to the financial statements, the Charity holds and administers several restricted funds. As at 31 December 2020 restricted funds totalled £233,897 (2019: £205,298) which are not available for the general purposes of the Charity.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### Risk Management – principal risks and uncertainties

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- A review of principal risks and uncertainties that the charity faces at each board meeting within the Chief Executive's reporting;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review process;
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

- Maintaining and sourcing key funding contracts and grants.
- Overcoming the particular challenges of the Covid pandemic

The trustees maintain an ongoing relationship with the charity's core funders in order to be alert to any possible reductions in the level of their support. Other activities are delivered only when specific funds are available and staff recruited accordingly.

Trustees continue to diversify the range of its funders in order to reduce dependency on initial core funders. Now that the charity is becoming more established with a higher reputation this is more possible.

- Key members of staff being temporarily or permanently absent.

The trustees are aware of pressure on staff as the range of services delivered increases and are building a capable staff team who can cover each other's work during short periods of absence. We are also building a network of contacts who will enable us to identify individuals who can be contracted to undertake short term pieces of work as and when required.

- Development and maintenance of church community engagement

This is one of our core activities as our delivery model is based on developing and extending relationships with churches. Therefore sustaining the post of Senior Development Worker through core funding is a priority for the trustees. Primarily our church engagement is not designed to create a dependent relationship particularly in terms of funding. Churches are enabled to develop sustainable activities that are not reliant on significant funding and most are encouraged to work in partnership with other churches or community organisations as this approach enables resources and responsibility to secure them to be shared.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### Key relationships

Key relationships in the pursuit of our charitable objectives are with our stakeholders:

- Bishop of Birmingham;
- Birmingham Diocesan Board of Finance
- Church Urban Fund
- Birmingham Churches Together
- Local churches and community organisations at grass roots level

Related party transactions with these key stakeholders are detailed in note 13 to the financial statements.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing Structure

Thrive Together Birmingham is a company limited by guarantee and was registered as a charity on 24 September 2013. The Charitable Company is governed by its Memorandum and Articles of Association which were adopted by the Board of Trustees on 20 April 2012.

The charity is a joint venture between the Church Urban Fund (“CUF”), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance.

The Memorandum and Articles of Association determine that the Board is made up of up to nine trustee directors of whom five are nominated by Church Urban Fund and four are nominated by the Bishop of Birmingham as the key stakeholders.

Trustees are nominated by invitation given that they have the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. The skills and composition of the Board is reviewed on a regular basis, taking into consideration succession planning, representation and experience, empathy and knowledge of the charity.

Since the year end, the Trustees approved an amendment to the Memorandum and Articles of Association at their meeting on 14 January 2021 to reflect Birmingham Diocesan Board of Finance as a key stakeholder. This amendment changes the rights to nominate Trustees. In future, the three key stakeholders; Church Urban Fund, the Bishop of Birmingham and Birmingham Diocesan Board of Finance will each be entitled to nominate three Trustees.

##### Trustees induction & training

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copies of key governance documents as well as a copy of the Charity Commission’s guidance ‘The Essential Trustee: What You Need to Know’ and ‘Public Benefit: Running a Charity’. Trustees are positively encouraged to visit projects supported by the charity. This maintains their awareness of grass roots issues and developments.

At the quarterly trustees’ meetings, the Trustees agree broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance. Specific task groups meet between formal board meetings when appropriate or necessary,

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### REPORT OF THE TRUSTEES (CONTINUED)

#### Management and Organisational Structure

Day to day management is delegated to the Chief Executive (Fred Rattley) who is seconded from the Birmingham Diocesan Board of Finance, with support from the Senior Development Worker (Sarah Turner) and the finance team of the Birmingham Diocesan Board of Finance.

#### Key Management Personnel remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give their time freely and no trustee remuneration was paid in the year. Details of key management remuneration and related party transactions are disclosed in notes 7 and 13 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Chair and in accordance with the charity's Conflict of Interests policy withdraw from decisions where a conflict of interest arises.

