

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

England & Wales · Charity number 1160133

## Details

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Status	Registered
Legal form	Charitable company
Company number	<a href="#">08763866</a>
Registered	2015-01-23
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.togetherforchange.org">http://www.togetherforchange.org</a>

## Activities

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**Objects:** 3 OBJECTSTHE CHARITY'S OBJECTS ARE FOR THE BENEFIT OF THE PUBLIC:-3.1 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; AND3.2 THE RELIEF OF FINANCIAL HARDSHIP, EITHER GENERALLY OR INDIVIDUALLY, THROUGH THE PROVISION OF GRANTS, GOODS OR SERVICES.

**Activities:** TFC's objectives are 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 the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

## Classification

- **How:** Makes Grants To Organisations, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** The Prevention Or Relief Of Poverty, Religious Activities, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, The General Public/mankind

## Geography

- Coventry City
- Solihull
- Warwickshire

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£711,982	£463,264	£376,560	10
2023-12-31	£424,000	£445,000	-	-
2022-12-31	£376,000	£398,000	-	-
2021-12-31	£556,000	£575,000	£167,000	5
2020-12-31	£416,000	£275,000	-	-

## Trustees

Name	Role	Appointed
Christopher Routledge		2025-09-17
Edward Michael Palairet		2025-01-15
Karen Birch		2025-03-19
MICHAEL GEOFFREY VINCENT		2023-11-15
Rev Gareth Irvine		2022-02-14
Stephen Wyatt		2020-05-05

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**

England & Wales - Charity number 1160133

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# Accounts

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# 2024

# ANNUAL REPORT

*& Accounts*

Pictured: View from Cathedral Lanes, in Coventry

**TOGETHER  
FOR CHANGE  
COVENTRY AND  
WARWICKSHIRE** ⊕



Registered Address: 7 Priory Row, Coventry, CV15EX

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# CEO's Report

I have always loved the passage of scripture in Isaiah 61 v 4 that says, 'They will rebuild the ancient ruins; they will restore the places long devastated; they will renew the ruined cities, the desolations of many generations'. This passage speaks of the Israelites, inspired by God to rebuild their homes, after they were taken into captivity and suffered the devastation of war.

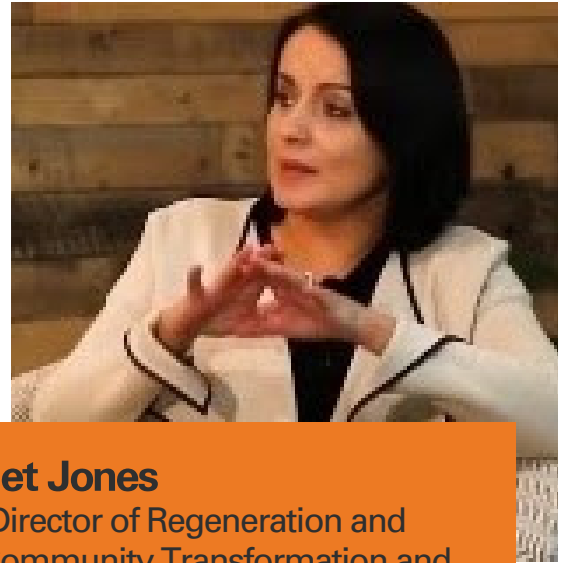
Today, many Christians around the globe are inspired to renew and rebuild their communities, as families and businesses still struggle with the cost-of-living crisis, seeking help to renew and rebuild their lives.

While undergoing the building project at Saints Central this year, I have been reflecting on this passage of scripture and have realised the impact that 'rebuilding an ancient ruin' has had on the local community. It has inspired fresh hope, big dreams and has created new opportunities for people to see beyond the broken past into a hopeful future. In March 2025 we were pleased to launch the new 'George Muller Hall' as phase 2 of Saints was successfully completed and a new space for young people, community groups and businesses has emerged in a town that is struggling.

Beyond the restoration of a heritage building, we have seen lives restored and renewed as we have supported our churches and communities, raised funds and provided advice, while enabling grass-roots initiatives to flourish.

I want to say a special thank you to the CDBF, CUF and to our funders who are listed in the report and to our dedicated staff, volunteers and trustees who continue to enable TFC to be the success that it is. Finally, I want to also say thank you to Hannah Stevens who has stepped down as Saints Central Centre Manager after serving the project since 2019 and has now stepped into her new role as Saints Bar Pool Centre Manager.

*"Beyond the restoration of a heritage building, we have seen lives restored and renewed"*



**Jet Jones**

Director of Regeneration and Community Transformation and CEO of Together for Change

**Jet Jones**

Director of Regeneration and Community Transformation & CEO of Together for Change



**Barry Dugmore**  
Archdeacon Missioner for  
the Diocese of Coventry

# Trustees Report

It gives me great pleasure to present my second report as Chair of the Board for Together for Change, Coventry and Warwickshire.

As I enter my fifth year on the Board of Trustees, it is a privilege to serve in a charity that seeks to transform lives in our most deprived communities.

Whilst in 2024, we have continued to see the ongoing impact of the Cost of Living crisis, Together for Change have advanced their impact in supporting those in the greatest areas of need across our Diocese. The ongoing work of 2024, has paved the way for the expansion and launch of new initiatives in 2025.

In 2024, Together for Change continued to align its actions in support of the Diocese of Coventry’s vision and strategic priorities. Over the past year, this has included the ongoing work to support the sustainability of our Urban Church plants such as facilitating some of the community outreach work at St Oswald’s Tile Hill and strengthening the Children and Family’s ministry at St Peter’s, Hillfields. With the support of Together for Change, this year also saw the relaunch of regular Sunday services in Camp Hill, laying the groundwork for the major renovation project set to take place in 2025. TFC’s catalytic role in initiating sustainable, parish-led projects was further exemplified in 2024 by the ongoing success of the Fresh Start initiative following the transfer of management to St Peter’s, Hillfields in 2023.

I would like to say a big “thank you” to our funders and partners. TFC has had continuing support of the Diocese of Coventry as a founding member, helped by the Benefact Trust. Their support has made possible the employment of Jet Jones, Director of Regeneration and Community Transformation and CEO for TFC, who has in this role led the day-to-day operation and management of TFC. TFC’s relationship with CUF (our other founding member) continues through their facilitation of the Together Network (TN). This partnership provides opportunities for TFC to engage in a national network of faith-based organisations working towards a shared mission to transform vulnerable communities.

TFC's collaboration with local authorities continued to develop in 2024. With support from the Towns Deal, TFC partnered with Nuneaton and Bedworth Borough Council to commence renovations to the upstairs hall at Saints Central, creating opportunities to broaden the range of activities and community events in support of the vision to Transform Nuneaton. Additionally, with funding from the Warwickshire County Council Social Fabric Fund, TFC has progressed plans to launch a second Saints project in Bar Pool. Situated in one of Nuneaton's most deprived areas, Saints Bar Pool will be shaped by the specific needs of the local community. The project is set to open its doors in 2025.

None of TFC's work would be possible without the unwavering dedication and adaptability of our staff, as well as the incredible volunteers from Saints Central and the many churches we have partnered with. On behalf of my fellow Directors, I would like to extend our heartfelt thanks to each and every one of them. We are also deeply grateful to our many partner organisations; whose continued support is essential to facilitating TFC's work in our most deprived communities.

In 2024, Together for Change has continued to live up to its name, transforming lives and communities, harnessing local partnerships and commitment of our churches and volunteers. By working collaboratively in some of our most overlooked areas, we are witnessing tangible expressions of Kingdom change in our Diocese.

*“By working collaboratively in some of our most overlooked areas, we are witnessing tangible expressions of Kingdom change in our Diocese.”*



**Ven. Barry Dugmore**  
Archdeacon Missioner and Chair of the  
Board for Together for Change  
July 2025



# Introduction

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2024.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11 December 2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

Together for Change are now operating under new Articles of Association as of January 2021. Amendments provide for a different structure of trustees. Please refer to the structure and governance page of this report for confirmation of these amendments.

TFC operates from its registered office which is: 7 Priory Row, Coventry CV15EX.

The website address is <https://togetherforchange.org.uk>

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

# Objectives & Activities

**TFC's objectives are for the benefit of the public:**

a) 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;

b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.



*TFC's focus is to help transform communities within the 20% most deprived parishes in Coventry and Warwickshire.*

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake.

**Jet Jones**

Director of Regeneration and Community Transformation & CEO of Together for

# Structure & Governance

## Trustees

The charity was set up as a joint venture between the Church Urban Fund (“CUF”) and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees (“the Board”) was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF’s nominations, reflecting their reduced financial input. The revised Articles state:

“There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund (“the CUF Trustees”), up to three being nominated by the DBF (“the DBF Trustees”) and up to three being appointed by the Board (“Co-opted Trustees”).”

Trustees are selected based on having the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. As of the 31<sup>st</sup> December 2024, TFC Trustees are as follows



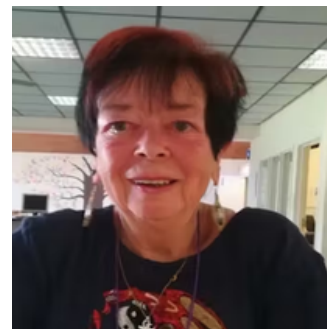
**Ven. Barry Dugmore**  
Chair of the Board for  
Together for Change  
and Archdeacon  
Missioner for the  
Diocese of Coventry



**Rev. Gareth Irvine**  
Vicar of St Lawrence’s  
Church and Area Dean  
for Coventry North



**Michael Vincent**  
Retired Charity CEO  
and previously  
Multinational Company  
Marketing Director



**Joyce Woodings**  
Director of Hope4 Rugby  
& Benn Partnership, TFC  
Safeguarding Lead



**Stephen Wyatt**

Chartered Engineer and General Manager BSc, CEng, FIMechE, FIoD



**Andy Kennedy**

YWAM Youth and family Ministry Convener, youth Worker  
Resigned in May 2025



**Ed Palairet**

Sustainability Standards Assurance Manager. Previously leader of Churches Together initiatives.  
Appointed January 2025



**Karen Birch**

Director of Finance for the Diocese of Coventry  
Appointed March 2025

## Trustees’ responsibilities for reporting, accounting records and stewardship of assets

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees’ and Directors’ Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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. They are also responsible for the maintenance and integrity of TFC’s corporate and financial information included on TFC’s website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

# Staffing & Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. Whilst the TFC HQ is the Diocesan Office in Coventry City Centre, nearly all staff work from bases in the community such as at Saints Central, including Saints Student Lounge and parish churches.

We want to extend a big thank you to all of our incredibly dedicated and hard-working staff team and volunteers, without you we simply wouldn't be able to serve our poorest communities, in the way that we have been able to in 2024. We are so very grateful and value each and every member of our amazing TFC team.

## *Volunteer story: Hannah*

"Hey, my Name is Hannah, I'm a 32 year old mother of 4. Before starting volunteering with Saints I took part in many different events they were running, both me and my children thoroughly enjoyed them.

I decided after a while to volunteer when my youngest child started school to get myself back into a working environment, better my time management and café skills.

I love being part of the Saints family and learning each day what it is to be a part of a team and a community, it really is so much more than a cafe."



# Funders & Partners

In 2024, TFC were privileged to work with a range of funders and partners to support our work in bringing community transformation in our most deprived parishes in Coventry and Warwickshire. In particular, we would like to give a special thanks to the following funders and partners for their support:

## Church Partners



Together for Change delivers community transformation in the most deprived parishes. On behalf of the Diocese of Coventry, Together for Change support parishes in the bottom 20% of deprivation to deliver positive community transformation.

## Saints Steering Group & Partner Churches

- Heath End Church
- Manor Court Baptist Church
- St Nicolas Parish Church
- Holy Trinity Attleborough
- All Saints Chilvers Coton
- St Pauls Stockingford
- YWAM The Kings Lodge

- 29th May 1961
- Benefact Trust
- Church Commissioners
- Coalfield Regeneration Trust
- Church Urban Fund
- Diocese of Coventry
- Fresh Start (St Peter's Hillfields)
- HOPE Coventry
- Heart of England Community Foundation
- KE6 King Edward 6<sup>th</sup> College Nuneaton
- Mayway Construction Ltd
- National Lottery Community Fund
- Nuneaton and Bedworth Borough Council
- Passionists UK
- The Big Lottery Reaching Communities
- Transforming Communities Together Warwick
- Warwickshire CAVA
- Warwickshire Corporate Parents Association
- Warwickshire County Council
- Warwickshire Local Welfare Scheme
- The University of Warwick



DIOCESE OF  
COVENTRY



COMMUNITY  
FUND



Warwickshire  
County Council



MAYWAY  
CONSTRUCTION LTD  
'Building on a firm foundation'

# Projects: Saints Central



Est. 2020

2024 was our busiest year yet at Saints Central, our flagship Saints project. We continued to see the effects of the cost of living crisis on the community of Nuneaton, and our activities have adapted and expanded to support the needs of local people.



## Cost of Living Fund

We were grateful to be awarded £75k from the National Lottery Cost of Living Fund, to support Saints Central's warm hub operations.

The funds supported us with our energy bills, as well as helping us purchase equipment to expand our cooking capabilities, which enabled us to offer more free and subsidised meals to pensioners and other households in need. We were also able to improve our free children's play space, and create pop up soft play sessions for parents who otherwise wouldn't be able to afford to bring their children out.

## BBC Breakfast live from Saints

On Tuesday 18th June, BBC Breakfast Broadcast live from Saints. Our team had a brilliant time hosting the wonderful crew.

The broadcast was all about the needs of the local area, in light of the upcoming election on the 4th July. Some of the team ended up being interviewed, alongside other local people from around the town.



## Thrive Project

With the help of the Warwickshire Corporate Parents Association (Tiffin Club) we were able to run a pilot of a new project for care leavers, called 'Thrive' at Saints Central.

Just after Easter in 2024, the Saints team welcomed 5 young people for our very first session. In August, after four months of cooking (and eating!), cleaning, DIY, wellbeing skills, work skills and careers tasters, they graduated! Each young person got a book filled with recipes, life hacks, and a directory of different places to get support for a variety of issues.



Programme attendee David\* said: "I liked the chats and topics about making music and cooking. I learned to cook a curry with different ingredients. It was amazing to be a part of it as it taught me to cook and be a part of a group". Support worker Molly said 'For our vulnerable young people to have a safe space where they can learn skills and interact with other young people and Saints staff was really helpful for them.'



## Work Experience and Training

In 2024 we continued to offer work experience opportunities at Saints Central, particularly in our partnership with Oakwood Secondary School (a local SEN education provider). Our placement student Joe\* 'graduated' from us early 2024 to go and begin his first paid job!

We also ran a Barista course with Warwickshire Skills Hub, offering practical training combined with an online CPD course. We trained 5 young adults over a period of 5 weeks.

\*Names have been changed

## 2 years of Student Lounge

In March we celebrated two years of Student Lounge, our after school project for young people. Our original funding for Student Lounge came to an end in July, but we were able to secure further funding through partnerships with St Nicolas Church, the Diocesan Mission Fund and KE6 College. This will open up new opportunities to reach young people and raise aspirations.



# Key figures from 2024

Worked with

278



Young people through our Student Lounge project

Collaborated with

50



Organisations including businesses, charities, funders and local authorities

Provided

2954



Free or subsidised meals and drinks, and food hampers

## Supporting with Food and Essentials

Our work connecting people in need with food and essentials continued throughout 2024. Some highlights were:

Providing brand new school shoes for 12 children and young people



Over the summer holidays we gave families fresh food parcels that were recipe based. Each week the recipes changed, and the hope was to encourage families to cook together, and try new meals.

One parent shared a photo of a fritata they had made using one of our hampers, saying "Thank you so much for ours I really struggle trying to cook for so many fussy eaters in my house but hopefully they all love this one."

## A visit from the new Bishop of Coventry

On the day of her announcement as the new Bishop of Coventry, the Right Reverend Sophie Jelley did a tour of the Diocese, which included a visit to Saints for lunch and a tour of the building.



*News:*

# Work Begins on Phase 2 at Saints Central

**On the 14th October 2024 Mayway Construction began work on the main hall at Saints Central and its adjoining kitchen and toilet facilities.**

In this second phase of renovations at Saints Central, we will see the well-remembered upstairs hall brought back to its former glory, creating a visually stunning, multi purpose space. This will enable the team to welcome in new partners and projects, and to envision and carry out new exciting community initiatives.

Also on the list is the adjoining kitchen, which will cater for events in the hall as well as enabling us to expand our hospitality training and slow cooking courses. As well as this, we hope to renovate toilet facilities and make the stage in the hall fit for use. Renovations are set to complete in Spring 2025.



## **Inclusive Communities Fund**

We were grateful to be awarded £100k from the Heart of England Inclusive Communities Fund, which will enable us to renovate the upstairs kitchen area, which adjoins St George's Hall at Saints.

## **Nuneaton and Bedworth Borough Council 'Town Deal'**

We are also grateful to Nuneaton and Bedworth Borough Council and the 'Town Deal' Board for providing funds for the rest of the renovation works in Phase 2.

# Projects: Saints Bar Pool



In 2024 we secured funding from Warwickshire County Council to pilot a second Saints project, Saints Bar Pool. The project is funded for an initial two years, and we hope to launch in 2025.



## The Project

The project will be set in one of the most deprived LSOA's in Nuneaton. We will offer localised support that reflects the felt needs of the community.

Saints Bar Pool will follow the model of Saints Central, being centred around a coffee shop, and will have the same 'Saints' feel inside - but will shape the projects and activities around the needs of people living in the area local to the new centre.

The project will particularly focus on tackling issues related to unemployment, training, education, skills, income and crime.

## The Space

What is currently a closed down shop on Vernons Lane, will become a vibrant, well-decorated, welcoming and warm environment. We will create a space for anyone to come in and enjoy something from our affordable café, participate in a range of activities, access support groups and form friendships.

We are so excited to begin renovating this space to create a long-term community asset that will provide ongoing community-led support.



# Support for *Priority Parishes*

On behalf of the Diocese of Coventry, Together for Change support parishes in the bottom 20% of deprivation to deliver positive community transformation.

## Support for Urban Plants

In 2021, the Diocese of Coventry received substantial investment to support a number of urban church plants serving areas of significant deprivation across Coventry and Warwickshire.

Together for Change partners with the Diocese of Coventry to support these urban plants to positively transform their local communities by sharing best practice for outreach projects, offering project development support, building sustainability plans and providing fundraising advice and support.

In 2024, Together for Change supported our Urban Plants in the following ways:

### *St Oswald's Tile Hill*

#### **'Fit Body and Mind'**

We secured funding from The Primary Healthcare Properties Fund, facilitated by the Heart of England Community Foundation, to enable the launch of "Fit Mind and Body" at St Oswald's Church in Tile Hill.

The Church recognised that individuals facing economic challenges often face heightened stress and mental health issues, whilst also having limited access to fitness resources.

By securing this funding, Fit Body and Mind, a free exercise program was launched at St Oswald's church. This project enables free access to a fitness programme to support the physical and mental wellbeing of the local Tile Hill community.