The pay of the Chief Executive is reviewed annually and determined by the Birmingham Diocesan Board of Finance as he is a seconded employee of that organisation. Remuneration in that organisation is benchmarked with that of similar organisations and due consideration is given to the level of annual increments awarded to stipendiary clergy. The trustee board of Thrive Together Birmingham does not directly influence the pay of the Chief Executive.

Consultancy Fees were paid to R Groves of £4,057 in connection with developing and implementing a communications strategy

**THRIVE TOGETHER BIRMINGHAM**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**REPORT OF THE TRUSTEES' (CONTINUED)**

**Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of Thrive Together Birmingham for the purposes of company law) are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).


Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 to exist.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legalisation in the UK governing the preparation and dissemination of financial statements may differ from legalisation in other jurisdictions.

Approved by the Board and signed on its behalf by:



Rev David Tomlinson  
Chair and Trustee

Date: 15/07/21

THRIVE TOGETHER BIRMINGHAM

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

**Independent Examiner's Report to the Trustees of Thrive Together Birmingham ('the Company')**

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 12 to 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 charity'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**

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

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:

- 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 (FRS102).

I have no concerns and have come across no 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.



Karen Hanlan,  
Member of Institute of Chartered Accountants England & Wales  
Karen Hanlan Independent Examiner Ltd  
12 Waterloo Close  
Wellesbourne  
CV35 9JG

Date: 15/7/21

THRIVE TOGETHER BIRMINGHAM

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

STATEMENT OF FINANCIAL ACTIVITIES  
(including an income and expenditure account)

	Note	Restricted funds £	Designated funds £	Unrestricted funds £	Total funds 2020 £	Total funds 2019 £
<b>INCOME FROM:</b>						
Donations	2	40,590	-	3,287	43,877	19,970
Charitable activities	3	435,677	-	88,288	523,965	523,833
<b>TOTAL INCOME</b>		<u>476,267</u>	<u>-</u>	<u>91,575</u>	<u>567,842</u>	<u>543,803</u>
<b>EXPENDITURE</b>						
Raising Funds	4	(922)	-	-	(922)	(3,783)
Charitable activities	5	(446,865)	(15,110)	(88,566)	(550,541)	(520,628)
<b>TOTAL EXPENDITURE</b>		<u>(447,787)</u>	<u>(15,110)</u>	<u>(88,566)</u>	<u>(551,463)</u>	<u>(524,411)</u>
Net income/(expenditure)		28,480	(15,110)	3,009	16,379	19,392
Transfers between funds		119	14,635	(14,754)	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>28,599</u>	<u>(475)</u>	<u>(11,745)</u>	<u>16,379</u>	<u>19,392</u>
<b>RECONCILIATION OF FUNDS</b>						
Total funds at 1 January 2020		205,298	42,644	35,686	283,628	264,236
<b>Total funds at 31 December 2020</b>		<u>233,897</u>	<u>42,169</u>	<u>23,941</u>	<u>300,007</u>	<u>283,628</u>

All activities derive from continuing operations.

For analysis of transfers between funds see note 11

The Statement of Financial Activities includes all gains and losses recognised in the year.

**THRIVE TOGETHER BIRMINGHAM**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**BALANCE SHEET**  
**COMPANY NUMBER 08039675**

	Note	2020		2019	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	8	4,001		5,811	
			4,001		5,811
<b>CURRENT ASSETS</b>					
Debtors- receivable within one year	9	6,830		7,286	
Cash at bank		295,566		280,422	
		302,396		287,708	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	(6,390)		(9,891)	
<b>NET CURRENT ASSETS</b>			296,006		277,817
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			300,007		283,628
<b>NET ASSETS</b>			300,007		283,628
<b>FUNDS</b>	11				
Restricted income funds			233,897		205,298
Unrestricted designated funds			42,169		42,644
Unrestricted – general funds			23,941		35,686
<b>TOTAL CHARITY FUNDS</b>			300,007		283,628

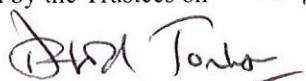
The accompanying accounting policies and notes form part of these financial statements. For the year ended 31 December 2020, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006, however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 11.