# Support for *Priority Parishes* -Continued



## *St Peter's Hillfields* Children and Families Worker

We secured funding from the Diocesan Mission Fund to support the development of the Children and Families ministry at St Peter's, Hillfields.

Since the revitalisation church plant in 2021, St Peter's has become a vibrant presence in the community, with growing attendance that includes several local families. In response, a Sunday School was introduced during the summer of 2022, attracting an average of 10–15 children each week.

Building on this momentum, the church hosted a series of family events during school holidays, drawing up to 180 attendees.

With fundraising support from Together for Change, St Peter's was able to respond to the growing attendance of local families and strengthen its mission and ministry by employing a dedicated Children and Families Worker.



Jet Jones, in her capacity at Director of Regeneration and Community Transformation in the Diocese of Coventry, supports the Urban Plants by providing training, advice and support with sustainability planning.

# Empowering & Equipping *Our Churches*

Together for Change acts as a catalyst to start new Church-led community projects, nurture them to sustainability and release them to be led by the local parish or deanery.



## Camp Hill Revitalisation

In 2022, Together for Change successfully fundraised and managed the renovation of the church hall at St Mary and St John, Camp Hill, in partnership with volunteers from Bedworth Parish Church and the local community.

This revitalised hall has since become a hub for community projects and the foundation for a growing church community. As such, in 2024, the church reopened for regular Sunday worship.

In response to a growing congregation, in 2024 TFC's Charity Stewardship and Fundraising Lead, John Scouler, supported Camp Hill PCC by commissioning three building surveys in preparation for major renovations planned for 2025–2027 with TFC's continued support.



## Fresh Start

Fresh Start was an initiative pioneered by Together for Change to “welcome the stranger”, mobilising volunteers from churches across Coventry to befriend and provide practical support to asylum seekers and refugees to begin life anew. In 2023, the management of the project transferred to St Peter's in Hillfields, a church which has a strong legacy of welcoming all.



# Empowering & Equipping *Our Churches*

*-Continued*



## Fresh Start - Continued

In 2024, Together for Change continued its support by fundraising to help ensure the ongoing delivery of the project. Notably, TFC facilitated a partnership with St James Church in Styvechale, which has enabled the continuation of the project's football team for an additional three years.

## *Good news story:* **Supporting refugees**

TFC facilitated a grant to support refugees from Ukraine and Afghanistan, with part of the funding used to provide bicycles for families in need. One Ukrainian mother, Martha\*, shared her heartfelt thanks to TFC, explaining how the bikes helped her children to travel to school—bringing both independence and a sense of normalcy during a challenging time.

Martha's family quickly became a valued part of the congregation at Meredith Road Baptist Church, where her children attended Sunday School and found a welcoming community. Before returning to Ukraine, Martha expressed deep gratitude to both TFC and Meredith Road Church for the kindness and support her family received.

\*Names have been changed



# Training & *Equipping Others*

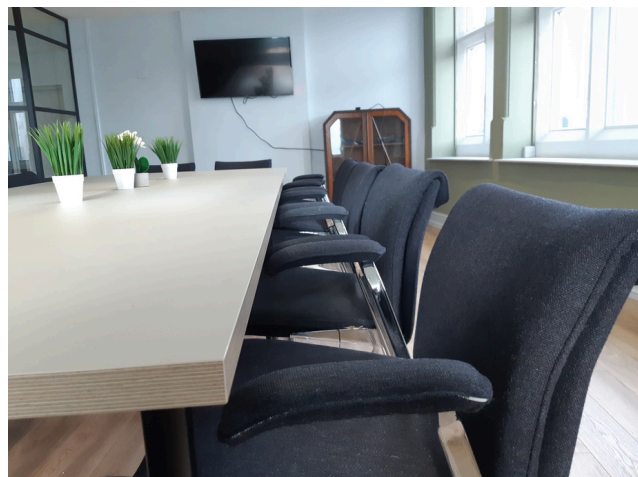
Together for Change resources community transformation in the Diocese of Coventry by equipping churches, community groups and individuals through a variety of training opportunities.

## WCC Public Health Annual Report Celebration

As part of this year's Public Health Annual Report, Warwickshire County Council hosted a celebratory event to highlight activity from across the region that is rooted in community, led and driven by local people.

The event was focussed on 'The Power of People and Place - celebrating and inspiring community-based wellbeing'. Our CEO, Jet Jones was invited to present on the work of TFC in helping to transform our local communities in Warwickshire.

We were honoured to take part and appreciated the opportunity to connect with Warwickshire County Council, delivery partners, and others working to support our local communities



## Social Enterprise Training Day

In 2023, our CEO Jet Jones led a well-received workshop on 'Establishing a Social Enterprise' at the Redeeming Our Communities Annual Conference. Following strong interest, TFC hosted a Social Enterprise Training Day at Saints Central in early 2024.

The event was open to all and included a presentation on starting a social enterprise, 1-to-1 project consultations, a tour of the Saints building, and lunch.

It was a valuable opportunity to share our journey, support others with their ideas, and inspire community-led responses to missional outreach.

# Training & *Equipping Others*

*-Continued*

## **Together Network Annual Conference**

This year, TFC led a workshop at the annual Together Network Conference, which brought together 50 Christian organisations from across the network.

Our session focused on working with statutory bodies and writing large grant applications. We shared insights from our collaboration with Nuneaton and Bedworth Borough Council on our Saints Central project, and our growing partnership with Warwickshire County Council to launch a second Saints project in Bar Pool.

We also included training on capital grant applications, using our successful £100k bid to Inclusive Communities for kitchen renovations as a case study.

The conference was a valuable opportunity for TFC to share learning, build connections, and support others working to bring positive transformation to their communities.



# Looking Ahead *to 2025*

## Saints Bar Pool

Saints Bar Pool, our second Saints project, is set to open in 2025. Following the model of Saints Central, it will be shaped by the needs of the local community.

This project has been fully funded for two years thanks to the Warwickshire County Council Social Fabric Fund, and our aim is to grow the project as a social enterprise, with a long-term goal of becoming more self-sustaining.



## Saints Phase 2 Renovations

In 2025, we are set to complete the Phase 2 Renovations to the upstairs hall at Saints Central, which began October 2024.

We will work with Mayway Construction Ltd to complete the renovations works, as well as working in partnership with Nuneaton and Bedworth Borough Council, who have secured funding for the project through the 'Towns Deal'.

Further funding has also been granted from the Heart of England Inclusive Communities Fund.

The completion of these works will enable us to expand our range of activities and host community events, which will further our mission of alleviating the effects of poverty in the Town.



# Looking Ahead *to 2025* -Continued

## Lowest Income Communities Fund (LInCs) Projects

Together for Change works in partnership with the Diocese of Coventry by assisting in the delivery of its mission strategy. To do so, TFC seek to align its actions in support of the Diocese of Coventry's vision and key commitments within their strategic framework. This includes partnering with the Diocese to identify and deliver community transformation projects in our lowest income parishes.

In 2025, The Diocese of Coventry has granted funding from the Bishop's Mission Fund element of the Lowest Income Communities (LInCs) Fund to support the revitalisation and growth work in the parish of Camp Hill. TFC is partnering with the Diocese of Coventry and St. Mary and St. John to provide additional fundraising and project management support for this major revitalisation project in 2025 – 2027.

Additionally, TFC will develop a pioneer project in Bell Green to establish a new church-run Saints initiative to provide a community-led space for local people to enjoy, access support and engage with delivery partners.

Working in partnership with the parish of Foleshill St Laurence and the Diocese of Coventry, in 2025, TFC will seek to raise up indigenous leaders to reimagine church together, leading to one or more New Worshipping Communities and will seek to address disparities, gaps and inequalities within the local community.



# Independent Examiner's Report to Trustees

I report to the trustees on my examination of the financial statements of Together For Change, a charitable company, for the year ended 31 December 2024.

## Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

## Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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 charity as required by section 130 of the Charities Act 2011.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

## Signed

**James Rose FMAAT**



Eagle House,  
14 Queens Road,  
Coventry  
CV1 3EG

## Date

**16th September 2025**

# Statement of Financial Activities

(including income and expenditure account) for the year ended 31 December 2024

	Notes	General Fund £000s	Restricted Funds £000s	2024 Total £000s	2023 Total £000s
<b>Income and endowments from:</b>					
Grants	1	34	551	585	289
Donations and legacies	2	-	12	12	16
Charitable activities	3	2	-	2	33
Other trading activities	4	6	107	113	86
<b>Total</b>		<b>42</b>	<b>670</b>	<b>712</b>	<b>424</b>
<b>Expenditure on:</b>					
Charitable activities	5	46	418	464	445
<b>Total</b>		<b>46</b>	<b>418</b>	<b>464</b>	<b>445</b>
<b>Net Income / (expenditure)</b>		<b>- 4</b>	<b>252</b>	<b>248</b>	<b>- 21</b>
<b>Transfers between funds</b>	7	5	- 5	-	-
<b>Net movement in funds</b>		<b>1</b>	<b>247</b>	<b>248</b>	<b>- 21</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		15	112	127	149
Total funds carried forward		<b>16</b>	<b>359</b>	<b>375</b>	<b>128</b>

## Incoming Resources

A DBF contribution of £30k p.a. represents the core of our unrestricted funding, bolstered by management fees earned by the team.

TFC has worked hard to build up and widen its funding base, doubling grant income to £585k from £289k the previous year. This has included developing substantial funding streams from Government agencies, including the National Lottery and local authorities, notably Warwickshire County Council and Nuneaton & Bedworth Borough Council (through our partnership in Saints Central).

We have benefitted from generous support from charitable trusts, including the Benefact Trust, Heart of England Community Foundation, 29th May 1961 Charity, and The Passionists amongst others. We are also grateful to the financial support from various churches and individuals.

Fundraising efforts were rewarded with income of just £712k being accounted for during 2024, which brought the total raised and invested in community transformation to over nearly £6m since TFC's inception in 2013.

## Expenditure

Expenditure was much lower at £464k, due to grants being awarded in 2024 which would not be spent until later – resulting in £248k being added to total funds held. About half has been spent on employment costs to deliver a range of projects, but under one-fifth of this was on core admin team. The bulk of salaries goes toward front-line staff at Saints Central, such as youth and café workers.

## Funds and Reserves

TFC's total fund balance was £127k at the start of the 2024. We ended the year with a closing balance of £375k. We started the year with unrestricted funds of £15k, and ended the year with £16k unrestricted funding in reserve, which is in keeping with our reserves policy. (In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months).

## Cost of Operations

The surge in energy prices dramatically increased costs at Saints Central, which was a major concern. However, funders recognised the challenge being faced by charities everywhere, and provided specific additional funds to address this. Alongside this TFC engaged with an energy broker who secured major savings from April 2024.

With regards to staff costs, many of our employees are young people paid on or near the national minimum / living wage, which saw significant uplift in pay in April 2023 and again April 2024.

TFC has been extremely fortunate to have been generously supported by an annual donation from the Benefact Trust to the Coventry Diocesan Board of Finance. This covered much of the cost of the DBF's support to TFC (such as the salary of our CEO, HR & financial services), together with the donation to our unrestricted funding.

At its strategy review leading into budget setting for 2023, the TFC Board agreed to transfer some of its activities to other charities/churches, which has allowed it to provide more focus to expanding the Saints initiative.

## Future Plans

TFC seeks to align its priorities with those of the Coventry Diocesan strategy, in order to achieve synergy and maximise effort. At its strategy review leading into budget setting for 2023, the TFC Board agreed to transfer some of its activities to other charities/churches, notably Warwick TFT and Fresh Start. This has allowed more focus to be given to expanding the Saints initiative this year.

An area of particular emphasis for TFC over the next couple of years will be development of Saints projects: Completing Phase 3 in Saints Central and creating others (notably Bar Pool for which the County Council provided funding for project development), and Bell Green. Phase 2 of the Saints Central project involves the renovations of the upstairs and some basement rooms of the Saints Central Building, paving the way to expand our range of activities around our three-pronged strategy of 'Enterprise and Equip', 'Sport and Support' and 'Create and Connect' - thereby helping lift people out of poverty, isolation and feelings of hopelessness.

'Saints' harnesses the efforts by local churches and other charities to work together effectively to address such matters, serving thousands of residents (notably its young people and those experiencing food and fuel insecurity).

# Balance Sheet

As of December 31<sup>st</sup> 2024

	Notes	2024 Total £000s	2023 Total £000s
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		338	103
Debtors	8	97	41
<b>Total</b>		<b>435</b>	<b>144</b>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	9	- 60	- 17
<b>NET CURRENT ASSETS</b>		<b>375</b>	<b>127</b>
<b>NET ASSETS</b>		<b>375</b>	<b>127</b>
<b>FUNDS</b>			
General Fund (unrestricted)	10	16	15
Restricted funds	10	359	112
<b>TOTAL FUNDS</b>	10	<b>375</b>	<b>127</b>

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

No members have required the company to obtain an audit of its accounts 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 24.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 25-36 were approved by the Board of Directors and authorised for issue on 2nd July 2025 and are signed on its behalf by:

**Barry Dugmore**  
**Trustee and Chair of Together for Change Coventry and Warwickshire**



2nd July 2025

# Cash Flow Statement

For the year ended 31<sup>st</sup> December 2024

	<b>2024</b>	<b>2023</b>
	<b>Total</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>
<b>Cash flows from operating activities:</b>		
Net cash generated from operating activities	235	18
<b>Change in cash and cash equivalents in the year</b>	144	3
<b>Cash and cash equivalents at 1 January</b>	194	191
<b>Cash and cash equivalents at 31 December</b>	<u>338</u>	<u>194</u>
<b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Net income for the year</b>	248	- 19
<b>Adjustments for:</b>		
Decrease / (increase) in debtors	- 56	45
(Decrease) / increase in creditors	43	- 8
<b>Net cash generated from operating activities</b>	<u>235</u>	<u>18</u>
<b>Analysis of cash and cash equivalents</b>		
Cash in hand	20	27
Cash on deposit	318	167
<b>Total cash and cash equivalents</b>	<u>338</u>	<u>194</u>

# Notes to the Financial Statements

For the year ended 31<sup>st</sup> December 2024

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## Principal Accounting Policies

### Basis of Accounting

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

### Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy. Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

### Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

### Current Assets and Liabilities

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

### Fund Accounting

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

# 1. Grants

	<b>General Fund £000s</b>	<b>Restricted Funds £000s</b>	<b>2024 Total £000s</b>	<b>2023 Total £000s</b>
General Unrestricted	34	-	34	40
King Henry VIII Endowed Trust	-	-	-	5
Fresh Start - St James	-	1	1	-
Fresh Start	-	-	-	6
Saints Nuneaton	-	43	43	79
WCC Youth Worker Fund	-	-	-	21
Reaching Communities Big Lottery	-	85	85	79
Camphill Project	-	35	35	2
Warm Hubs	-	-	-	50
Saints WLWS Household Support	-	2	2	7
Saints Bar Pool	-	237	237	-
Inclusive Communities Fund	-	100	100	-
Youth Workers	-	13	13	-
Bell Green	-	35	35	-
<b>Total</b>	<b>34</b>	<b>551</b>	<b>585</b>	<b>289</b>

TFC's two founder members were the Church Urban Fund (CUF) and the Diocese of Coventry. Previously they have been the main providers of our unrestricted funds. Whilst CUF core funding has ended, the Coventry Diocese Board of Finance has contributed £30k per annum in recent years.

Our largest grants received in 2024 were towards Saints projects in Nuneaton, principally from Reaching Communities Big Lottery (£85k for two key staff and a contribution to surging energy costs at Saints Central) and Warwickshire County Council 's Social Fabric Fund (£237k towards setting up Saints Bar Pool) and Inclusive Communities Fund (£100k towards the new kitchen at Saints Central).

To enable closer collaboration with Diocesan strategic priorities, £35k Strategic Development Funding was allocated to both Camp Hill and Bell Green.

We have also benefitted from generous support from charitable trusts, notably from the Benefact Trust, Heart of England Community Foundation and The Passionists (for Fresh Start), and individuals.

## 2. Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2024 Total £000s	2023 Total £000s
General Unrestricted	-	-	-	2
Fresh Start St James	-	-	-	1
Saints Nuneaton	-	7	7	1
Alcester Family Link Worker	-	-	-	1
Warm Hubs	-	-	-	11
Saints WLWS Household Support	-	4	4	
Saints Central Small Projects	-	1	1	
<b>Total</b>	<b>-</b>	<b>12</b>	<b>12</b>	<b>16</b>

Various donations amounting to £12k this year were received for Saints Central. Note that donations were higher in 2023, when TFC crowdfunded through Aviva for Warm Hubs, during the cost-of-living crisis.

## 3. Charitable Activities

	General Fund £000s	Restricted Funds £000s	2024 Total £000s	2023 Total £000s
General Unrestricted	2	-	2	-
King Henry VIII Endowed Trust	-	-	-	29
Fresh Start	-	-	-	1
Fresh Start Big Lottery	-	-	-	5
DWP Feeding Coventry	-	-	-	-2
<b>Total</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>33</b>

The Charitable Activities in 2023 related to King Henry VIII Endowed Trust partnering with TFC in Warwick & Budbrooke – but this work has been taken forward by a new charity dedicated to the work of Warwick and Budbrooke Team Churches.

## 4. Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2024 Total £000s	2023 Total £000s
General Unrestricted	6	-	6	-
Fresh Start	-	-	-	1
Saints Nuneaton	-	107	107	71
King Henry VIII Endowed Trust	-	-	-	14
<b>Total</b>	<b>6</b>	<b>107</b>	<b>113</b>	<b>86</b>

Income from trading at Saints Central has risen to £107k, reflecting increased café sales and room hire.

## 5. Expenditure on Charitable Activities

	General Fund £000s	Restricted Funds £000s	2024 Total £000s	2023 Total £000s
Warm Hubs	-	2	2	52
Messy Church	-	2	2	1
Saints Nuneaton	-	1	1	1
Cross Cultural Outreach	-	5	5	5
King Henry VIII Endowed Trust	-	3	3	4
CUF	-	-	-	1
St Laurence Church	-	1	1	2
St John The Divine Church	-	1	1	2
<b>Total grants made</b>	<b>-</b>	<b>15</b>	<b>15</b>	<b>68</b>
Wages and salaries	40	174	214	232
Pension costs	3	13	16	18
Programme costs	-	59	59	70
Printing, advertising and other costs	3	157	160	57
<b>Other charitable expenditure</b>	<b>46</b>	<b>403</b>	<b>449</b>	<b>377</b>
<b>Total expenditure on charitable activities</b>	<b>46</b>	<b>418</b>	<b>464</b>	<b>445</b>

2023 saw £68k grants made to numerous churches during the Cost of Living Crisis. This was largely accounted for by giving to funding going to winter Warm Hubs – a one off during the Cost of Living Crisis. In comparison, relatively few grants were handled by TFC in 2024, the main one being continued support for Fresh Start at St Peters Hillfields (aka Cross Cultural Outreach), supported with grant from The Passionists.

Wages & salaries accounted for nearly half of our Total Expenditure, of which most was restricted to delivery of specific programmes at Saints Central and Fresh Start, whilst under 10% went on central admin.

## 6. Trustees

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC. The value of volunteer time similarly is substantial, and has not been quantified.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

## 7. Statement of Funds

The balance of funds rose from £127k at the start of 2024 to £375k by the end of the year. The main reason was the receipt of £237k grant from Warwickshire County Council for Saints Bar Pool. A second reason was the provision of £35k for each of Camp Hill and Bell Green strategic projects, which TFC is to project manage for the Diocese.

Other fund balances include Saints Central £21k; Reaching Communities £42k (linked to uneven spend over the five-year project) and Youth Workers £31k (delays in recruitment).

	At 1 Jan 2024 £000s	Income £000s	Expend iture £000s	Transfers £000s	At 31 Dec 2024 £000s
General Unrestricted	15	42	- 46	5	16
<b>RESTRICTED FUNDS</b>					
Fresh Start St James	2	1	- 3	-	-
Stoneleigh Trust	1	-	- 1	-	-
29th May	1	-	- 1	-	-
Fresh Start	5	-	- 5	-	-
Saints Nuneaton	47	157	- 184	- 2	18
Albert Gubay	1	-	- 1	-	-
WCC Youth Worker Fund	13	-	- 11	- 2	-
Reaching Communities Big Lottery	33	85	- 76	-	42
Camphill Project	2	35	-	-	37
Warm Hubs	2	-	- 2	-	-
Saints WLWS Household Support	5	6	- 7	-	4
Saints Bar Pool	-	237	- 21	- 24	192
Inclusive Communities Fund	-	100	- 100	-	-
Youth Workers	-	13	- 5	23	31
Bell Green	-	35	-	-	35
Saints Central Small Projects	-	1	- 1	-	-
<b>Total Restricted funds</b>	<b>112</b>	<b>670</b>	<b>- 418</b>	<b>- 5</b>	<b>359</b>
<b>TOTAL FUNDS</b>	<b>127</b>	<b>712</b>	<b>- 464</b>	<b>-</b>	<b>375</b>

Reaching Communities grant is for key staff at Saints Central, and income and expenditure are closely aligned, following uplift secured reflecting inflation.

Funding received from the Warwickshire County Council Youth Worker Fund came to an end in 2024. Additional funding from alternative sources has been secured to enable our youth projects to continue in 2025.

## 8. Debtors

	<b>2024 Total £000s</b>	<b>2023 Total £000s</b>
Trade debtors	27	9
Prepayments	-	0
Accrued income	70	32
	<u>97</u>	<u>41</u>

## 9. Creditors

### Amount Falling Due within One Year

	<b>2024 Total £000s</b>	<b>2023 Total £000s</b>
Trade creditors	0	12
Deferred income	48	
Accruals	6	2
HMRC & Pensions	6	3
	<u>60</u>	<u>17</u>

## 10. Analysis of Net Assets Between Funds

	<b>General Fund £000s</b>	<b>Restricted Funds £000s</b>	<b>2024 Total £000s</b>	<b>2023 Total £000s</b>
Funds at 31 December are represented by:				
Net current assets	16	359	<u>375</u>	<u>127</u>
Total net assets	<u>16</u>	<u>359</u>	<u>375</u>	<u>127</u>

# 11. Related Party Transactions

The charity began as a joint venture between the Church Urban Fund (“CUF”), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2024 Coventry Diocesan Board of Finance provided TFC with grants of over £30k.

# 12. In Kind Donations

The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within these financial statements, but made possible by an annual grant from the Benefact Trust (formerly Allchurches Trust) to our Diocese.

# 13. Pensions

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

# 14. Salaries and Staff Costs

	<b>2024</b>	<b>2023</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Wages and salaries	197,842	217,239
Employer National Insurance	15,336	15,423
Pension Costs	16,529	17,605
	<u><b>229,707</b></u>	<u><b>250,267</b></u>

During 2024 the average monthly number of full time equivalent staff was 10 (2023: 9)

Total TFC salary costs stayed at around £250k, despite a general increase in pay of 4% (though more for those on minimum wage). Some of our staff left TFC in 2023/24 to embark on ordination, whilst others moved on to other charities. Our average monthly headcount was 10 FTE during 2024.

# 15. Prior Year Statements of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
<b>Income and endowments from:</b>					
Grants	2	40	249	289	280
Donations and Legacies	3	2	14	16	5
Charitable activities	4	-	33	33	67
Other trading activities		-	86	86	24
<b>Total</b>		<b>42</b>	<b>382</b>	<b>424</b>	<b>376</b>
<b>Expenditure on:</b>					
Charitable activities	5	55	390	445	398
<b>Total</b>		<b>55</b>	<b>390</b>	<b>445</b>	<b>398</b>
<b>Net Income / (expenditure)</b>		<b>- 13</b>	<b>- 8</b>	<b>- 21</b>	<b>- 22</b>
<b>Transfers between funds</b>		16	- 16	-	-
<b>Net movement in funds</b>		<b>3</b>	<b>- 24</b>	<b>- 21</b>	<b>- 22</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		13	136	149	171
Total funds carried forward		<b>16</b>	<b>112</b>	<b>128</b>	149

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**

England & Wales - Charity number 1160133

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# Accounts

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# ANNUAL REPORT AND ACCOUNTS

20  
23



Company Registration: 08763866  
Registered charity number: 1160133  
Registered office: 1 Hill Top, Coventry CV1 5AB



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# CHAIR'S REPORT

for the year ended 31 December 2023

I've been on the Board of Together for Change (TFC) since the beginning of 2020, just before COVID hit. It gives me great pleasure to present my first report as chair, and to report that the charity not only survived lockdown and the cost-of-living crises, but has expanded its activity tackling adversity.



From its inception, TFC set out to make a real difference in some of the Diocese's poorest communities. The cost-of-living crisis has had an adverse impact on so many of the poorer communities our charity serves. So many families have been struggling to pay for the escalating cost of heating and eating. We were able to respond due to the generosity of our funders, who recognised the vital contribution we were making to vulnerable communities.

Our initiatives included the creation of a network of Winter Warm Spaces involving some forty locations across the Diocese, many with financial support from the Church Commissioners.

The value of these spaces means that ways were found to develop and keep them going, notably funds were raised to refit the kitchen at St Peters Hillfields, whilst TFC's Student Lounge in Saints Nuneaton is a huge success story – which will be told in the main part of this Report.

I would like to say a big "thank you" to our funders and partners who have stood with us during these challenging times. TFC has had continuing support of the Coventry Diocesan Board of Finance (CDBF) as a founding member, helped by the Benefact Trust. Their support has made possible the continuing employment of Jet Jones, Director of Regeneration and Community Transformation and lead officer for TFC, who has in this role led the day-to-day operation and management of TFC. TFC's relationship with CUF (our other founding member) continues through their facilitation of the Together Network (TN). This network provides opportunities for TFC to engage in a national network of faith-based organisations, seeking to transform vulnerable communities.

TFC's collaborative working with local authorities has really expanded in recent years, particularly through responding to the pandemic, cost of living crisis and developing Saints. We have partnered with Nuneaton & Bedworth Borough Council and Warwickshire County Council. Much work has been done on taking forward plans for the Phase 2 of Saints, which will see its usable space more than double. "Saints Nuneaton" involves the transformation of a redundant nightclub into a community hub serving particularly the youth and young families in the town. Considerable progress was made during the year with plans for Phase 2 of Saints, funded by the Towns Deal, which will lead to the renovation of the first-floor former ballroom and the basement – due to commence later in 2024.

TFC's intention is to be an organisation which acts as a catalyst to start new Church-led community projects, nurture them to sustainability, and release them to be led by the local parish or deanery. In line with that philosophy:-

- management of TCT Warwick passed in Autumn TFC to a new charity serving Warwick. Our work in that town was supported by the Warwick Team & Budbrooke Churches and the King Henry VIII Endowed Trust.
- Fresh Start (serving refugees), has been passed on to St Peters Hillfields. Refugees from a multitude of ethnicity and language, worship together with local people from St Peters.

None of this would be possible without the continuing dedication and flexibility of TFC staff and the fantastic volunteers from the many churches that have engaged with TFC. I would like to take this opportunity, along with my fellow Directors, to thank them all. I would also like to thank our many partner organisations without whom the work of TFC would not be possible.

TFC has continued to grow through recent national crises, so that it is no longer a small charity, but one with a medium-sized turnover, impacting the lives of many hundreds of people for good. Together for Change is living up to its name, transforming lives and communities, through harnessing the resources of local authorities and grant making charities, and combining this with the passion and enthusiasm of Churches and volunteers to see kingdom change in forgotten communities.



BARRY DUGMORE (CHAIR) JULY 2024

# A WORD FROM OUR CEO

for the year ended 31 December 2023

November 2023 marked TFC's 10 year anniversary, followed shortly by my 10 year anniversary in post as CEO. Over the years, the charity has grown significantly starting with £50,000 per annum income while giving out micro grants to support churches. Now our income is approximately ten times this amount, but more importantly our impact is much greater too. Unsurprisingly however, it is the last three years that have been the most challenging, yet also the most rewarding.



The impact of COVID-19 and The Cost-of-Living crisis meant that charities across the UK were struggling to meet the increase in demands on services, with 40% of charities now reporting that they now have no reserves. Therefore, pressure for TFC to protect our reserves and obtain funding to pay the hike in food and energy prices was high. In addition, we were committed to supporting our staff and ensuring cost of living salary increases were met.

I believe that our charity's ability to deliver significant projects that work with churches, communities and statutory agencies alike, has meant that our partnerships have continued to flourish, and funding has therefore been secured. We can now look forward to multiplication in 2024, with planned expansion of the Saints projects in a further two locations and the continuation of our charity's objectives.

The next ten years may look very different to our first ten years, but in God's timing and in His will, working alongside the Coventry Diocese to 'transform communities', will remain at the heart of all we will continue to do.

Handwritten signature of Jet Jones.

JET JONES

JULY 2024

# INTRODUCTION

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2023.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11 December 2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

Together for Change are now operating under new Articles of Association as of January 2021. Amendments provide for a different structure of trustees. Please refer to the structure and governance page of this report for confirmation of these amendments.

TFC operates from its registered office which is: Cathedral and Diocesan Offices, 1 Hill Top, Coventry, CV1 5AB.

The website address is <https://togetherforchange.org.uk>

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

# OBJECTIVES AND ACTIVITIES

TFC's objectives are for the benefit of the public:

- a) 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;
- b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

TFC's focus is to help transform communities within the 20% most deprived parishes.

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake.

# STRUCTURE AND GOVERNANCE

## TRUSTEES

The charity was set up as a joint venture between the Church Urban Fund (“CUF”) and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees (“the Board”) was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF’s nominations, reflecting their reduced financial input. The revised Articles state:

“There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund (“the CUF Trustees”), up to three being nominated by the DBF (“the DBF Trustees”) and up to three being appointed by the Board (“Co-opted Trustees”).”

Trustees are selected based on having the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. As at the date of signing this report the TFC Trustees are as follows:



**Andy Kennedy**  
YWAM Youth and Family Ministry  
Convener, Youth Worker



**Ven. Barry Dugmore**  
Archdeacon Missioner for the  
Diocese of Coventry



**Rev. Gareth Irvine**  
Vicar of St Laurence's and  
Area Dean for Coventry North



**Joyce Woodings**  
Director of Hope4 Rugby &  
Benn Partnership



**Stephen Wyatt**  
Chartered Engineer and  
General Manager



**Michael Vincent**  
Retired Charity CEO and  
Marketing Director



In September 2023 we appointed Ven. Barry Dugmore to the position of Chair of the Board of Trustees. Since his appointment to the Board of Trustees in 2020, Barry has brought his passion for supporting our Diocesan purpose to worship God, make new disciples and transform communities to support TFC's work in our most deprived communities. We are grateful for the vision and heart that Barry will bring to his role as Chair of the Board.

Photo: Archdeacon Barry meeting Aslan at Saints Nuneaton during our Narnia based mission in 2021

In 2023, we were also delighted to appoint Michael Vincent to the Board of Trustees. Michael brings a wealth of experience from his former roles as Charity CEO and Multinational Company Marketing Director. We are very excited to have him as part of our Board of Trustees to provide valuable skills and advice to help further our mission of positively transforming communities.

## Trustees' responsibilities for reporting, accounting records and stewardship of assets

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees' and Directors' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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. They are also responsible for the maintenance and integrity of TFC's corporate and financial information included on TFC's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Staffing and Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. Whilst the TFC HQ is the Diocesan Office at Hill Top in Coventry City Centre, nearly all staff work from bases in the community such as at Saints Nuneaton, including Saints Student Lounge and parish churches. We want to extend a big thank you to all of our incredibly dedicated and hard-working staff team and volunteers, without you we simply wouldn't be able to serve our poorest communities, in the way that we have been able to in 2023. We are so very grateful and value each and every member of our amazing TFC team!



## Tenfold Growth over a Decade

There has been a tenfold increase in our income since TFC started out a decade ago, with the range of projects we facilitate changing significantly. Once successfully established, many of our projects (notably Family Link Work, Fresh Start and Warwick) have been passed on to other charities).

We set out with an annual grant of £50k per annum from CUF, split between paying for admin costs and providing micro-grants to our most deprived parishes. They told us not to keep all our financial eggs in one basket, as their contribution would taper. We quickly diversified our income streams, including a significant contribution from the Diocese of Coventry. These donations from CUF and the Diocese provided the mainstay of our unrestricted funding.

Meanwhile our restricted funding built up, notably through partnerships with schools delivering Family Link Work, with the King Henry VIII Endowed Trust in relation to Warwick & Budbrooke, and with HOPE Coventry & Coventry City Council in relation to Good Neighbours. We also developed relationships with foundations, including the Heart of England Community Foundation and Rank Foundation, which included significant support for our Fresh Start work with refugees (reaching nearly 2,000 clients). TFC facilitated major regeneration projects, including securing planning permission and funding for a new church building for St Catherine's, Stoke Aldermoor. As we moved into the 2020s, we secured substantial grants from the Government (much in collaboration with Nuneaton & Bedworth Borough Council and Warwickshire County Council), particularly to run activities responding to COVID-19 and then Cost of Living Crisis (helping cushion the surge in energy costs for scores of parishes).

Nearly £2m capital resource was secured for Saints Nuneaton renovations through the Government's Towns Deal, with financial management led by the Borough Council, so is on top of what is covered in these TFC accounts. Rental is also set to grow at Saints, which will widen our income base.

Total annual income is now close to £0.5 million. In 2024-26, resource is being bolstered by grants received from the WCC Social Fabric Fund for Saints Bar Pool, and for capital regeneration projects through LINC'S (Lower Income Communities) in the parishes of Foleshill St Laurence and Camp Hill Nuneaton.

# Funders and Partners

In 2023, TFC were privileged to work with a range of funders and partners to support our work in bringing community transformation in our most deprived parishes in Coventry and Warwickshire. In particular, we would like to give a special thanks to the following funders and partners for their support:

- 29th May 1961
- Aviva Community Fund (& Coop Warm Spaces Funding Boost)
- Benefact Trust
- Bernard Sunley
- Church Commissioners
- Citizen Local Fund
- Coalfield Regeneration Trust
- Coventry Refugee and Migrant Centre
- Church Urban Fund
- Dame Leigh’s Almhouse Charity
- Diocese of Coventry
- Edward Cadbury Trust
- Good Neighbours Coventry (HOPE Coventry)
- HAF
- Heart of England Community Foundation
- King Henry VIII Endowed Trust
- National Lottery Community Fund
- Nuneaton and Bedworth Borough Council
- Passionists UK
- PET-XI
- The Big Lottery Reaching Communities
- Think Higher
- Transforming Communities Together Warwick
- Warwickshire CAVA
- Warwickshire County Council

## Church Partners

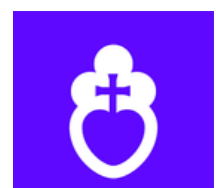
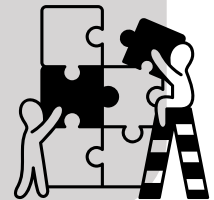


- All Saints, Allesley
- All Saints, Leamington
- St Mary and St John, Camphill
- St James Styvechale
- St Oswald’s, Tile Hill
- St Peter’s, Hillfields

Plus the many other churches who engaged with our Warm Hubs Programme.

## Saints Steering Group and Partner Churches

- Heath End Church
- Manor Court Baptist Church
- Nuneaton URC Church
- St Nicolas Parish Church
- Holy Trinity Attleborough
- All Saints Chilvers Coton
- St Pauls Stockingford
- YWAM The Kings Lodge



# SAINTS NUNEATON

2023 quickly became our most activity-filled year of operation, as the demand on our services to support families in crises rose substantially.



Most of our support centred on helping people meet their most basic of needs by providing a place of warmth, providing free or subsidised warm meals and essential items such as blankets, school shoes and coats. The Saints building, for many, became a place of sanctuary. A place for our local community to build new friendships, form a community or just have some rest bite.

EST



2020

We would like to give particular thanks to the Warwickshire Country Council Social Impact Fund, Big Lottery Reaching Communities Fund and the National Lottery Community Organisations Cost of Living Fund for recognising the impact of the cost of living crisis on the demand for our services and enabling Together for Change to respond to needs of our local Nuneaton community.

## A Training Café

We support the people of Nuneaton by levelling up their work skills, generating work experience which can boost a CV/job application, and offering hands-on training and support opportunities in our friendly café.



This year we began running our own Barista Training courses, training up to 12 new Baristas aged 16+.

We take on work experience placements from all walks of life, but we do have a particular passion for supporting young people and young adults who are currently not in employment or full-time education! This year we have supported placements through Oakwood SEN School, the Princes Trust, the Nuneaton job centre, local schools and more!

We have supported 10 people with placements this year, the majority of which are under 25, and more than half of who have additional needs. We aim to create a safe environment for people to learn and thrive in, with the hope of working towards applying for jobs in the hospitality sector.

ALEX, on a long term Work Experience placement with us after volunteering with us during a Princes Trust course said; "Working at Saints is a great experience. It's a very calm safe environment for both staff and customers alike."

# SAINTS NUNEATON

## Feeding the Community

No one should have to go hungry. This year we have run a variety of support options for people struggling to get enough to eat.



In 2023, we provided hot meals for the subsidised price of £1 - £1.50. Our aim was to provide support for those who are struggling, whilst helping to maintain independence for our local community.

From February to June 2023 we gave out 735 food hampers, feeding on average around 100 people a week, with 40 hampers available per week. The demand for support was so high, that when the booking system was made live one week, all 40 hampers were reserved within 5 minutes!

During the summer holidays, we offered fresh fruit and veg bags to families in need.

We included in the bags some easy recipes for meals and snacks to make. We gave out 125 of these bags over 5 weeks in the

summer, feeding on average 95 people a week. We also provided a total of 480 breakfasts to local children during the school holidays.