The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Approved by the Trustees on 15/07/21 and signed on their behalf by:



**Revd David Tomlinson – Chair and Trustee**

**THRIVE TOGETHER BIRMINGHAM**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**1 Principal accounting policies**

**Basis of accounting**

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

In preparing these financial statements Update Bulletin 1 to the Charities SORP (FRS102) has been adopted and consequently a Statement of Cash flows has not been prepared.

Thrive Together Birmingham meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

**Status of the company**

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

**Going Concern statement**

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key funders and stakeholders (Church Urban Fund ('CUF'), Bishop of Birmingham and Birmingham Diocesan Board of Finance ('BDBF') and in response to the progress made by the charity in pursuing a viable budget including the obtaining of further grants and donations. The charity's business plan shows that the charity will be able to operate in the foreseeable future. Based on this understanding the director trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

**Funds**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the charitable company.

**Income**

All income is recognised in the Statement of Financial Activities when the charitable company is legally entitled, ultimate receipt is probable, and the amount can be quantified with reasonable accuracy.

Income relating to future periods, in accordance with donor-imposed conditions specifying the time period, has been treated as deferred income.

Income dependent on certain conditions, amounting to more than mere administrative requirements, is recognised when the conditions have been fulfilled.

# THRIVE TOGETHER BIRMINGHAM

## FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

### **Donated services**

Donated services (in kind) are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the items is probable and that economic benefit can be measured reliably. On receipt, donated services are recognised on the basis of the value of the gift to the charity, namely at the equivalent cost to the donating organisation. A corresponding amount is then recognised in expenditure for the period.

### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of publicity.
- Expenditure on charitable expenditure includes the costs of the project delivery undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### **Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activity. Support costs include back-office costs, finance, personnel and governance costs which support the charitable company's activities. These costs have been allocated to activities based on time spent and are shown in note 6.

### **Pension costs and other post-retirement benefits**

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

### **Fixed assets and depreciation**

Capital items costing over £250 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years
- Office equipment – 5 years

### **Taxation**

As a registered charity no provision is considered necessary for taxation.

### **Cash and cash equivalents**

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three-month notice period.

### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

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2 Donations

	2020 Restricted funds £	2020 Unrestricted funds £	2020 Total £	2019 Total £
BDBF- contribution to office costs donation	-	3,000	3,000	3,000
Church of England Parish donations	-	-	-	883
Individual and other Christian organisation donations	9,390	287	9,677	1,521
Trusts and Foundations	31,200	-	31,200	14,566
	<u>40,590</u>	<u>3,287</u>	<u>43,877</u>	<u>19,970</u>

In 2019, donations into restricted funds were £15,996 and £3,974 into unrestricted funds.

3 Income from charitable activities

	2020 Restricted funds £	2020 Unrestricted funds £	2020 Total £	2019 Total £
Church Urban Fund – core contract	-	2,500	2,500	20,000
BVSC Ageing Better contract	8,747	-	8,747	1,249
BDBF – in kind donation of services	-	85,038	85,038	90,692
Near Neighbours Core Grant Programme via CUF	47,348	-	47,348	48,525
Near Neighbours Real People, Honest Talk Programme via CUF	-	-	-	13,000
Birmingham Community Healthcare NHS Foundation Trust -Early Years Health & Wellbeing Service	36,593	-	36,593	30,000
Birmingham City Council – Body Mind Spirit Partnership (BMSP)	275,000	-	275,000	292,574
BVSC – BSMP attending Ageing Better Forum	250	750	1,000	2,750
Training & services provided	-	-	-	100
Church Action on Poverty – Food Pantry	24,082	-	24,082	24,943
Poverty Truth Commission	2,794	-	2,794	-
Children & Families Covid-19 recovery	2,152	-	2,152	-
Safe Spaces for Young People	29,400	-	29,400	-
Connected Together	9,311	-	9,311	-
	<u>435,677</u>	<u>88,288</u>	<u>523,965</u>	<u>523,833</u>

Income from charitable activities relates to income generated from contractual arrangements and other services provided.

In 2019, income to restricted funds was £413,041 and £110,792 to unrestricted funds.

The in-kind services by the BDBF represents employee time spent on the day to day running of Thrive Together Birmingham and other accountancy costs.

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4 Fund raising costs

	2020 Restricted funds £	2020 Designated funds £	2020 Total £	2019 Total £
Publicity and promotion	922	-	922	3,783
	<u>922</u>	<u>-</u>	<u>922</u>	<u>3,783</u>

5 Expenditure on charitable activities

	2020 Project Activity £	2020 Support and Governance £	2020 Total £	2019 Total £
Funded from Unrestricted Funds:				
Other Development activities	-	88,566	88,566	100,868
	-	88,566	88,566	100,868
Funded from Designated Funds:				
Places of Welcome	-	283	283	16,262
Safe Places	10,500	-	10,500	17,880
Communications	-	4,327	4,327	2,503
	10,500	4,610	15,110	36,645
Funded from Restricted Funds:				
Near Neighbours – Core contract	43,758	-	43,758	53,341
Near Neighbours – Real People, Honest Talk	4,725	-	4,725	8,194
Body, Mind & Spirit Partnership	253,406	-	253,406	249,185
Homelessness (previously known as Churches Winter Night Shelter)	12,218	-	12,218	5,627
Poverty Truth Commission	12,274	-	12,274	17,929
Early Years Health & Wellbeing Service	40,704	-	40,704	28,112
Food Pantry	24,274	-	24,274	20,713
Love Your Neighbour	-	-	-	14
Places of Welcome	10,022	-	10,022	-
Ageing Better	4,378	-	4,378	-
Feed Birmingham	12,482	-	12,482	-
Children & Families Covid-19 recovery	1,586	-	1,586	-
Safe Spaces for Young People	15,505	-	15,050	-
Connected Together	7,671	-	7,671	-
Toys4BHam	3,652	-	3,652	-
Refugees & Asylum Seekers	210	-	210	-
	446,865	-	446,865	383,115
Total	457,366	93,176	550,541	520,628

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	2019 Project Activity £	2019 Support and Governance £	2019 Total £
Funded from Unrestricted Funds:			
Sandwell Churches Link	-	-	-
Other Development activities	-	100,868	100,868
	<hr/>	<hr/>	<hr/>
	-	100,868	100,868
Funded from Designated Funds:			
Places of Welcome	16,262	-	16,262
Safe Places	17,880	-	17,880
Communications	-	2,503	2,503
	<hr/>	<hr/>	<hr/>
	34,142	2,503	36,645
Funded from Restricted Funds:			
Near Neighbours – Core contract	53,341	-	53,341
Near Neighbours – Real People, Honest Talk	8,194	-	8,194
Body, Mind & Spirit Partnership	249,185	-	249,185
Homelessness (previously known as Churches Winter Night Shelter)	5,627	-	5,627
Big Lottery – Safer Spaces	-	-	-
Poverty Truth Commission	17,929	-	17,929
Places of Welcome	-	-	-
Early Years Health & Wellbeing Service	28,112	-	28,112
Food Pantry (previously known as Food Pantry)	20,713	-	20,713
Women in Leadership	-	-	-
Interfaith	-	-	-
Love Your Neighbour	14	-	14
	<hr/>	<hr/>	<hr/>
	383,115	-	383,115
	<hr/>	<hr/>	<hr/>
Total	417,257	103,371	520,628

THRIVE TOGETHER BIRMINGHAM

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6 Analysis of support and governance costs