### IN 2023

We've given out a total of 4340 free meals and food hampers and We've served a total of 343 subsidised meals

## Support with Essentials

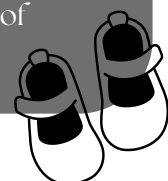


Partnering with Nuneaton Warm Blanket Appeal, we distributed over 70 free blankets. We have seen a great 'coming together' of people from across the community to support this initiative including involving members of the community in knitting/crocheting squares to make into more blankets. We even had two people doing a 24-hour Stitch-a-thon to raise money for our warm space projects, and make more blankets to give away!

Recognising that this is an expense that many parents/carers struggle to afford, we asked agencies and community project that we know to refer to us those who would benefit from a warm coat or new school shoes. We were able to purchase high quality shoes and coats for 18 children under the age of 18.

### IN 2023

We supported 18 children and young people with a brand-new coat or pair of school shoes.



# SAINTS NUNEATON

## Activities for Families

Throughout the year we run a variety of activities for families with children, from holiday clubs to parent support groups and more! Family days out and holiday activities can often cost the earth, and that can mean families who are struggling with their finances often miss out. We want to try and make free fun experiences that the whole family can enjoy.

Every school holiday this past year we ran holiday clubs, with free activities for children. At Christmas last year, we hosted 129 children and their parents/carers for our 'Wonderful Winter' family fun days, using Holiday Activities and Food funding (HAF). We partnered with a local Escape Room company to offer a Santa themed escape room aimed at children. We also had lots of other free Christmas activities, food and even a visit from Santa! During the half terms, Easter and summer breaks we continued on this theme, offering free children's activities and family fun days.



## Parents Coffee Club

We have also run Parent's Coffee Club every Thursday morning across the year, providing free hot drinks and breakfast for struggling parents with babies and toddlers.

### Feedback from local parents:



"I have been taking my three children to Saints ever since they opened after Covid and I am so thankful for the cafe especially the parent's group. The group sessions are run by incredibly supportive staff who have been there for me and my children in so many ways. They offer good advice, support, and it's so wonderful knowing that every Thursday morning there is a warm happy place I can go to where the children are happy and I can have a coffee and pastry break. My whole family loves Saints and it is a very special place in the heart of Nuneaton!"

"Saints is the nicest coffee place in town, by far! (in my opinion at least). They came up with this amazing idea for mum's to gather together every Thursday morning. I have joined this group while back, when my boy was little, I was spending way too much time at home, on my own. This group was the saviour for me! I was able to go out and talk to mums, my boy could play with other children, I could actually drink a HOT coffee! I've met so many amazing people there, made friends for life. I'll be forever grateful! Amazing place with amazing people! Thank you."

# SAINTS STUDENT LOUNGE

On Tuesdays and Thursdays, young people ages 11-18 can come to Student Lounge for study space (with tutors available), a range of workshops, free food and drinks and hangout space.

## THE CAFE LOUNGE OPEN FROM 3PM-5PM



Young people attending get a free meal and hot or cold drink. Food ranges from chilli and rice to nachos, pizza and pasta to hotdog day!

## THE STUDY LOUNGE OPEN FROM 3PM-5PM



We have laptops available for young people to make use of, as well as a printer, study supplies and Wi-Fi. We have a tutor available to offer support with homework and revision.

## THE BREAKOUT LOUNGE OPEN FROM 4PM-5PM



We offer a range of activities, from life skills workshops, open chat sessions on key issues facing young people, creative activities and sports.

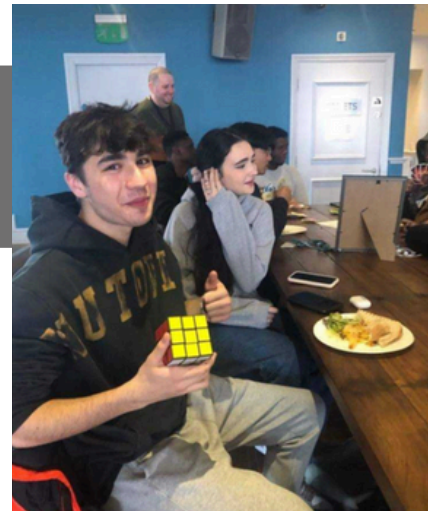


## IN 2023

We had a total of 1792 attendees at Saints Student Lounge!

## NATIONALLY RECOGNISED

Saints was recognised this year with a National Youth Anti-Violence Educational Award. The recognition was for our 'Positive impact upon Nuneaton and Warwickshire', and our support towards the UK Tour of the National Monument Against Violence and Aggression 'The Knife Angel'. A great achievement for Student Lounge!



## HEARING FROM OUR YOUTH

"It's a really friendly environment, where I have met lots of friends and took part in a range of fun games. The staff are really friendly. It's something to look forward to!"

"Student Bake Off is my favourite activity. Jewellery making, fabric painting and coaster making were also good. The staff are caring, and they care about their wellbeing. They ask which activities we'd like to do, and make it fun."

# TFC ASSISTED PROJECTS

TFC is delivering community transformation in our most deprived parishes across the Coventry Diocese on behalf of the CDBF. This includes supporting our Strategic Development Funded Church Plants in areas of significant deprivation, to better support their local communities.

TFC provide support to our parishes in the bottom 20% of deprivation by sharing good practice, helping with project development and securing grants.

## Supporting Tile Hill - Men's Space

TFC have partnered with HOPE Coventry and Dame Alice Leigh's Almhouse Charity to relaunch Men's Space at St Oswald's, Tile Hill in February 2023.



The project now serves 20 men and hosts a variety of activities including visits to the Herbert art gallery, BBQs, Origami, Wild Earth, gardening.

This project provides valuable support to address the issue of loneliness and isolation by allowing a group of older men the opportunity to build a support network of new friends. Some attendees have gone on to volunteer at Nourish food project at St Oswald's, where they are connecting with a wider group in the community.

## Supporting Tile Hill - Fit Mind and Body

By securing funding from The Primary Healthcare Properties Fund, facilitated by the Heart of England Community Foundation, TFC supported St Oswald's Tile Hill to establish their "Fit Mind and Body" project. The primary objective of this project is to provide free exercise programs and promote a healthy lifestyle for underprivileged communities. The Church recognised that individuals facing economic challenges often lack access to fitness resources and face heightened stress and mental health issues. With TFC's support, this project helps to improve the physical health, combat stress, and enhance mental well-being of the local Tile Hill Community.



## Supporting Tile Hill - Musical Memories Café

This dementia project has been based around compiling musical memories from key moments in an elderly person's life. This project has supported an around 25 people living with dementia, plus their carers and family members, with musical parties and technical sessions in local care homes. Whilst helping members of the community reignite memories from the past, this project also supports the carers/family members of people living with dementia to form friendships and community within a local support network.

# TFC ASSISTED PROJECTS

## Warm Hubs

In January 2023, we raised a total of £10,710 through Aviva Community fund to provide places for disadvantaged communities where young and old could drop in for a free or cheap drink and meal in a warm and safe community space. Our network of winter warm hubs across our sub-region included places in Radford, Willenhall and Stoke Aldermoor in Coventry. Also, others in Nuneaton, Bedworth, Rugby, and rural areas.

### IN 2022-2023

TFC have supported a network of 40 Warm Hubs in Coventry and Warwickshire



The money we raised through crowdfunding went towards covering the cost of these warm spaces, contributing to the cost of food and keeping the heating on for our visitors.

In Coventry, churches like St Francis of Assisi in Radford provided a warm space, buzzing with activities that opened every day of the week, from 9am-3pm.



St Paul's Cosy Community in Stockingford opened 12-3pm on Mondays and Wednesdays, to offer a "warm space and warm welcome" to anyone who needed warmth or companionship over the winter months. In the parish centre, they provided free hot drinks and toast/sandwiches, laptops and an information wall, so people could access support to help with the cost-of-living crisis. They also hosted a coat exchange to allow people to donate or take a winter coat.



Our network of Warm Hubs included spaces in more rural parts of Warwickshire and former mining communities of North Warwickshire. 'Open Door' Community Cafe in Budbrooke provided weekly groups including parents and children's groups. These were drop-in sessions on Wednesdays and Fridays, which operated on a 'pay as you feel' basis.

We would like to extend a big thank you to Aviva Community Fund, Co-op Warm Spaces Funding Boost and Aviva Cost of Living Boost for enabling our work with our warm hub partners to continue in 2023.

# TFC ASSISTED PROJECTS

## Fundraising for Capital Projects

St Peter's is an Anglican church in Hillfields, serving the second most deprived area of Coventry. Hillfields Village falls within the 1% most deprived LSOA in the country. Located in the heart of Hillfields, St Peter's is a place "Where Church & Community Come Together". In recent years, the Church building has been revitalised as a community hub to welcome youth, refugees and asylum seekers, vulnerable families and pensioners in the local area. In light of the Cost of Living Crisis, the church had seen attendance to their free food provisions throughout the week triple, serving as many as 400 per week.

St Peter's was however, operating with a small domestic-style kitchen which was not sufficient to cater for the number of people met by the Church each week. With the help of TFC, a total of £50,000 was raised to transform the kitchen facilities from domestic to commercial to enable the Church to positively transform their local community.



We would like to express our thanks to our funders; Citizen Local Fund, Coventry Diocese Church Improvement Fund, Edward Cadbury Trust, Passionists UK, Bernard Sunley, Benefact Trust and Heart of England Inclusive Communities Fund. This project was also supported by the generous donations from Right Reverend Dr Christopher Cocksworth and the local Hillfields Community.

## TFC TRAINING

In 2023, TFC provided online and in person training to resource and equip our churches across the Diocese of Coventry, to support their local communities.

This included a 4-part series provided by our qualified Saints Student Lounge youth workers to help our churches to think how they can 'grow younger' to reach a missing generation.

Jet Jones was also invited to provide Social Enterprise Training at the annual Redeeming Our Communities Conference, to share the story of Saints Nuneaton and inspire a community-led response to missional outreach.

This provided further opportunities to host training in topics such as community engagement, fundraising and capital building projects in 2024.



# TFC PARTNERSHIP PROJECTS

## Transforming Communities Together Warwick

Transforming Communities Together Warwick (“TCTW”) worked in partnership with the Anglican Churches of Warwick and Together for Change, aiming to meet needs, change lives, and transform communities in the Warwick area. Supported by the King Henry VIII Endowed Trust, which benefits residents of the CV34 postcode area, the project focuses on several key aspects, responding to need. The charity informs, inspires, resources, and supports local churches and organisations to respond effectively to community needs.



It also offers support by partnering with churches and organisations to develop community-based social action initiatives. Since the establishment of TCTW 6 years ago, key initiatives have included creating a network of 13 Warm Hubs to support people living in fuel poverty, commissioning the Youth Bus to provide a safe space for local young people in the absence of alternative youth provisions, supporting Children and Families with fun activities and events and tackling food poverty for adults, families and care-leavers in Warwick.



TFC’s intention is to be an organisation which acts as a catalyst to start new Church-led community projects, nurture them to sustainability, and release them to be led by the local parish or deanery. In line with that philosophy, management of TCT Warwick passed in Autumn from TFC to a new charity serving Warwick.

### TCT Warwick Development Worker, Stacey Bains:

Stacey was appointed to be our Transforming Communities Together Warwick Development Officer to support and help resource Anglican churches in Warwick to reach out to their communities to see transformation of Warwick.

Stacey has been an asset to the Warwick communities during her time with TFC, including helping over 500 families with Your Farmer Food during the school holiday periods.

We are extremely grateful for all Stacey has done to support the communities around Warwick and we wish her all the best as her work continues with the new Warwick charity. We know she will continue to bring ground-breaking transformation in Warwick.



David Brown, Vicar of Budbrook Warwick and former Trustee for Together for Change said: “Through TCTW, TFC have provided a way for our Warwick churches to look outward to support their local communities and this has had a significant impact that is beyond the project itself. This role as catalyst which has taken shape in Warwick, should be celebrated as a successful project that can be duplicated elsewhere in the Diocese and beyond.”

# TFC PARTNERSHIP PROJECTS

## Fresh Start

Fresh Start is foremost about “welcoming the stranger”, mobilising volunteers from churches across Coventry to befriend and provide practical support to asylum seekers and refugees to begin life anew. This includes many who have escaped from the trauma of war and violence, mostly people from the Middle East, North Africa and South America. We welcome new arrivals to this country by offering friendship, and helping them overcome exclusion and isolation due to lack of English language skills and cultural differences.



In 2023, a total of 674 people registered to attend ESOL classes at St Peter’s, Hillfields. The classes were held three days a week during term time and had an average weekly attendance of 240-360 people from over 24 countries.

Attendee to an ESOL class hosted at St Peter’s, “When I arrived here with my family I felt lonely and isolated because my English was not good. But in this class I have now made good friends, and we go out for coffee and for weekend visits together.”

A highlight of the past couple of years has been the growth of our multi-linguistic One Family church service. This started in January 2021 as a support group for Christian asylum seekers / refugees and others exploring faith, but has developed into a church of 50-60 people from many different backgrounds. 60 however, does not reflect the full flow of those that we have connected with at One Family Church. To ensure that church is a place that is welcoming and accessible to all, in 2023 St Peter’s also adapted their Sunday morning service with translations of liturgy, worship and sermons into 9 different languages!



In 2023, Fresh Start continued to run football sessions in partnership with the Coventry Refugee and Migrant Centre which are always popular (around 90 participants each week), and in the last couple of years we have also partnered with St Marks to establish an FA-registered football team, who play in the Coventry Church League. This side has both St Marks attendees and newly-arrived refugees / asylum seekers, and the relationships within the diverse team have been brilliant.

In October 2023, Matt Robinson embarked on a path to ordination, hosted by St Peter’s Hillfields, which enabled TFC to handover management of Fresh Start to the Church.

# TFC PARTNERSHIP PROJECTS

## Fresh Start

Fresh Start Project Coordinator, Matt Robinson:

7 years ago, Matt Robinson was appointed our Fresh Start Project Coordinator in response to God's call to be a reconciling presence in Coventry. Through the work of Fresh Start, hundreds of refugees and asylum seekers across the city have been supported. Matt was instrumental in setting up ESOL classes, One Family Church and Fresh Start football. TFC would like to thank Matt for all his hard work and dedication to support so many across our city. Whilst Matt will be hugely missed by the team at TFC, we are incredibly excited for all God has in store for him as he starts his journey to ordination



Fresh Start Link Worker, Dagmer Dias:

Dagmer joined Together for Change in Autumn 2020, as Fresh Start Link Worker. She's helped befriend hundreds of Asylum Seekers coming to Coventry and more recently she has been heavily involved in ministry to refugees in hotels in the Allesley area, where TFC works in partnership with All Saints church. Dagmer moved on from her role with TFC in spring 2023 to continue her work with St John the Divine, Willenhall as a Families Worker.



## Fresh Start: Supporting Churches to “Welcome the Stranger”



In 2023, through our Fresh Start project, TFC provided fundraising support, advice and training to enabled other churches across our Diocese to provide a rapid response to emergency situations. This included support for Café Tisto in All Saints Church, Leamington.

Café Tisto is based within the church and strives to support the integration of young Ukrainians displaced to the UK, with the belief that employment and entrepreneurship is the best path towards familiarisation with British culture, work norms and the English language. Approaching its third year of operation, the cafe has built a loyal following, not only of churchgoers and the general public, but increasingly in support of other Ukrainian activities and church-based events.

# 10 YEAR ANNIVERSARY

2023 marked Together for Change's 10 year anniversary!

At Together for Change ("TFC"), we live up to our name by working in partnership with churches, local authorities, charities and local agencies to see kingdom change in forgotten communities. From our long-term project at Saints Nuneaton, to our partnership and capital regeneration projects, it has been immense privilege to serve the needs of our most deprived communities over this past decade.

TFC have at several times, been an emergency response service within our Diocese responding to the challenges of war, COVID-19 and more recently the cost of living crisis. We want to give all the glory to God for his faithfulness and come expectant to be guided by His Spirit for the next 10 years!

Here are some of our highlights from the last 10 years at TFC:

## Rising Café in Coventry Cathedral



In 2014 TFC fundraised and project managed the installation of the Rising Café in Coventry Cathedral. We secured a generous grant of £20,000 from the Bishop's Mission Fund. The coffee shop was a social enterprise which supported and enabled rehabilitation, and was run by Betel of Britain, a national charity which works to rehabilitate adults who are affected by drug and alcohol addiction and homelessness. The café provided a great atmosphere and delicious food. We even attracted a special Royal Visit!

## Fresh Start



Fresh Start was an initiative pioneered by Together for Change, working with churches and other organisations in Coventry to offer a warm and welcoming environment to refugees, asylum seekers and migrants.

Seven years ago, our Fresh Start Coordinator Matt Robinson approached Jet Jones (CEO of TFC), in response to God's call for him to be a reconciling presence in Coventry. This coincided with the Bishop of Coventry asking TFC to find a way to support Syrian refugees. Matt was then appointed to a new post of Fresh Start coordinator, supported by donations from various sources, including Coventry churches.

As a result, each year hundreds of refugees and asylum seekers across the city have been supported. We have set up a number of ESOL classes with around 200 attendees each week, football training sessions with an average of 90 participants each week and One Family, a multi-lingual church service with a congregation of 40 – 60 members each week.

## The Archbishop's Visit



In May 2018, The Archbishop of Canterbury visited Coventry to see the work local churches are doing to support refugees and asylum seekers living in the city, and to meet some of the people involved. We hosted an evening celebration, inviting refugees and representatives of the churches and charities who work alongside us.

The event began with live music from students of Nexus ICA. During the evening we heard some powerful testimonies and enjoyed some delicious food. This was a great celebration.

## Stoke Aldermoor



In 2019, TFC worked in partnership with Mayway Construction and the Diocese of Coventry to oversee the building of a brand-new church and community facility in Stoke Aldermoor. The new building was opened by the Bishop of Coventry in a joyous dedication service.

Previously, the Bishop had received a request to close the old church and sell its site on St Catherine's Close. The church family embarked on a long journey, moving into the front room of a house, then a school hall, and until last month a set of portakabins. With the help of TFC, in 2019 they celebrated a new site on Acorn Street in the heart of Stoke Aldermoor. This brand-new building continues to serve the new Parish of St Catherine's Stoke Aldermoor and New Century Park in Coventry.

## Transforming Communities Together Warwick



Six years ago, Transforming Communities Together Warwick was set up as a partnership project between Anglican Churches of Warwick and Together for Change. The project was also funded by the King Henry VIII Endowed Trust which provides income for the Warwick Anglican Churches and was for the benefit of people living in CV34.

A few highlights include the support for adults, families and care-leavers experiencing food poverty with the Your Farmer Food Hamper initiative, which helped 500 families during each school period. Most recently, our TCT Development Officer, Stacey was instrumental in coordinating, supporting and promoting the establishment of 13 Warm Spaces within Warwick in the height of the cost of living crisis in 2022.

## Saints Nuneaton

We took on the Saints building in the summer of 2019. The ground floor had most recently been used as a nightclub, with the other floors having been left virtually untouched for decades. Then began the process of refurbishing and developing the ground floor space, ready to launch the first phase of the project in January 2020.