	Support costs	Governance	2020 Total
	£	£	£
Wages and salaries, including in kind services from BDBF	83,708	35,875	119,583
Consultancy	4,327	-	4,327
Office rent	8,009	-	8,009
Administrative support costs	3,798	-	3,798
Travel and training costs	591	-	591
Insurance	2,012	-	2,012
Depreciation	2,403	-	2,403
Independent Examination	-	750	750
Board Strategy Day and expenses	-	7	7
Companies House Filing Fee	-	-	-
Bank Charges on transactions	86	-	86
Management charges recovered from projects	(48,390)	-	(48,390)
	<u>56,544</u>	<u>36,632</u>	<u>93,176</u>
Total	<u>56,544</u>	<u>36,632</u>	<u>93,176</u>

2019 Comparative

	Support costs	Governance	Total
	£	£	£
Wages and salaries, including in kind services from BDBF	85,185	36,508	121,693
Consultancy	2,503	-	2,503
Office rent and service charges	8,014	-	8,014
Administrative support costs	5,332	-	5,332
Travel and training costs	691	-	691
Insurance	1,926	-	1,926
Depreciation	2,320	-	2,320
Independent Examination	-	580	580
Board Strategy Day and expenses	-	131	131
Companies House Filing Fee	-	13	13
Bank Charges on transactions	121	-	121
Management charges recovered from projects	(39,953)	-	(39,953)
	<u>66,139</u>	<u>37,232</u>	<u>103,371</u>
Total	<u>66,139</u>	<u>37,232</u>	<u>103,371</u>

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7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2020 £	2019 £
Wages and salaries	199,149	195,092
Employer National Insurance	17,729	18,718
Pension costs	11,692	11,097
	<u>228,570</u>	<u>224,907</u>
This can be further analysed as:		
Wages and salaries of employed staff – project activity	108,987	103,214
Wages and salaries of employed staff – Support & governance	34,545	31,001
In-kind donation of staff time from BDBF – Support & governance	85,038	90,692
	<u>119,583</u>	<u>121,693</u>
Total – Support & governance	119,583	121,693
Total	<u>228,570</u>	<u>224,907</u>

No employees had employee benefits in excess of £60,000 (2019: nil). Pension costs are allocated to activities in line with the nature of the activities that a particular staff member works on.

The charity trustees were not paid or received any other benefits from employment with the charity. Trustee travel expenses reimbursed during the year amounted to £nil (2019: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive. The Chief Executive is on secondment from the Birmingham Diocesan Board of Finance, which equates to an in-kind cost of £57,864 (2019: £ 57,597) including employer related costs. The charity has not paid any employee benefits directly to the key management personnel of the charity.

For employed staff the average monthly head count and the average monthly number of full-time equivalents during the year was 6 and 4 (2019: 6 and 4 for respectively).

8 Fixed assets

	Computer equipment £	Office equipment £	Total £
<b>Cost/deemed cost or valuation</b>			
At 1 January 2020	6,078	7,551	13,629
Additions	1,248	-	1,248
	<u>7,326</u>	<u>7,551</u>	<u>14,877</u>
At 31 December 2020	7,326	7,551	14,877
<b>Accumulated depreciation</b>			
At 1 January 2020	4,241	3,577	7,818
Charge for the year	1,587	1,471	3,058
	<u>5,828</u>	<u>5,048</u>	<u>10,876</u>
At 31 December 2020	5,828	5,048	10,876
<b>Net book value</b>			
At 31 December 2020	<u>1,498</u>	<u>2,503</u>	<u>4,001</u>
At 31 December 2019	1,837	3,974	5,811

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**9 Debtors**

Amounts receivable within 1 year:	2020	2019
	£	£
Prepayment	2,037	2,054
Other Debtors	4,793	5,232
	<u>6,830</u>	<u>7,286</u>
	<u><u>6,830</u></u>	<u><u>7,286</u></u>