With the support of an army of volunteers, we set about cleaning the space, removing skip-fulls of rubbish and years of grime (and even a 2-year-old bottle of milk!). Then with the dynamic team of Dave Jones and Dave Hodges, as well as more wonderful volunteers, we renovated the ground floor, taking out old booths and furniture, repainting, sanding and re-varnishing the floor, and then adding furnishings and decoration.



We are proud to now offer a versatile, multi-purpose space which serves an average of 600 people each week! Our mission is to tackle unemployment and lack of education, enhance physical, mental and emotional wellbeing, and to inspire and connect people through the creative arts.

You can see all of what we're up to on our website: <https://www.saintsnuneaton.org/>

You can read all about what we have coming up with our exciting Phase 2 Developments on page 24 of this report!

# LOOKING AHEAD TO 2024

## Saints Nuneaton Phase 2 - a year of expanding!

We are approaching a period of expansion, with renovations to both our upstairs hall facility and some rooms in our basement!

When completed, we will add to our facilities:

- A fully refurbished 250-300 capacity Victorian dance hall, with a stage and sprung dance floor
- A unique training/conference room which looks out over the hall
- A catering kitchen
- A lift and refurbished stairwell to improve access to the facility
- A music recording and podcasting space
- A further training room/youth space
- Toilet facilities on both floors and even a shower!

This expansion in facilities will of course allow us room to expand our programmes, as well as gain further income from hiring these facilities. Our hope is that this further income will play a big part in helping us become a sustainable social enterprise.



Exciting developments to our basement!

We are also continuing to look to develop key partnerships over the next few years, to both provide new programmes and extend the ones we already offer. This includes connecting with Kings Edward VI College and St Nicholas Church to expand our Saints Student Lounge to enable the continuation of the vital support provided to our young people.

## St Mary and St John, Camphill



The parish church of St. Mary and St John Camp Hill started its life around 1960 as a church plant with vibrancy and a strong local worshipping community. Sadly, following a long period without the recruitment of a Parish Priest the PCC decided to stop regular worship in 2021.

Deprivation has been recognised in Camphill for several decades but the main church building has significant number of issues and will require significant fundraising and investment before regular worship can resume in it. In late 2023 with funding from the Church Commissioners, Together for Change Development Worker John Scouller was commissioned to complete initial scoping work for the renovation of the main church building and to investigate possible funding sources. With the support of LINC'S Funding through the Diocese of Coventry, in 2024 TFC will provide vital project management and fundraising support to enable this church to once again be open as a place of worship and hub for community activity and support.

# LOOKING AHEAD TO 2024

## Saints Bar Pool

We are very excited to launch a new Saints location in Bar Pool!

At Saints Bar Pool, we will provide a community-led warm welcome for local people to enjoy, access activities and courses and engage with various agencies and partners.

Working in partnership with Saints Nuneaton, Saints Bar Pool is a Social Enterprise led by the charity Together for Change. This means that all the income that we generate is fed back into our various projects.



Our mission is to tackle issues related to unemployment, training, education, skills, income and crime.

### We will work with:



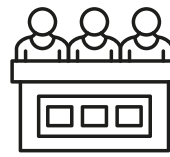
Churches



Schools



Charities



Councils



Businesses



## Our Space

What is currently a closed down shop on Vernons Lane, will become a vibrant, well-decorated, welcoming and warm environment. We will create a space for anyone to come in and enjoy something from our affordable café, participate in a range of activities, access support groups and form friendships.

We are so excited to begin renovating this space to create a long-term community asset that will provide ongoing community-led support.

# Independent Examiner's Report to the Trustees

I report on the financial statements of the charitable company for the year ended 31 December 2023 which are set out on pages 27-38.

## Respective responsibilities of Trustees and examiner

The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 "the 2011 Act" and that an independent examination is needed.

Having satisfied myself that the charitable company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

## Basis of independent examiner's report

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

## Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1) Which gives me reasonable cause to believe, that in any material respect, the requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006, and
- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

In connection with my examination, no matter has come to my attention: 1) Which gives me reasonable cause to believe, that in any material respect, the requirements: have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Signed**

Jonathan Brett FCCA



**Date**

15th August 2024

# Statement of Financial Activities

## (including income and expenditure account) for the year ended 31 December 2023

	Notes	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
<b>Income and endowments from:</b>					
Grants	1	40	249	289	280
Donations and legacies	2	2	14	16	9
Charitable activities	3	-	33	33	67
Other trading activities	4	-	86	86	24
<b>Total</b>		<b>42</b>	<b>382</b>	<b>424</b>	<b>380</b>
<b>Expenditure on:</b>					
Charitable activities	5	55	390	445	398
<b>Total</b>		<b>55</b>	<b>390</b>	<b>445</b>	<b>398</b>
<b>Net Income / (expenditure)</b>		<b>(13)</b>	<b>(8)</b>	<b>(21)</b>	<b>(18)</b>
<b>Transfers between funds</b>	7	16	(16)	-	-
<b>Net movement in funds</b>		<b>3</b>	<b>(24)</b>	<b>(21)</b>	<b>(18)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		12	137	149	167
Total funds carried forward		15	113	128	149

## Incoming Resources

The DBF contribution of £30k p.a. represents the core of our unrestricted funding. This is bolstered by management fees earned by the team.

TFC has worked hard to build up and widen its funding base. This has included developing substantial funding streams from Government agencies, including the National Lottery and local authorities including Warwickshire County Council and Nuneaton & Bedworth Borough Council (notably through our partnership in Saints).

We have benefitted from generous support from charitable trusts, including the Benefact Trust, Heart of England Community Foundation, 29th May 1961 Charity, The Passionists, Dame Alice Leigh charity amongst others. We are also grateful to the financial support from many churches and individuals.

Fundraising efforts were rewarded with income of just £424k during 2023 which brought the total raised and invested in community transformation to over £5m since TFC's inception.

## Expenditure

Meanwhile expenditure was £445k of which £248k has been spent on employment costs to deliver a range of projects, of which under one-fifth was on core admin team. Most of the remaining expenditure was on the Saints Youth & Community hub.

## Funds and Reserves

TFC's total fund balance was £149k at the start of the 2023. We ended the year with a closing balance of £127k. We started the year with unrestricted funds of £12k, and ended the year with £15k unrestricted funding in reserve, which is in keeping with our reserves policy. (In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months). The transfer of funds of £16k from Restricted to Unrestricted essentially relates to two adjustments:-

Warwick: The contract with King Henry's provided for a Management Fee (10% of the salary of our Warwick officer). TUPE took 6 months longer than anticipated, increasing the fee going into unrestricted funds.

Warm Hubs: Our AVIVA crowdfunding campaign highlighted Saints as a primary recipient. £11k was raised and coded to Warm Hubs. TFC Board on 25th Jan 2023 formally approved that half should be recoded to Saints, for the help being given to people through its Warm Hub.

## Cost of Operations

The surge in energy prices dramatically increased costs at Saints Nuneaton, which was a major concern. However, funders recognised the challenge being faced by charities, and provided specific additional funds to address this.

With regards to staff costs, many of our employees are young people paid on or near the national minimum / living wage, so became due for a significant uplift in pay in April 2023.

TFC has been extremely fortunate to have been generously supported by an annual donation from the Benefact Trust to the Coventry Diocesan Board of Finance. This covered much of the cost of the DBF's support to TFC (such as the salary of our CEO, HR & financial services), together with the donation to our unrestricted funding.

## Future Plans

In general, TFC seeks to align its priorities with those of the Diocesan strategy, in order to achieve synergy and maximise effort. At its strategy review leading into budget setting for 2023, the TFC Board agreed to transfer some of its activities to other charities/churches, which has allowed it to provide more focus to expanding the Saints initiative. Areas of activity which no longer need TFC to continue to oversee include:-

- Family Link Work, where responsibility has transferred to parish councils.
- Warwick TCT, which will transferred to a new Warwick charity during 2023
- Fresh Start, where activity transferred St Peters Hillfields from the Autumn.

An area of particular emphasis for TFC over the next couple of years will be development of Saints projects: Completing Phase 2 in Central Nuneaton (doubling its usable space), and creating others (notably at Bar Pool for which the County Council provided initial funding this year for project development). Phase 2 of the Saints project involves the renovations of the upstairs and some basement rooms of the Saints Building, paving the way to expand our range of activities around our three-pronged strategy of 'Enterprise and Equip', 'Sport and Support' and 'Create and Connect' - thereby helping lift people out of poverty, isolation and feelings of hopelessness.

'Saints' harnesses the efforts by many Nuneaton-based churches and other charities to work together effectively to address such matters, for the benefit of the town's residents, especially its young people and those experiencing financial hardship (notably food and fuel insecurity).

# Balance Sheet - as of December 2023

	Notes	2023 Total £000s	2022 Total £000s
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		103	144
Debtors	8	41	31
<b>Total</b>		<u>144</u>	<u>175</u>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	9	(16)	(26)
<b>NET CURRENT ASSETS</b>		<u>128</u>	<u>149</u>
<b>NET ASSETS</b>		<u>128</u>	<u>149</u>
<b>FUNDS</b>			
General Fund (unrestricted)	10	15	13
Restricted funds	10	113	136
<b>TOTAL FUNDS</b>	10	<u>128</u>	<u>149</u>

For the financial year ending 31 December 2023, the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts 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 26.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 27-38 were approved by the Board of Directors and authorised for issue on 17th July 2024 and are signed on its behalf by:

Barry Dugmore  
Trustee and Chair of Together for Change Coventry and Warwickshire

17th July 2024

# Cash Flow Statement - for the year ended 31 December 2023

	<b>2023</b>	<b>2022</b>
	<b>Total</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>
<b>Cash flows from operating activities:</b>		
Net cash generated from operating activities	(73)	(50)
<b>Change in cash and cash equivalents in the year</b>	(41)	(50)
<b>Cash and cash equivalents at 1 January</b>	144	194
<b>Cash and cash equivalents at 31 December</b>	<u>103</u>	<u>144</u>
<b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Net income for the year</b>	(21)	(18)
<b>Adjustments for:</b>		
Decrease / (increase) in debtors	(38)	(28)
(Decrease) / increase in creditors	<u>(13)</u>	<u>(4)</u>
<b>Net cash generated from operating activities</b>	<u>(73)</u>	<u>(50)</u>
<b>Analysis of cash and cash equivalents</b>		
Cash in hand	20	20
Cash on deposit	83	124
<b>Total cash and cash equivalents</b>	<u>103</u>	<u>144</u>

# Notes to the Financial Statements for the year ended 31 December 2023

## Principal Accounting Policies

### Basis of Accounting

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

### Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy. Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

### Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

### Current Assets and Liabilities

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

### Fund Accounting

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

# 1. Grants

	<b>General Fund £000s</b>	<b>Restricted Funds £000s</b>	<b>2023 Total £000s</b>	<b>2022 Total £000s</b>
General Unrestricted	40	-	40	13
King Henry VIII Endowed Trust	-	5	5	74
Stoneleigh Trust	-	-	-	10
Fresh Start	-	6	6	11
Baron Davenport / Football Subs	-	-	-	1
Saints Nuneaton	-	79	79	30
WCC Youth Worker Fund	-	21	21	30
Reaching Communities Big Lottery	-	79	79	72
DWP Feeding Cov	-	-	-	32
Camphill Project	-	2	2	7
Warm Hubs	-	50	50	-
Saints WLWS Household Support	-	7	7	-
<b>Total</b>	<b>40</b>	<b>249</b>	<b>289</b>	<b>280</b>

TFC's two founder members were the Church Urban Fund (CUF) and the Diocese of Coventry. They have been the main providers of our unrestricted funds. Whilst CUF core funding has ended, the Coventry Diocese Board of Finance has contributed £30k per annum in recent years.

Our largest grants received in 2023 were towards Saints Nuneaton, principally from the Big Lottery and Warwickshire County Council towards key staff (management and youth workers). We also received significant grant to soften the impact of the surge in the cost of living.

Warwickshire County Council released £10k from their Social Fabric Fund towards preparatory work by TFC on a new 'Saints' at Bar Pool. Local authorities are now TFC key funding partners.

We have also benefitted from generous support from charitable trusts, notably from the Benefact Trust, Heart of England Community Foundation and The Passionists (for Fresh Start), and individuals. We are grateful to the financial support from the Church Commissioners, churches and individuals towards a new network of around 40 Warm Spaces, set up to address the Cost of Living crisis. The £50k was distributed between parishes in the poorest parts of the Diocese.

Overall fundraising efforts were rewarded with grants of £289k for 2023, which brought the total raised and invested in community transformation to over £5m since TFC's inception.

## 2. Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	2	-	2	-
Fresh Start St James	-	1	1	-
29th May	-	-	-	5
Saints Nuneaton	-	1	1	4
Alcester Family Link Worker	-	1	1	-
Warm Hubs	-	11	11	-
<b>Total</b>	<b>2</b>	<b>14</b>	<b>16</b>	<b>9</b>

Many donations were received through Aviva crowdfunding for a network of Warm Hubs in the poorest parishes in the Diocese, helping people cope with the Cost of Living Crisis. Much of the money was donated by individuals (TFC family & friends), or by Aviva staff. Half of the Warm Hubs money was awarded to Saints Nuneaton, which was the initial focus of crowdfunding.

## 3. Charitable Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	-	-	-	4
King Henry VIII Endowed Trust	-	29	29	48
Salford Priors Family Link Worker	-	-	-	11
Fresh Start	-	1	1	-
Fresh Start Big Lottery	-	5	5	4
DWP Feeding Coventry	-	(2)	(2)	-
<b>Total</b>	<b>0</b>	<b>33</b>	<b>33</b>	<b>67</b>

The funding from King Henry VIII Endowed Trust was toward TFCs work in Warwick & Budbrooke. This work has now been taken forward by a new charity based in Warwick.

## 4. Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	-	-	-	1
Fresh Start	-	1	1	3
Saints Nuneaton	-	71	71	20
King Henry VIII Endowed Trust	-	14	14	-
<b>Total</b>	<b>-</b>	<b>86</b>	<b>86</b>	<b>24</b>

## 5. Expenditure on Charitable Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
Warm Hubs	-	52	52	-
Messy Church	-	1	1	-
Saints Nuneaton	-	1	1	2
Camphill Bakery	-	-	-	3
Albert Gubay	-	-	-	7
Cross Cultural Outreach	-	5	5	-
King Henry VIII Endowed Trust	-	4	4	2
CUF	1	-	1	-
St Laurence Church	-	2	2	-
St John The Divine Church	-	2	2	-
<b>Total grants made</b>	<b>1</b>	<b>67</b>	<b>68</b>	<b>14</b>
Wages and salaries	41	192	233	231
Pension costs	3	14	17	17
Programme costs	(2)	71	69	89
Printing, advertising and other costs	12	46	58	47
<b>Other charitable expenditure</b>	<b>54</b>	<b>323</b>	<b>377</b>	<b>384</b>
<b>Total expenditure on charitable activities</b>	<b>55</b>	<b>390</b>	<b>445</b>	<b>398</b>

The growth in 'Total grants made' is largely accounted for by giving to funding going to winter Warm Hubs – a one off during the Cost of Living Crisis. Please note that many of these locations have been continued by parishes with the help of other funding streams.

Wages & salaries accounted for slightly more than half of our Total Expenditure, of which most was restricted to delivery of specific programmes (such as Saints and Fresh Start), whilst under 20% went on central admin staff.

## 6. Trustees

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

## 7. Statement of Funds

	At 1 Jan 2023 £000s	Income £000s	Expenditure £000s	Transfers £000s	At 31 Dec 2023 £000s
General Unrestricted	12	42	(55)	16	15
<b>RESTRICTED FUNDS</b>					
King Henry VIII Endowed Trust	13	48	(54)	(7)	-
Salford Priors Family Link Worker	2	-	-	(2)	-
Fresh Start St James	1	-	-	-	2
Stoneleigh Trust	2	-	-	(2)	-
29th May	8	-	(4)	(2)	2
Good Neighbours	1	-	-	-	1
Fresh Start	12	8	(15)	-	5
Baron Davenport	2	-	-	-	2
Hope Coventry	1	-	-	(1)	-
Saints Nuneaton	17	154	(152)	29	48
Albert Gubay	3	-	-	(3)	-
Fresh Start Big Lottery	-	5	(5)	-	-
WCC Youth Worker Fund	29	20	(27)	(9)	13
HAF Scheme	2	-	-	(1)	-
Reaching Communities Big Lottery	29	79	(76)	-	32
DWP Feeding Coventry	14	(2)	-	(13)	-
Camphill Project	1	2	(1)	1	3
Warm Hubs	-	61	(53)	(6)	2
Saints WLWS Household Support	-	7	(3)	-	4
<b>Total Restricted funds</b>	<b>137</b>	<b>382</b>	<b>(390)</b>	<b>(16)</b>	<b>112</b>
<b>TOTAL FUNDS</b>	<b>149</b>	<b>424</b>	<b>(445)</b>	<b>-</b>	<b>127</b>

Warwick Team PCCs funds were for the benefit of the work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry VIII Endowed Trust. This work was transferred in Autumn 2023 to a new charity serving Warwick, so this TFC fund is now closed.

Delivery of Fresh Start is also transferring to another charity, this time St Peters Hillfields. Funds remaining at end-2023 will continue to be used in 2024 to support Cultural Outreach to refugees through our partnership with St Peters. The Passionists are a significant supporter of Fresh Start, their latest grant of £6k was awarded in June 2023.

Stoneleigh Trust – funds are for the benefit of the ancient parish of Stoneleigh and those given to TFC are focussed on Tile Hill. These have included delivering a new older Men's Club involving St Oswalds Church with Good Neighbours Coventry, and with our involvement ending in Dec 2023.

## Annual Report 2023

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The 29th May 1961 Charity was a further instalment of grant was received in 2022 to support continuing Family Link activities towards families facing multiple challenges, delivered by several churches working with their linked local schools. Most of the remaining funding went to support Family Link Workers in Foleshill and Willenhall, in line with the original grant request.

Saints Nuneaton saw its Fund triple to £48k during the year. In part this reflects the balance of DWP Feeding Coventry funding transferred into the main Saints fund.

Reaching Communities grant is for key staff at Saints, and income and expenditure are closely aligned, following uplift secured reflecting inflation.

The Youth Worker Fund is being spent out, and additional funding for 2024 is being secured from other sources.

Warm Hub income of £61k was secured and nearly all spent in-year.

### Transfers between funds:

Some of the Funds relate to Saints Nuneaton, and codings were adjusted following review:-  
- £9k from WCC Youth Worker Fund – This was grant in respect of the hire of the Saints Student Lounge in which the Youth Workers operated, so this amount should have been coded to Saints FUND18 and not FUND FTO22 which relates essentially to youth worker salaries.  
- £13k from DWP Feeding Coventry  
- The £13k relates to the cost of food hampers, which should have been charged to FTO25 DWP Feeding Coventry, but instead was coded to Saints.

The transfer of funds of £16k from Restricted to Unrestricted essentially relates to two adjustments:-  
-Warm Hubs £6k: Our AVIVA crowdfunding campaign highlighted Saints as a primary recipient. £11k was raised and coded to Warm Hubs. TFC Board on 25nd Jan 2023 formally approved that half should be recoded to Saints, for the help being given to people through its Warm Hub.  
-King Henry £7k: The contract with King Henry's provided for a Management Fee(10% of the salary of our Warwick officer). TUPE took 6 months longer than anticipated, increasing the fee going into unrestricted funds.

## 8. Debtors

	<b>2023 Total £000s</b>	<b>2022 Total £000s</b>
Trade debtors	9	1
Accrued income	32	30
	<b>41</b>	<b>31</b>

Of the £41k, £32k relates to a retrospective National Lottery Cost of Living Grant for the period July to December 2023. This was received via BACS on 16th February 2024, so is not an issue.

## 9. Creditors: Amount Falling Due within One Year

	<b>2023 Total £000s</b>	<b>2022 Total £000s</b>
Trade creditors	12	4
Accruals	2	15
HMRC & Pensions	3	7
	<u>17</u>	<u>26</u>

## 10: Analysis of Net Assets Between Funds

	<b>General Fund £000s</b>	<b>Restricted Funds £000s</b>	<b>2023 Total £000s</b>	<b>2022 Total £000s</b>
Funds at 31 December are represented by:				
Net current assets	15	113	128	149
Total net assets	<u>15</u>	<u>113</u>	<u>128</u>	<u>149</u>

## 11. Related Party Transactions

The charity began as a joint venture between the Church Urban Fund (“CUF”), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2023 Coventry Diocesan Board of Finance provided TFC with grants of £30k

## 12. In Kind Donations

The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within these financial statements, but made possible by an annual grant from the Benefact Trust (formerly Allchurches Trust) to our Diocese.

## 13. Pensions

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

## 14. Salaries and Staff Costs

	2023 Total £	2022 Total £
Wages and salaries	217,239	221,600
Employer National Insurance	15,423	9,117
Pension Costs	17,605	17,677
	<u>250,267</u>	<u>248,394</u>

Total TFC salary costs stayed at around £250k, despite a general increase in pay of 5% (though 10% for those on minimum wage). Some of our staff left TFC in 2023 to embark on ordination, whilst others moved onwards to other charities. Our headcount was 8 FTE during 2023.

## 15. Prior Year Statements of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
<b>Income and endowments from:</b>					
Donations and Legacies	2	30	255	285	485
Charitable activities	3	4	63	67	63
Other trading activities	4	1	23	24	9
<b>Total</b>		<u>35</u>	<u>341</u>	<u>376</u>	<u>557</u>
<b>Expenditure on:</b>					
Charitable activities	5	51	347	398	575
<b>Total</b>		<u>51</u>	<u>347</u>	<u>398</u>	<u>575</u>
<b>Net Income / (expenditure)</b>		<b>(16)</b>	<b>(6)</b>	<b>(22)</b>	<b>(18)</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<u>(16)</u>	<u>(6)</u>	<u>(22)</u>	<u>(18)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		29	138	167	186
Total funds carried forward		<u>13</u>	<u>132</u>	<u>145</u>	<u>168</u>

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**

England & Wales - Charity number 1160133

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# Accounts

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**TOGETHER  
FOR CHANGE  
COVENTRY AND  
WARWICKSHIRE** 



# Annual Report 2022

Company Registration: 08763866

Registered charity number: 1160133

Registered office: 1 Hill Top, Coventry CV1 5AB

<https://togetherforchange.org.uk/>



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# Chair's Report

for the year ended 31 December 2022

It gives me great pleasure to present my second report as chair of Together for Change Coventry and Warwickshire (TFC). One of the enduring effects of COVID19 on charities has been a reduction in volunteering, with many of our older volunteers not returning to their previous roles and new volunteers being even more difficult to recruit due to the cost of living crisis requiring people to work longer hours and delay retirement. The good news is churches have kept serving their communities! In fact, the year has seen significant projects come to fruition and new ones get underway, resulting in many more vulnerable people engaging with TFC supported activities, as you will read in the report.



The backdrop to the work of TFC in 2022 was coloured by the Cost-of-Living Crisis. Having built up a reputation for providing emergency food hampers during COVID, and supporting families experiencing multiple deprivation through Family Link Work, TFC was positioned to help many of the poorest parishes in our Diocese through new projects – notably Saints Student Lounge, and a new network of Warm Hubs.

I would like to say a big thank you to our funders and partners who have stood with us during these challenging times. TFC has had continuing support of the Coventry Diocesan Board of Finance (CDBF) and Church Urban Fund (CUF) as our founding members. I must also mention the generosity of various trusts, including the Benefact Trust, whose support has made possible the continuing employment of Jet Jones, Director of Regeneration and Community Transformation and lead officer for TFC, who has in this role led the day to day operation and management of TFC through another challenging year. Other key funders are highlighted throughout the report.

TFC's collaborative working with local authorities expanded through our response to the pandemic, cost of living crisis and developing Saints. We have partnered with Nuneaton & Bedworth Borough Council and Warwickshire County Council in relation to COVID-19 resilience and Saints, and with Coventry City Council in extending the Good Neighbours scheme.

Our work in Warwick supported by the Warwick Team & Budbrooke Churches and the King Henry VIII Endowed Trust has made some significant steps forward. Most notably progress made with the Message Trust to provide a double-decker bus to provide youth services in our Diocese.

TFC's relationship with CUF went through a transition from the beginning of 2021, away from the provision of core funding to being a partner in the CUF facilitated Together Network (TN). This network provided opportunities for TFC to engage in Near Neighbours and a Building Food Security consortium – which included set up of a Food Pantry in Camp Hill. TFC led the renovations to the redundant Church Hall at St Mary and St John, allowing it to reopen for the benefit of this deprived parish.

From its inception, TFC set out to make a real difference in some of the Diocese's poorest communities. Trustees were clear they wanted TFC to make an impact in areas that had missed out on regeneration opportunities funded through statutory bodies or where statutory services were under particular strain.

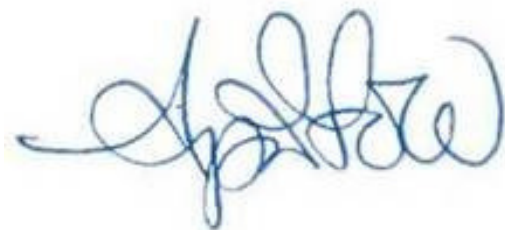
It has been a particular pleasure, therefore, to see the opening of Saints Student Lounge this year. "Saints Nuneaton" involves the transformation of a redundant nightclub into a community hub serving particularly the youth and young families in the town. Considerable progress was made during the year with plans for Phase 2 of Saints, funded by the Towns Deal, which will lead to the renovation of the first-floor former ballroom and the basement – due to commence shortly.

The management of Family Link Work, which strengthens collaboration between schools and associated local churches, has been passed by TFC to local parishes. This underlines TFC's intention to be an organisation which acts as a catalyst to start new Church led community projects, nurture them to sustainability and release them to be led by the local parish or deanery.

In response to the Bishop of Coventry's call for the Diocese to support refugees and migrants, Fresh Start came into existence in 2017. Despite restrictions on people getting together during lockdown, even more refugees and asylum seekers engaged during the year, supported by a second Fresh Start worker based in All Saints Allesley, and faithful team of church volunteers. Particularly noteworthy was the creation of "One Family Church" which provides multi-lingual services. By the beginning of 2022 the support group was functioning as a new worshipping community at St Peters Hillfields, with up to 70 refugees worshipping together with local people, in a multitude of languages.

None of this would be possible without the continuing dedication and flexibility of TFC staff and the fantastic volunteers from the many churches that have engaged with TFC. I would like to take this opportunity, along with my fellow Directors, to thank them all. I would also like to thank our many partner organisations without whom the work of TFC would not be possible.

Despite major crises of COVID and Cost-of-Living, TFC continued to grow so that it is no longer a small charity, but one with a medium-sized turnover, impacting the lives of many hundreds of people for good. Together for Change is living up to its name, transforming lives and communities, through harnessing the resources of local authorities and grant making charities and combining this with the passion and enthusiasm of Churches and volunteers to see kingdom change in forgotten communities.



**APRIL GOLD (CHAIR) JULY 2023**

# CEO's Report

for the year ended 31 December 2022

No-one could have anticipated these precarious times of great need, having come out of the pandemic and into the cost of living crisis this last year, the impact that this has had on the poorest communities in our diocese is significant. During these times, the services that charities and churches provide has become more important than ever, as we have become an essential life-line for so many. It has been both a privilege and a challenge to serve 'for such a time as this'.



We have been successful in obtaining grants to run new and existing projects, such as from Warwickshire County Council, the Youth Work Fund and Green Shoots which equated to over £100k in 2022, for which we are extremely thankful. During these difficult times however, the demand for support has been greater than the funding we have been able to access. Our fresh food hampers that have been given to families on the breadline were 'sold out' within 5 minutes of being released each week and we have had to increase the number we distribute from 30 to 40 weekly hampers over a 6 month period so that we could meet the demand.

While families during this time have been anxious about the rising cost of energy and food, charities have been anxious too, with a reduction in government funding that was available for charities in 2022. The rising cost of electric and of purchasing food had a significant negative impact on the budgeted spend while sales were also negatively impacted. However, funding from Welfare Grants and Social Impact funding saw us through the end of another challenging year, and for this we were thankful.

Despite the challenges, the enormous success of the Towns Deal bid for Nuneaton, which was part of the Government's Levelling Up initiative, realised £1.8m of funding for the Saints project in 2022 for the council to purchase the building and provide TFC with a peppercorn rent, ensuring the project has a long-term sustainable future. This fund will now allow for £557,000 to be earmarked in 2023 for the renovation of the upstairs for phase 2. I would like to take this opportunity to thank Nuneaton and Bedworth Borough Council for their ongoing support of the Saints project and for working with us as a significant partner to successfully bid for this funding.

When our turnover was heading over £500k last year (thereby preventing TFC applying to many of its usual funders), we put extra effort into helping churches raise grants directly from outside agencies. In September 2022, we set an internal target of facilitating £40k worth of small grant applications. That target has been achieved, though because of the time lag in grant processes, some of that money was not actually received until 2023. This funding went direct to some of our most deprived parishes, notably St Peter's Hillfields, St Oswald's Tile Hill, St Mary & St John Camp Hill, and St John the Divine Willenhall. It is helping support Youth Work, Warm Hubs, food insecurity and kitchen improvements.

Finally on reflection, after navigating a turbulent financial year, I am thankful for the funding we have received and the significant partners who have helped us support the poorest churches and communities in Coventry and Warwickshire. Most of all I would like to thank the Together For Change staff and volunteers who tirelessly work in all of the various projects across the diocese, without whom the charity would not see the success and fruitfulness that it has.

**JET JONES (CEO) JULY 2023**

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# Introduction

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2022.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11.12.2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

Together for Change are now operating under new Articles of Association as of January 2021. Amendments provide for a different structure of trustees. Please refer to the structure and governance page of this report for confirmation of these amendments.

TFC operates from its registered office which is: Cathedral and Diocesan Offices, 1 Hill Top, Coventry, CV1 5AB. The website address is <https://togetherforchange.org.uk/>

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

# Objectives and Activities

Our objectives remain the same as in our original Articles of Association.

TFC's objectives are for the benefit of the public:

- a) 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;
- b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

TFC's focus is to help transform communities within the 20% most deprived parishes. During 2022, the Cost of Living Crisis saw our charity expand its activities substantially under objective B.

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake.

"Together for Change is living up to its name, transforming lives and communities, through harnessing the resources of local authorities and grant making charities and combining this with the passion and enthusiasm of Churches and volunteers to see kingdom change in forgotten communities."

APRIL GOLD, CHAIR OF TRUSTEES

# Structure and Governance

## Trustees

The charity was set up as a joint venture between the Church Urban Fund ("CUF") and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees ("the Board") was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF's nominations, reflecting their reduced financial input. The revised Articles state:

"There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund ("the CUF Trustees"), up to three being nominated by the DBF ("the DBF Trustees") and up to three being appointed by the Board ("Co-opted Trustees")."

Trustees are selected based on having the necessary skills and expertise to contribute to the charity's activities and to be able to discharge their obligations as Trustees. As at the date of signing this report the TFC Trustees were as follows:



**Andy Kennedy**

YWAM Youth and Family Ministry  
Convener, Youth Worker

Appointed: May 2021



**Rev. Gareth Irvine**

Vicar of St Laurence's Church and  
Area Dean for Coventry North

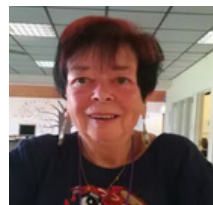
Appointed: February 2022



**April Gold**

Chair of the Board and  
Diocesan Director of Education

Appointed: May 2019



**Joyce Woodings**

Director of Hope4 Rugby and  
Benn Partnership

Appointed: March 2018



**Ven. Barry Dugmore**

Archdeacon Missioner, Diocese  
of Coventry

Appointed: January 2020



**Stephen Wyatt**

Chartered Engineer and General  
Manager BSC, CEng, FIMechE, FloD

Appointed: May 2020



**Rev. David Brown**

Vicar of Budbrook, Warwick

Appointed: March 2017

# Structure and Governance

Day to day management is delegated by the Trustees to Revd. Jet Jones, CEO of Together for Change Coventry and Warwickshire.

In 2022/23, we have extended the appointment of Joyce Woodings and David Brown. We thank our trustees for their continued commitment to furthering our mission to bring about positive community transformation in Coventry and Warwickshire.

We would like to thank April Gold for stepping into the role of Chair of the Board of Trustees for Together for Change for 2022 and 2023. She has, and continues to offer, valuable skills and advice.

## Trustees' responsibilities for reporting, accounting records and stewardship of assets

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees' and Directors' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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. They are also responsible for the maintenance and integrity of TFC's corporate and financial information included on TFC's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**TFC HAS PROVED A FLEXIBLE ORGANISATION, ABLE AND WILLING TO TAKE ON NEW CHALLENGES PRESENTED BY WARS, COVID-19 AND MORE RECENTLY THE COST OF LIVING CRISIS.**

# Structure and Governance

## Staffing & Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. Whilst the TFC HQ is the Diocesan Office at Hill Top in Coventry City Centre, nearly all staff work from bases in the community such as schools, parish churches and also Saints Youth Hub in Nuneaton.

## Meet the Team

### TFC Core Team



**Jet Jones**

**CEO of Together for Change and Director of Regeneration and Community Transformation**

Jet oversees the work of TFC as chief executive and is also the Director of Transforming Communities for Coventry Diocese. Jet has over 25 years' experience of leading community transformation initiatives and of church leadership. Her passion is to support churches and enable God-inspired transformation that make a difference in the poorest of communities. This year Jet has completed Foundation Charity Finance training with CFG.



**John Scouller**

**Together for Change Development Worker**

John is instrumental in supporting our most deprived parishes. In 2022, John pioneered our Warm Hub project and continued to fundraise and line manage for Fresh Start, operating in both Hillfields and Allesley and fundraised specific resource through the Stoneleigh Trust for St Oswald's Tile Hill. John also networked with organisations including Hope Coventry, Heart of England Community Foundation, Church Urban Fund.



**Katie Brazier**

**Operations Administrator**

Katie joined TFC's central team in 2022. Katie provides key back office support in fundraising, communications, governance and administration. In 2022, Katie worked closely with John on our Warm Hub project and fundraised particular resource for our SDF priority churches, including St Peter's Hillfields. This year Katie has completed Charity Secretary Training with UK Training.

### Fresh Start



**Matt Robinson**

**Fresh Start Project Coordinator**

In 2022, there was significant growth of the work at St Peter's with the support of Matt. Following Matt's leadership at One Family Church, attendance has continued to grow, including a growth in the number of baptisms to 20 in the past 12 months. Matt has also continued to respond in crisis, working with asylum seekers arriving into the UK from Afghanistan, the Middle-East, Ukraine and Africa.



**Dagmer Dias**

**Fresh Start Development Worker**

With funding from AwardsforAll, in 2022 Dagmer continued her post in Allesley. In particular, Dagmer supported refugees isolated in their hotel rooms, with little English-speaking skills and far from their families. Dagmer noticed a group of women that felt afraid to leave their hotel and brought them out for lunch in a restaurant for the first time! In 2022, Dagmer has continued to respond in crisis with her work with supporting Afghan refugees.

# Structure and Governance

## Warwick



**Stacey Bains**

**Transforming Communities Together Warwick Development Worker**

In 2022, Stacey has been instrumental in our partnership with the Message Trust to fully refurbish a mobile youth provision which is to be formally commissioned in 2023. Stacey has also been a key player in transitioning the Warwick team to have a Warwick base.

## Saints, Nuneaton



**Dave Jones**

**Facilities and Operations Manager**

Dave has been busy working away on improving our operations, making sure Saints is running smoothly and effectively. Dave's biggest project in 2022 has been working with the council on plans for our Phase 2 development of the upstairs of Saints!



**Hannah Stevens**

**Communities and Marketing Development Worker**

In 2022, Hannah has been busy planning and carrying out lots of community groups and activities. A highlight would be the family programmes at Easter and during the summer holidays, which allowed low income families to have free days out, with food, fun and community.



**Athena Costache**

**Café Lead**

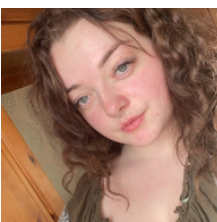
As Café Lead, Athena has been working on our café offer, ensuring we provide quality food and drink to our customers. With a particular focus on the barista area, Athena has been whipping up tasty hot and cold drinks and serving up delicious cakes. Athena serves with a smile and will go the extra mile for our customers.



**Tom Place**

**Café Assistant**

Tom began working with us as a volunteer in 2022, and developed his skills so much that we went on to hire him as a part time Café Assistant! Tom ensures we give a great impression to everyone who uses our space, keeping high standards of cleaning and tidiness. His highlight is that he has started training as a barista! We have loved seeing Tom go from strength to strength and conquer every challenge in front of him.



**Caitlin Kemp**

**Café Assistant**

Caitlin started off 2022 working for us part time in a government Kickstart placement. When a job came up to do the cooking here at Saints, she rose to the new challenge and has been providing us with tasty food options. Caitlin's highlight was catering for the Bishop of Coventry and his council meeting here at Saints.

# Saints Nuneaton

2022 has proved to be our busiest year yet at Saints, as we have adapted to the changing needs of our community, employed additional staff and extended our work with new partners and communities. Not to mention, working with the Nuneaton and Bedworth Borough council to prepare for the purchase and renovation of our building.

IN 2022, WE ENGAGED WITH 450 PER WEEK ON AVERAGE

## Café and Play Area

In November 2021 we relaunched our café, with a local person running it as their own business. This worked well for nearly a year, however as the cost of living crisis began to take hold, it became clear that we needed to go in a new direction. The owner of the business then handed in their notice in September 2022, and at the same time the government funded kick start staff finished, so we looked at a fresh way of running things that would help both us as a project and our customers.