**10 Creditors: amounts falling due within one year:**

	2020	2019
	£	£
Trade creditors	-	564
Accruals	6,140	580
Deferred Income	250	8,747
	<u>6,390</u>	<u>9,891</u>
	<u><u>6,390</u></u>	<u><u>9,891</u></u>

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11 Funds

	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2020 £
Restricted funds:					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	19,194	238	(12,218)	-	7,214
Near Neighbours Programme	-	47,348	(43,758)	-	3,590
Near Neighbours – Real People, Honest Talk	4,806	-	(4,925)	119	-
Body Mind & Spirit Partnership	146,767	275,250	(253,406)	-	168,611
Safer Spaces for Young People	1,411	31,400	(15,505)	-	17,306
Poverty Truth Commission	9,280	2,994	(12,274)	-	-
Places of Welcome	1,000	15,000	(10,744)	-	5,256
Love Your Neighbour	669	-	-	-	669
Refugees & Asylum Seekers	656	-	(210)	-	446
Food Pantry	4,230	24,082	(24,274)	-	4,038
Early Years Health & Wellbeing Service	15,621	36,593	(40,704)	-	11,510
Women in Leadership	415	-	-	-	415
Ageing Better	1,249	8,747	(4,378)	-	5,618
Feed Birmingham	-	19,120	(12,482)	-	6,638
Children & Family's Covid-19	-	2,152	(1,586)	-	566
Connected Together	-	9,311	(7,671)	-	1,640
Toys4BHam	-	4,032	(3,652)	-	380
	<u>205,298</u>	<u>476,267</u>	<u>(447,787)</u>	<u>119</u>	<u>233,897</u>
Unrestricted funds:					
Designated Communications	2,605	-	(4,328)	11,723	10,000
Designated Places of Welcome	22,008	-	(282)	(11,557)	10,169
Designated Safe Places	18,031	-	(10,500)	2,469	10,000
Designated Consultancy Fundraiser	-	-	-	12,000	12,000
	<u>42,644</u>	<u>-</u>	<u>(15,110)</u>	<u>14,635</u>	<u>42,169</u>
General Fund	<u>35,686</u>	<u>91,575</u>	<u>(88,566)</u>	<u>(14,754)</u>	<u>23,941</u>
Total funds	<u><u>283,628</u></u>	<u><u>567,842</u></u>	<u><u>(551,463)</u></u>	<u><u>-</u></u>	<u><u>300,007</u></u>

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	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2019 £
Restricted funds:					
Homelessness (Previously Birmingham Churches Winter Night Shelter)	23,916	905	(5,627)	-	19,194
Near Neighbours Programme	224	49,050	(53,341)	4,067	-
Near Neighbours – Real People, Honest Talk	-	13,000	(8,194)	-	4,806
Body Mind & Spirit Partnership	100,628	295,324	(249,185)	-	146,767
Safer Spaces for Young People	1,411	-	-	-	1,411
Poverty Truth Commission	17,005	13,566	(21,291)	-	9,280
Places of Welcome	-	1,000	-	-	1,000
Love Your Neighbour	683	-	(14)	-	669
Refugees & Asylum Seekers	656	-	-	-	656
Food Pantry	-	24,943	(20,713)	-	4,230
Early Years Health & Wellbeing Service	13,733	30,000	(28,112)	-	15,621
Women in Leadership	415	-	-	-	415
Ageing Better	-	1,249	-	-	1,249
	<u>158,671</u>	<u>429,037</u>	<u>(386,477)</u>	<u>4,067</u>	<u>205,298</u>
Unrestricted funds:					
Designated Communications	5,108	-	(2,503)	-	2,605
Designated Places of Welcome	12,691	-	(16,683)	26,000	22,008
Designated Safe Places	17,911	-	(17,880)	18,000	18,031
	<u>35,710</u>	<u>-</u>	<u>(37,066)</u>	<u>44,000</u>	<u>42,644</u>
General Fund	69,855	114,766	(100,868)	(48,067)	35,686
Total funds	<u>264,236</u>	<u>543,803</u>	<u>(524,411)</u>	<u>-</u>	<u>283,628</u>

Details of the restricted funds are as follows:

Homelessness (Previously known as Churches Winter Night Shelter – This fund relates to specific donations raised to fund the day-to-day operations of then Winter Night Shelter project which is now renamed as Homelessness

Near Neighbours Programme – This fund relates to our “Near Neighbours” programme funded by a central government grant via the Church Urban Fund. This is used to fund the day-to-day operations of this project.