In October 2022 we relaunched with a brand-new offer, including more self-serve options, a smaller selection of hot specials and making everything in advance rather than to order, cutting the need for as many staff, and improving service times for customers.

Furthermore, as we are a charity we are able to access food through food waste charities Ediblelinks and Fareshare, helping us keep the costs of our food low for both us and our customers, meaning we have not had to raise our prices as of yet during the cost of living crisis. As the demographic we cater to is largely people from disadvantaged households, we feel this is more in line with our aims for the project.



Our children's play area continues to be a success, with many parents commenting that there is not another café that offers this kind of provision for children in the town centre.

Our space is available for external user groups and in 2022, we hosted a variety of groups, courses, meetings and conferences for local businesses, councils and charities. We are also place many choose to meet and work, with people using us as a place to hot desk from and local councils and businesses having their morning meetings in our cafe.

# Saints Nuneaton

## Helping Families and Bringing People Together



We have run several initiatives this year aimed at supporting families on low incomes, including three holiday programmes for free school meals and low-income families, free activities during half terms, a free Lego club every Saturday, and free meals for children during the summer holidays.

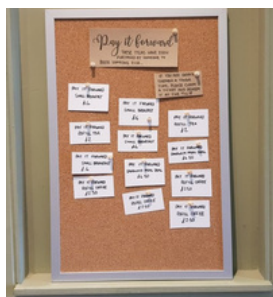
Across our holiday clubs we have had nearly 1000 attendances across 13 days, including 382 parents and children at Christmas, 171 at Easter and 411 during the summer holidays.

In 2022, we gave out 170 free meals to children across the summer holidays, responding to the rising cost of living, as well as countless food hampers to families struggling.

In 2022, we have also continued to run a variety of community groups and activities throughout the week, with a particular aim of engaging disadvantaged families, and vulnerable and isolated adults. This included; Mums Do Brunch, Lego Club, Coffee and Knit and Create and Connect Art Workshops.

## Saints Warm Hub

During the winter months, Saints was converted into a winter warm hub to support our local community in the cost of living crisis. As part of which, Saints was open from 9:30am-3:30pm, 5 days a week for anyone in the community that needed a warm space and support. We provided a warm welcome, free or significantly discounted food and a host of free activities and initiatives. This included:



### Pay it forward scheme

In October 2022 we launched a pay it forward scheme, where customers could choose to pay for a drink or meal for someone else in advance. We have seen incredible generosity from the community!



### Free Activities and Free Children's Play Area

Our free children's play area remained open and our activities continued to take place throughout the week.



### Free Blankets

We joined in with the Nuneaton Warm Blanket appeal to provide free warm blankets to anyone who needed one.



### Senior Breakfast Club

On Tuesdays and Thursdays from 9.30-11.30am pensioners could get a cooked breakfast and a tea or coffee with free refills for just £1.50.

# Saints Student Lounge

In March 2022, we launched the free Saint's Student Lounge to run for an additional 2 days from Tuesday - Thursday from 3pm-5.30pm. Student lounge offers a safe space for young people to hang out, including support for their homework, laptops available to use, and life skills workshops, as well as a free hot meal. An average of 40 young people per session and the numbers peaked at 90 young people in one evening!

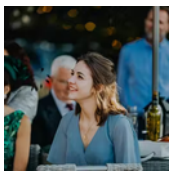


Some of the workshops we have run for young people include music production and song writing, barista skills, how to cook on a budget for university, how to write your university personal statement, knife crime awareness, county lines awareness, meet the youth commissioner and so much more!

From when the programme began to July 2022 we have given out 2001 hot meals and drinks to young people.

We partnered with Thinkhigher, who run the Wednesdays, and with the help of Warwickshire County Council youth work fund, we employed 4 youth workers.

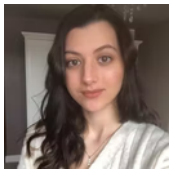
## Meet the Team



### Kaeli Murphy

Youth Project Lead

In 2022, Kaeli completed her Masters in Youth Work. Saints provided a location for Kaeli to develop her practical skills in meeting the needs of young people.



### Rhianna Morris

Youth Worker

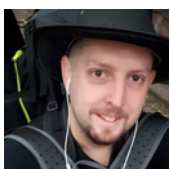
In 2022, Rhianna was supported by Saints to become a fully qualified Youth Worker.



### Will Hawks

Youth Worker

In 2022, Will was supported by Saints to become a fully qualified Youth Worker.



### Sam Dunton

Youth Worker

In 2022, Sam developed his practical skills and experience in pastoral care to support our young people.

Andre is the Coventry youth crime commissioner and regularly attends to meet our young people.

Andre says "Saints Student Lounge is an outstanding project in the heart of Nuneaton, I 100% support this project, with the economic state/cost of living crisis, this is a great place where young people can get access to WIFI, laptops, printers and free food. Big thanks to Think Higher, WCC and Saints Nuneaton for continuing to fund this project."



# Fresh Start - Allesley

At Fresh Start we have the opportunity to support Asylum Seekers and Refugees which have newly arrived to this country and create a link between them and the organisations that are able to meet their specific needs. We provide English Conversational Sessions, recreational and wellbeing activities, bikes, and Bible study. We run sessions in the Hotels in Allesley and use Breathing Space retreat centre for bible study. Across Allesley, we engage with just over 50 Asylum seekers on a weekly basis.

Asylum seekers come in to the country seeking hope and a new life from trauma and unavoidable difficult situations in their country. Being housed in Allesley Village makes them feel isolated and "imprisoned" as its away from the city centre and areas where its livelier. With the language barrier, battling loneliness and feeling destitute has played a big role in their mental health and wellbeing.

Fresh start bridges this gap for them. Through our sessions, they form new friendships, build community within Allesley, feel connected with local people, use of bikes to get to town and other places and are able to call this country their new home.



"I feel so happy and grateful for these sessions provided to us. I learn a lot from my teachers"

"The bible study session gives me peace. I feel very happy to attend it and I stay happy for a few days after it as well"



# Fresh Start - Hillfields

In 2022, St Peter's Hillfields has continued as a hub for our Fresh Start Project. We partner with St Peter's, Hillfields to run a number of activities to support Refugees and Asylum Seekers throughout the week.

## ESOL Classes

Our ESOL, conversational English classes are hosted at St Peter's 3 days a week. In the past few years, we have seen demand increase from an average of 40 attendees to 80 – 90 per week. In response to this, we have introduced intermediate level classes, as well as our beginner and advanced classes.



## Community Lunch and Social Games

Following our ESOL class on a Wednesday afternoon, we provide a free warm meal as part of the community lunch hosted at the church. We encourage many of our attendees to support the preparation and serving of the food. From this, we have secured food Health and Safety qualifications for 8 women seeking asylum in the UK. This qualification supports our community in their applications for leave to remain and future employment opportunities, as well as boosting their confidence as to what they feel they can achieve. After the community lunch, we have introduced a social games session to encourage friendships and community.



## Trips and Days Out

We have carried out a number of trips to provide opportunities for our refuge community to leave their hotel rooms, build community and see more of the UK. This included a 2-day camping trip with 20 members of our One Family congregation to the Great Malverns. This extended time together allowed for deep friendships to be formed as people connect through conversations, games and sharing food together.



# Fresh Start - Hillfields

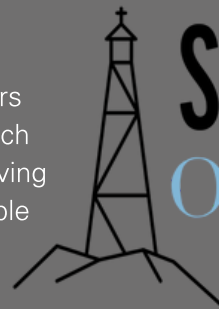
## Football

We've continued running football sessions in partnership with the Coventry Refugee and Migrant Centre which are always popular (around 90 participants each week), and in the last couple of years we have also partnered with St Marks to establish an FA-registered football team, who play in the Coventry Church League. This side has both St Marks attendees and newly-arrived refugees / asylum seekers, and the relationships within the diverse team have been brilliant.



## One Family Church Service

The highlight of this year has been the growth of our multi-linguistic One Family service. We started in January 2021 as a support group for Christian asylum seekers / refugees and others exploring faith, who were struggling to engage with online church during lockdown (having few people to translate for them or having the relevant IT), but have developed into a church of 50-60 people from many different backgrounds. Refugees communities are transient in nature, but we still have a steady stream of 60 attendees each week.



**ST PETER'S**  
**ONE FAMILY**

The service is completely translated into Farsi, Spanish and French, we worship in multiple different languages led by individuals from within the different communities. We have had the great privilege of baptising nearly 20 new believers in the last 12 months. Alongside our services on a Sunday evening, we have also run a 'any-questions' session, Bible study and discipleship courses, with an average of 30-40 attendees.

Our One Family service is primarily congregation led as we encourage our attendees to engage in the running of the service themselves. This includes the making of refreshments, leading discussions, leading worship and delivering sermons. We have also had our congregation lead us in celebrations by providing traditional food and activities, including Christmas Iranian New Year. This has enabled a family-like bond to form amongst the congregation as we learn about each other's cultures and traditions, when many have been unable to contact or spend time with their families in their home countries. We have seen over 100 attendees at both our Christmas lunch and Nowruz celebrations. St Peters has become a "surrogate" family for many refugees.

# Fresh Start - Responding in Crisis

In 2022 we continued to provide a rapid response to emergency situations. Fresh Start responded to the Ukrainian crisis, helping guide a response by local churches and others to the needs of those fleeing from the war in their country. Closer to home, TFC has helped vulnerable people isolated at home through COVID-19, and to keep many hit by the Cost-of-Living Crisis keep warm and fed.

## Refugee Support Small Grants Programme

Early on in the Ukrainian crisis Fresh Start took part in an online gathering organised by HOPE Coventry, bringing together potential hosts for Ukrainians fleeing from violence, who arrived in our Diocese. This led into engagement with the CUF/Benefact Trust Refugee Support Small Grants Programme. This supported many church and Christian organisations acting to welcome and care for refugees arriving in England from the Ukraine, but also those from Afghanistan fleeing the Taliban. It provided help to individuals, such as providing a bike for young Ukrainians to get to school, whilst many lone Afghans “temporarily” housed in hotels were taught English and taken on trips around the Diocese to get to know their new country.



Many Afghans continued to arrive long after the fall of the country to the Taliban in August 2021, many having to make complicated journeys to escape capture. They form a large contingent of the refugees now served by All Saints Church in the Allesley area of Coventry, which you can read more about on page 15.

## Tisto Ukrainian Café, All Saints Church



In Leamington, TFC helped with the cost of running and developing Tisto Ukrainian Café, part of All Saints Church. The programme culminated with All Saints hosting an evening service of remembrance for 180 Ukrainian refugees and their sponsors. The event was underpinned by prayer, whilst catering and Ukrainian folk music/singing was provided by the café staff. There were many activities involving the young and the old and this has allowed better networking opportunities for the church, the café and the wider Ukrainian refugee community in the locale.

TFC has proved a flexible organisation, able and willing to take on new challenges presented by wars, COVID-19 and more recently the Cost of Living Crisis.

# Transforming Communities Together Warwick

In 2022, TCTW continued to be active members of the Warwick Community Network and the Warwickshire Food Forum, helping to inform policy and working together to create and deliver effective partnerships projects that meet the current needs of those in CV34.



## Food Poverty

In 2022 we continued to support adults, families and care leavers experiencing food poverty and crisis through our Your Farmer Food Hamper initiative. Distributed at our local schools, this year we have continued to provide food hampers to families at risk of hunger during the school holidays. TCTW worked to develop partnerships with Citizens Advice South Warwickshire and Counselling services to provide wrap around support for those accessing food support. Thanks to grants from Warwick Churches Project Pool, King Henry VIII Endowed Trust and the L&Q Place Makers Fund, this project will develop into an innovative Mobile Food Shop in 2023.

IN 2022, 300-500 FAMILIES WERE HELPED EACH SCHOOL HOLIDAY PERIOD THROUGH OUR FOOD HAMPER PROJECT

## Supporting Children and Families

Through continued funding of our Family Link Worker serving at All Saints Church, we have continued to deliver wellbeing and mental health courses in our local schools. Our monthly Messy Church at Woodloes School also restarted in 2022 in partnership with Thrive and St Nicholas Church and continues to build positive links with the school and community. The churches also took on the ambitious project of providing every school aged child in Warwick an age appropriate book about the Queens life and faith and a commemorative chocolate box for the Queens Jubilee.



4434 YOUNG PEOPLE RECEIVED A FREE QUEENS JUBILEE GIFT

# Transforming Communities Together Warwick

## Big Local Night Out

In 2022 we launched the Big Local Night Out an evening of music, comedy and magic supporting local acts and providing churches with an event they can use as missional opportunities. Families in need have been provided with free tickets to the quarterly shows and feedback has been very positive with churches strengthening relationships with those on the fringes and expressing 'having a good time is good news!'



## Warwick Warm Spaces



Warwick Warm Spaces was an initiative led by TCWT and supported by Warwick District Council and the Warwick Community Network. In 2022, we coordinated, supported and promoted the establishment of 13 Warm Spaces within Warwick. Through this network, we were able to provide advice, support, access to funding, marketing and promotion. We received a lot of positive feedback from local residents, the local council and WRCC about the town's response to the Cost of Living Crisis, particularly the initiatives led by the local churches and their willingness to meet with those in need.

## Message Bus

In partnership with The Message Trust and the Anglican churches of Warwick and Budbrooke, in 2022, we kitted out a double decker bus with an Xbox, Playstation, nail bar, iPads and other games and crafts to become an amazing mobile youth centre. Our bus-based ministry is designed to deliver an innovative and high-quality detached, mobile youth service to areas of Warwickshire and Coventry which face significant deprivation or are currently without a youth provision. This project is to be formally commissioned in 2023.



# Support for Parishes

## Warm Hubs

As the Cost of Living Crisis took hold in 2022, many people and churches were at dire straits, struggling to pay for essentials. Together for Change (working with Coventry Diocese) **fundraised a total of £60,000** through Aviva Community Fund and the Church Commissioners to support "Warm Hubs", targeting our poorest parishes.

A Warm Hub is more than somewhere local to go to keep warm – free food and drink were often served by volunteers. For the lonely and isolated, this was place to reconnect. TFC is now involved with more than 20 warm hubs in our most deprived parishes, including in Hillfields, Camphill, Tile Hill, Foleshill, Willenhall, and Radford.

Our Warm Hub project in 2022 has created scope for TFC to provide greater support to our most deprived parishes in the coming years. This includes fundraising support for urgent renovations to support the sustainability of our church buildings and warm hubs, advice and training to support our churches to meet the needs of their communities and opportunities to open a greater number of warm hubs in the coming years.

Here is some of the ways our warm hubs have helped their communities in 2022:



### Risen Christ, Wyken

Toasty Tots was run weekly for young families to receive a free, warm breakfast provision on a Monday morning. A Community café was opened for anyone in the community to access, with free food and a hot drink and WIFI.



### St Peter's, Hillfields

Each week the church kitchen was opened up to provide a free warm lunch to anyone in the community. This winter numbers rose from an average of 40 to 90 attendees each week.



### St Oswald's, Tile Hill

Every week a free, nutritious, warm 2-course meal was provided to local residents of Tile Hill. This community kitchen first opened in November, with an average of 6 attendees and as on April, this has grown to an average of 25-30 regular attendees.



### St Laurence's, Foleshill

Hope Hub sessions continued to run, which included comfortable seating areas, warm food and drinks, offering donations of clothing and shoes, alongside a Foodbank provision and spending time talking to service users.

# Support for Parishes

## Youth Work

At Together for Change, we are passionate about seeing the lives of young people positively transformed.

In 2022, we supported the setting up and running of a free Youth provision at St Peter's Hillfields, an area facing significant social and financial deprivation. The St Peter's Youth Hub provides a space for young people in the neighbouring schools, in years 7-12 to enjoy some down time together in a safe environment, allowing them to stay off the streets where they are vulnerable to criminal activity.

We have provided fundraising support to purchase equipment including pool tables, table tennis tables, air hockey, PS4s and arcade games and also resource costs to support a full-time Youth Worker. This winter, we worked closely with St Peter's to ensure that as part of the Youth Hub a free warm meal was provided, as it was identified that many of these children were going without an evening meal.



IN 2022, THE YOUTH HUB HAS SEEN ATTENDANCE RISE FROM AN AVERAGE OF 5 EACH WEEK, TO A TOTAL OF 30 LOCAL CHILDREN REGISTERED ON THEIR BOOKS

## Family and Children's Work

Together for Change started the Family Link Worker initiative to place workers in both a school and local churches to support families in need. The aim was to work alongside families, providing practical support in areas such as healthy eating, budgeting, food preparation, parenting classes, family routines and pastoral care. Having established this model and created a network of Family Link Workers in Coventry and Warwickshire, in 2022, TFC stepped back to encourage local churches to develop this project further. TFC have however continued to support our Family Link Work, particularly through the raising of funds. Here are some highlights from 2022 from some of our Family Link Workers:

- St John the Divine, Willenhall: We had 7-10 families attend our groups each week. We've recently had a Sudanese family join our group with 3 lovely children that speak Arabic. Our Family Link Worker, Dagmer Dias, was able to speak to this family in Arabic to make them feel welcomed.
- St Laurence's, Foleshill: We meet with families every Tuesday in term time, to spend time learning about Jesus, building relationships and community and sharing a meal. The activities alternate between a monthly Messy Church session, a monthly Muddy Church session and Living Room on the weeks between. We have found that the same families are coming consistently each week, allowing us to get to know them well and walking alongside them in their day to day lives.
- All Saints' Church, Emscote: Family Link Worker, Ania Matthews, works with the most vulnerable children and families in our local schools. She welcomes and greets them, she gets to know them and helps to unpick the barriers to attendance, academic performance and mental health needs. Following this support, we have seen school attendance from our children rise from 65% to 85%.



# Support for Parishes

## Capital Regeneration

Camphill church in Nuneaton closed for worship in February 2021. In 2022, a new Parochial Church Council (PCC) was formed, and asked TFC to lead on a project to raise funds and renovate the church hall.



Jet Jones (CEO and Project Lead) and the trustees from TFC were keen to support this community which sits within a significant area of deprivation within the diocese. A total of £10,000 was raised to renovate the hall, and fundraising efforts have continued to support the renovation of the kitchen and toilets in phase 2.

Dave Jones (TFC) oversaw the renovation project working with volunteers from Bedworth Parish Church and the local community. New electrics were installed, walls repaired and painted, and the hall was fitted with soft furnishings and a children's play area, with the aim of creating a warm place of welcome for the community.

Our first project is where we have teamed up with Feeding Coventry to start a new mobile food pantry from the hall every Friday afternoon. Citizens Advice have also partnered with us to provide free advice and support to families who visit the food pantry, advising them with issues such as housing and, the rising cost of fuel, while staff and volunteers provide cups of coffee and a friendly person to talk to. TFC provided further support with a warm hub grant in the winter of 2022.



The project has been warmly received by members of the community who are thrilled to see the hall open once again, and the food pantry has arrived to the relief of many who have been referred.