Near Neighbours Real People, Honest Talk – This fund relates to a sub project of the “Near Neighbours” programme funded by a central government grant via the Church Urban Fund.

Body Mind & Sprit Partnership – This fund relates to our work through the ‘Body, Mind and Spirit Partnership’ that is contracted by Birmingham City Council to deliver support and activities to older people.

Safe Spaces for Young People – This fund relates to a pilot project funded through Big Lottery: Awards for All to explore the potential for local places of connection for young people run by volunteers.

Poverty Truth Commission – This fund relates to a grant from the Barrow Cadbury Trust to support the operational costs of hosting a Poverty Truth Commission in Birmingham.

Places of Welcome – This fund relates to a grant from Edward Cadbury Charitable Trust to support the costs of the 5-year anniversary event for the Places of Welcome network in Birmingham and the Black Country.

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Love Your Neighbour – This income relates to funding received to support a social cohesion movement across the city.

Refugees & Asylum Seekers – This fund relates to donations raised to support refugees & asylum seekers.

Food Pantry – This fund relates to a Food Pantry project run in conjunction with Christians Against Poverty

Early Years Health & Wellbeing Services – This fund relates to our work through the Early Years Health & Wellbeing Services contract that is contracted by Birmingham Community Healthcare NHS Foundation Trust to deliver support and activities to families with young children.

Women in Leadership – This fund relates to income received to support training and development work with interfaith women in leadership.

Ageing Better – This fund relates to our work through BVSC to support older people programmes by third sector organisations.

Feed Birmingham – This fund relates to donations received to support a Covid-response emergency food collection and distribution campaign.

Children & Families Covid-19 – This fund relates to a grant received to support the operational costs of the Feed Birmingham Covid-response emergency food collection and distribution campaign.

Connected Together – This fund relates to a grant from the National Lottery Community Fund to run a pilot project developing telephone support services through local churches in partnership with the Linking Lives charity.

Toys4Bham - This fund relates to donations received to support a Covid-response emergency Christmas toy collection and distribution campaign.

Transfers between funds are as follows:

- £119 from unrestricted General Fund to restricted Near Neighbours Real People Honest Talk fund to contribute to the small overspend on the fund.
- £11,723 from unrestricted General Fund to designated Communications fund to underpin the investment in improving communications.
- £11,557 from designated Places of Welcome fund to unrestricted General fund as grant received during 2020 to pay for development worker.
- £2,469 from unrestricted General fund to designated Safe Spaces fund to underpin the investment in the project.
- £12,000 from unrestricted General fund to designated Consultancy Fundraiser fund to underpin grant application work.

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**12 Net Assets by Fund**

	Unrestricted funds £	Designated funds £	Restricted funds £	2020 Total funds £
Fixed assets	3,502	169	330	4,001
Debtors	1,537	-	5,293	6,830
Cash	20,007	42,000	233,559	295,566
Creditors less than 1 year	(1,105)	-	(5,285)	(6,390)
	23,941	42,169	233,897	300,007

	2019 Unrestricted funds £	2019 Designated funds £	2019 Restricted funds £	2019 Total funds £
Fixed assets	4,657	-	1,154	5,811
Debtors	508	1,510	5,268	7,286
Cash	31,101	41,134	208,187	280,422
Creditors less than 1 year	(580)	-	(9,311)	(9,891)
	35,686	42,644	205,298	283,628

**13 Controlling Interests and related party transactions**

The charity is a joint venture between the Church Urban Fund (“CUF”), the Bishop of Birmingham and the Birmingham Diocesan Board of Finance.

The Memorandum and Articles of Association determine that the Board is made up of up to nine trustee directors of whom five are nominated by Church Urban Fund and four are nominated by the Bishop of Birmingham as the key stakeholders.

Since the year end, the Trustees approved an amendment to the Memorandum and Articles of Association at their meeting on 14 January 2021 to reflect Birmingham Diocesan Board of Finance as a key stakeholder. This amendment changes the rights to nominate Trustees. In future, the three key stakeholders; Church Urban Fund, the Bishop of Birmingham and Birmingham Diocesan Board of Finance will each be entitled to nominate three Trustees.

In the year ended 31 December 2020, CUF contributed funding to the charity of £2,500 (2019: £20,000). CUF are also the lead accountable body for the Near Neighbours Programme and its sub-project “Real People, Honest Talk” funded by Department for Communities and Local Government. Thrive Together Birmingham is a project partner in the Programme and received £47,348 and £Nil (for the sub project) of grant funding via CUF (2019: £48,525 and £13,000 (for the sub project)).

The Birmingham Diocesan Board of Finance contributed in kind donations of £85,038 (2019: £90,692) of employee time and other costs towards the day to day running of the charity. The Birmingham Diocesan Board of Finance contributed £3,000 (2019: £3,000) towards the office costs of Thrive Together Birmingham.

Timothy Myddleton-Evans, a trustee is also chief executive of Worth Unlimited who seconded a member of staff to work on the Safe Spaces project during the year at a cost of £16,500 (2019: £16,500). Consultancy Fees of £4,057 were paid to R Goves, a trustee, in connection with her work in developing and implementing a communications strategy.

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**14 Prior Year Comparative Statement of Financial Activities**

	Restricted funds	Designated funds	Unrestricted funds	Total funds 2019
	£	£	£	£
<b>INCOME FROM:</b>				
Donations	15,996	-	3,974	19,970
Charitable activities	413,041	-	110,792	523,833
	<u>429,037</u>	<u>-</u>	<u>114,766</u>	<u>543,803</u>
<b>EXPENDITURE</b>				
Raising Funds	(3,362)	(421)	-	(3,783)
Charitable activities	(383,115)	(36,645)	(100,868)	(520,628)
	<u>(386,477)</u>	<u>(37,066)</u>	<u>(100,868)</u>	<u>(524,411)</u>
Net income	42,560	(37,066)	13,898	19,392
Transfers between funds	4,067	44,000	(48,067)	-
<b>NET MOVEMENT IN FUNDS</b>	<u>46,627</u>	<u>6,934</u>	<u>(34,169)</u>	<u>19,392</u>
<b>RECONCILIATION OF FUNDS</b>				
Total funds at 1 January 2019	158,671	35,710	69,855	264,236
<b>Total funds at 31 December 2019</b>	<u><u>205,298</u></u>	<u><u>42,644</u></u>	<u><u>35,686</u></u>	<u><u>283,628</u></u>

**ACKNOWLEDGEMENT OF FUNDERS**

The Trustees of Thrive Together Birmingham acknowledge their thanks to the following funders for their generosity to the charity during the year ended 31 December 2020:

CUF (Church Urban Fund)  
The Birmingham Diocesan Board of Finance  
The Eveson Charitable Trust  
The William A Cadbury Charitable Trust  
Edward Cadbury Trust  
The Westhill Charity  
The Albert Gubay Foundation  
The Ratcliff Foundation  
The Heart of England Community Foundation  
The Harry Payne Fund  
Church Action on Poverty  
Birmingham Voluntary Sector Council  
Birmingham Community Healthcare NHS Foundation Trust  
Birmingham City Council  
Donations via Charitable Giving website  
Anonymous donations from various individuals