Area Dean Rev'd Dave Poultney said "We are really excited as the local Anglican churches in North Warwickshire to support and encourage this transformation. It enables us as the church to encourage and support the amazing community of Camphill. I see new shoots of growth and life which are just thrilling. We are looking forward to working with the residents of Camphill to start new projects such as toddler groups, groups for those experience isolation and loneliness and youth work."

# Support for Parishes

## Supporting the Elderly



**MUSICAL MEMORIES CAFE**  
Live music and support for  
people living with dementia

Supported by funds from the Stoneleigh Trust, The Music Memories Café is hosted at St Oswald's, Tile Hill in partnership with Playlist for Life. This project supports elderly members of our community living with dementia, by compiling musical memories from key moments in that person's life. This project launched in May 2022.

In 2022, an average of six parties have attended including 15 people living with dementia and their carers family/ members, as well as volunteers and members of the church community in support – involving a total of over 25 people.

"Musical parties" (with a lot of singing) are run, supplemented by technical sessions when musical memories are put together for individuals with dementia. These sessions help reignite memories of happy events from the past. They are also important for the carers/family members, who now have a local support network addressing dementia in Tile Hill. This network includes two care homes, and GP surgeries.

At our memories café, we provide free refreshments in a safe, supportive and warm space. We enable friendships to form and create a community, for those on the fringes who may otherwise face significant isolation and loneliness.



"What's been great is it's made us feel 'normal' for the first time. As a wife to somebody living with dementia my husband sometimes says/shouts random things. The volunteers were brilliant and made us feel it wasn't a problem." Family Carer

"I could dance all the time if my legs would let me. Happy to bop along from my chair" Older Person



### Jubilee Celebration

For a Jubilee Celebration in June 2022, the Music Memories Cafe had 24 people attend. This included 12 older people, 6 family/carers, 5 volunteers and the project coordinator. 4 of elderly people in attendance have a formal diagnosis of dementia and came with family carers. Several of the other older people haven't been formally diagnosed as yet, but came to find out more information, either for themselves or as a family carer. We also used a polaroid camera, so that everyone who came had a take away picture.

# Support for Parishes

**TFC'S FOCUS IS TO HELP TRANSFORM COMMUNITIES WITHIN THE MOST DEPRIVED PARISHES. WE FOCUS ON SUPPORTING PARISHES IN THE BOTTOM 20% OF DEPRIVATION.**

Highlighted in purple are the parishes in the bottom 50% of Deprivation in the Coventry Diocese.

The orange circle represents a TFC project or supported project in the highlighted parish

Here are some of the churches TFC have supported in 2022:

## Coventry North Deanery

- All Saints, Allesley: Hub for TFC Fresh Start Project
- St Laurence, Foleshill: Warm Hub and TFC supported Family Link Worker
- St Francis of Assisi, Radford: Warm Hub

## Coventry South Deanery

- St Oswald's, Tile Hill: Warm Hub, working in partnership to support those living with Dementia, funds raised through Stoneleigh Trust and Good Neighbours, Coventry
- St James, Fletchamstead: Warm Hub

## Warwick and Leamington

- TCT Warwick works with our parishes in Warwick and Budbrook, including supporting the setting up of 13 warm hubs and 2 TFC supported Family Link Workers in All Saints, Warwick and Salford Priors.

## Rugby

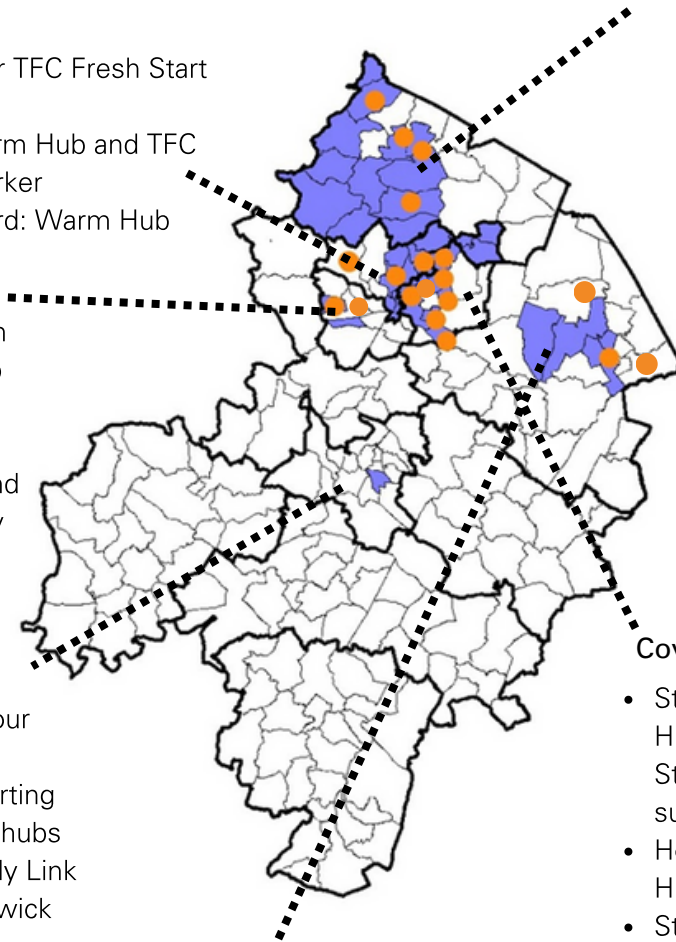
- St John the Baptist, Hillmorton: Warm Hub
- Family Winter Project, Brownsover: Warm Hub
- St Andrew's, Rugby: Warm Hub

## Nuneaton

- Saints, Nuneaton: TFC community regeneration project backed by an ecumenical partnership formed by 8 founding churches
- St Mary & St John, Camphill: Warm Hub, fundraising support and TFC capital regeneration project.
- All Saints, Bedworth: Warm Hub, TFC supported Family Link Worker and TFC Small Grant Provided
- St Peter, Mancetter: TFC Small Grant Provided

## Coventry East Deanery

- St Peter's, Coventry: Warm Hub and hub for TFC Fresh Start Project and fundraising support.
- Holy Cross, Caludon: Warm Hub
- St Catherine, Stoke Aldermoor: Warm Hub and TFC capital regeneration project.
- St Mary Magdalene with the Church of the Risen Christ, Wyken: Warm Hub and fundraising support.
- St John the Divine, Willenhall: Warm Hub and TFC supported Family Link Worker.
- St Chad, Woodend: TFC Small Grant provided.



# Independent Examiner's Report to the Trustees of Together for Change Coventry and Warwickshire

I report on the financial statements of the charitable company for the year ended 31 December 2022 which are set out on pages 26-39.

## Respective responsibilities of Trustees and examiner

The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 "the 2011 Act" and that an independent examination is needed.

Having satisfied myself that the charitable company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

## Basis of independent examiner's report

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


## Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

- 1) Which gives me reasonable cause to believe, that in any material respect, the requirements:
  - To keep accounting records in accordance with section 386 of the Companies Act 2006, and
  - To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: JONATHAN BRETT FCCA  
11 ROUNDHOUSE DRIVE, RUGBY, CV22 7YX  
Date: 14.10.2022  


# Statement of Financial Activities (including income and expenditure account) for the year ended 31 December 2022

	Notes	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
<b>Income and endowments from:</b>					
Donations and grant	2	30	255	285	485
Charitable activities	4	4	63	67	63
Other trading activities	5	1	23	24	9
<b>Total</b>		<b>35</b>	<b>341</b>	<b>376</b>	<b>557</b>
<b>Expenditure on:</b>					
Charitable activities	6	51	347	398	575
<b>Total</b>		<b>51</b>	<b>347</b>	<b>398</b>	<b>575</b>
<b>Net Income / (expenditure)</b>		<b>(16)</b>	<b>(6)</b>	<b>(22)</b>	<b>(18)</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>(16)</b>	<b>(6)</b>	<b>(22)</b>	<b>(18)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		29	138	167	186
Total funds carried forward		<b>13</b>	<b>132</b>	<b>145</b>	168

All amounts above are derived from continuing operations and there are no recognised gains or losses other than these passing through the Statement of Financial Activities.

### Incoming Resources

Soon after TFC was established, TFC was encouraged by CUF not to rely on their core funding of £50k per annum, as this would be tapering, and has now ended altogether. Meanwhile the DBF raised its contribution to £30k from 2021, which represents the core of our unrestricted funding.

TFC has worked hard to build up and widen its funding base. This has included developing substantial funding streams from Government agencies, including the National Lottery and local authorities such as Warwickshire County Council.

We have benefitted from generous support from charitable trusts, notably from the Benefact Trust, King Henry VIII Endowed Trust/Warwick Team churches, Heart of England Community Foundation, 29th May 1961 Charity, The Passionists, Dame Alice Leigh charity and various churches. We are also grateful to the financial support from individuals, including our volunteers and participants in our programmes (including refugees).

Fundraising efforts were rewarded with income of just under £376k for 2022 which brought the total raised and invested in community transformation to over £3m since TFC's inception. Meanwhile expenditure was £398k of which £248k has been spent on employment costs to deliver a range of projects, of which only one-fifth was on core admin team. Most of the remaining expenditure was on refurbishment of the Saints Youth & Community hub, and Message Youth Bus.

### Funds & Reserves

TFC's total fund balance was £167k at the start of the 2022. We ended the year with a closing balance of £149k. We started the year with unrestricted funds of £28k, and the Board used some of this to award some small grants to our most deprived parishes.

We ended the year with £13k unrestricted funding in reserve, which is in keeping with our reserves policy. In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months.

### Cost of Operations

The surge in energy prices towards the end of 2021, which has increased the running costs of Saints Nuneaton. Whilst having limited impact on the early months of 2022, the impact on the final quarter was a major concern. The full effect of the surge in energy prices will become more apparent in 2023, and we have already put various steps in place to reduce electricity consumption.

With regards to staff costs, many of our employees are young people paid on or near the national minimum / living wage, so are due for a significant uplift in pay in the early part of 2023. One of the challenges for the coming year will be managing the increasing wages bill, whilst continuing to develop services for those communities in need.

### Future Plans

TFC has been extremely fortunate to have been generously supported over a number of years by the Benefact Trust (via the Coventry Diocesan Board of Finance).

At its strategy review in Autumn 2021 leading into budget setting for 2022, the TFC Board agreed to expand work with young people (which includes Saints and the Message Bus), provide more to support Fresh Start, and re-established TFC small grants where it is successful in drawing down specific funding. In general, TFC seeks to align its priorities with the Diocesan strategy.

There are some areas of activity which are now well established, to the extent that they no longer need TFC to continue to oversee. Among these are:-

- Family Link Work, where responsibility has transferred to parish councils, though TFC will continue to support with fundraising.
- Warwick TCT, which will transfer to a new Warwick charity during 2023
- Fresh Start, where activity will be led by parishes, notably St Peters Hillfields.

An area of particular emphasis for TFC over the next 5 years will be the Phase Two development of the Saints project in Nuneaton. This project to support disadvantaged people in Nuneaton will be tackled through a three-pronged strategy of 'Enterprise and Equip', 'Create and Connect' and 'Sport and Support', to help lift people out of poverty, isolation and feelings of hopelessness. Phase 2 of the Saints project involves the renovations of the upstairs and some basement rooms of the Saints Building, paving the way to expand our range of activities, with particular focus on our vision points 'Sport and Support' and 'Create and Connect'.

Provision of this new hub harnesses the efforts by many Nuneaton-based churches and other Christian based charities to work together effectively to address such matters, for the benefit of the town's residents, especially its young people and those experiencing financial hardship (notably food and fuel insecurity).



The upstairs space of the Saints building comprises of a kitchen, several toilet facilities, a small meeting room, and the hidden gem 'St Georges Hall'. This area of the building needs a lot of TLC, and we are excited to begin renovating and restoring each room, so that this incredible space can once again be open for use by the community.

# Balance Sheet - as of December 2022

	Notes	2022 Total £000s	2021 Total £000s
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		144	194
Debtors	9	31	3
<b>Total</b>		<b>175</b>	<b>197</b>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	<b>(26)</b>	<b>(30)</b>
<b>NET CURRENT ASSETS</b>		<b>149</b>	<b>167</b>
<b>NET ASSETS</b>		<b>149</b>	<b>167</b>
<b>FUNDS</b>			
General Fund (unrestricted)	8	13	28
Restricted funds	8	136	139
<b>TOTAL FUNDS</b>	8	<b>149</b>	<b>167</b>

For the financial year ending 31 December 2022, the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts 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 26.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 26-39 were approved by the Board of Directors and authorised for issue on 5th July 2023 and are signed on its behalf by:

April Gold  
Trustee and Chair of Together for Change Coventry and Warwickshire



5th July 2023

# Cash Flow Statement - for the Year Ended 31 December 2022

	<b>2022 Total £000s</b>	<b>2021 Total £000s</b>
<b>Cash flows from operating activities:</b>		
Net cash generated from operating activities	(50)	18
<b>Change in cash and cash equivalents in the year</b>	(50)	3
<b>Cash and cash equivalents at 1 January</b>	194	191
<b>Cash and cash equivalents at 31 December</b>	<u>144</u>	<u>194</u>
<b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Net income for the year</b>	(18)	(19)
<b>Adjustments for:</b>		
Decrease / (increase) in debtors	(28)	45
(Decrease) / increase in creditors	(4)	(8)
<b>Net cash generated from operating activities</b>	<u>(50)</u>	<u>18</u>
<b>Analysis of cash and cash equivalents</b>		
Cash in hand	20	27
Cash on deposit	124	167
<b>Total cash and cash equivalents</b>	<u>144</u>	<u>194</u>

# Notes to the Financial Statements for the year ended 31 December 2022

## 1. Principal Accounting Policies

### **Basis of Accounting**

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

### **Income**

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy. Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

### **Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

### **Current assets and liabilities**

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

### **Fund accounting**

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

## 2. Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
Donations and Grants				
King Henry VIII Endowed Trust		13	13	165
Saints Nuneaton		74	74	135
General Unrestricted	30		30	50
29th May		5	5	5
Baron Davenport / Football Subs		1	1	-
HAF Scheme			-	49
Reaching Communities Big Lottery		72	72	36
Albert Gubay			-	16
Salford Priors Family Link Worker			-	1
Alcester Family Link Worker			-	2
Fresh Start		11	11	24
Fresh Start - St James			-	2
Stoneleigh Trust		10	10	-
WCC Youth Worker Fund		30	30	-
DWP Feeding Cov		32	32	-
Camphill Project Nuneaton		7	7	-
<b>Total</b>	<b>30</b>	<b>255</b>	<b>285</b>	<b>485</b>

## 3. Charitable Activities

	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
General Unrestricted	4		4	
King Henry VIII Endowed Trust		48	48	
Salford Priors Family Link Worker		11	11	15
Alcester Family Link Worker		-	-	12
Fresh Start - Big Lottery		4	4	
WCC Youth Worker Fund		-	-	30
DWP Feeding Cov		-	-	6
<b>Total</b>	<b>4</b>	<b>63</b>	<b>67</b>	<b>63</b>

## 4. Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
General Unrestricted	1		1	
Fresh Start		3	3	
Saints Nuneaton		20	20	9
<b>Total</b>	<b>1</b>	<b>23</b>	<b>24</b>	<b>9</b>

## 5. Expenditure on Charitable Activities

	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
General Unrestricted	-	-	-	
King Henry VIII Endowed Trust	-	2	2	
Saints Nuneaton	-	2	2	
Albert Gubay	-	7	7	
Camphill Project Nuneaton	-	3	3	
Proof Bakery				2
St Andrew's Youth Worker				2
Warwick Percy Estate				19
Kings Lodge Circus Skills				1
<b>Total grants made</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>24</b>
Wages and salaries	38	193	231	140
Pension costs	3	14	17	11
Programme costs	7	82	89	336
Printing, advertising and other costs	3	44	47	64
<b>Other charitable expenditure</b>	<b>51</b>	<b>333</b>	<b>384</b>	<b>551</b>
<b>Total expenditure on charitable activities</b>	<b>51</b>	<b>347</b>	<b>398</b>	<b>575</b>

## 6. Trustees

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

## 7. Statement of Funds

	At 1 Jan 2022 £000s	Income £000s	Expenditure £000s	At 31 Dec 2022 £000s
General Fund (Unrestricted)	<b>29</b>	<b>35</b>	<b>51</b>	<b>13</b>
<b>RESTRICTED FUNDS</b>				
King Henry VIII Endowed Trust	33	62	82	13
Salford Priors Family Link Worker	2	11	11	2
Fresh Start - St James	1	-	-	1
Stoneleigh Trust	2	10	10	2
29th May	10	5	7	8
Good Neighbours	1	-	-	1
Fresh Start	8	14	10	12
Baron Davenport / Football Subs	1	1	-	2
Hope Coventry	1	-	-	1
Saints Nuneaton	(3)	98	78	17
Albert Gubay	11	-	8	3
Fresh Start - Big Lottery	-	4	4	-
WCC Youth Worker Fund	30	30	31	29
HAF Scheme	13	-	11	2
Reaching Communities Big Lottery	29	72	72	29
DWP Feeding Cov	-	31	17	14
Camphill Project Nuneaton	-	7	6	1
<b>Total Restricted funds</b>	<b>138</b>	<b>345</b>	<b>347</b>	<b>136</b>
<b>TOTAL FUNDS</b>	<b>167</b>	<b>380</b>	<b>398</b>	<b>149</b>



Warwick Team PCCs – funds are for the benefit of the work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry VIII Endowed Trust.

Salford Priors – funds relate to Family Link Work project, where TFC has worked in partnership with the parish

Stoneleigh Trust – funds are for the benefit of the ancient parish of Stoneleigh and those given to TFC are focussed on Tile Hill. These have included delivering a new older Men’s Club involving St Oswalds Church with Good Neighbours Coventry.



The 29th May 1961 Charity – a further instalment of grant was received to support continuing Family Link activities towards families facing multiple challenges, delivered by several churches working with their linked local schools. Some of the 29th May funding also went to support the Saints Student Lounge, where a kitchen was created, serving hot food as part of newly established after-school clubs.

Good Neighbours and Hope Coventry - These funds derive from an agreement between TFC, Hope Coventry and Coventry City Council to deliver a Good Neighbours programme for elderly people.



Saints Nuneaton is TFC’s major regeneration project, providing a hub where TFC in partnership with local churches provides outreach activities to disadvantaged youth and young families. The £98k income is from a combination of sources. Part was payments from Warwickshire County Council (WCC) to support the provision of emergency food. The Government’s Holiday Activities and Food (HAF) scheme built on this over school holidays.

The Reaching Communities Big Lottery funding covers two staff posts at Saints. The £36k was part of the first instalment which will last 5 years.



the coalfields  
regeneration trust

Camp Hill project involved the reopening of a community hall in Nuneaton supported from a variety of funders, notably WCC, AGCF and the Coalfields Regeneration Trust. The project featured the setting up and running of a community food pantry.

## 8. Debtors

	2022 Total £000s	2021 Total £000s
Trade debtors	1	-
Accrued income	30	3
	<b>31</b>	<b>3</b>

## 9. Creditors: Amounts Falling Due Within One Year

	2022 Total £000s	2021 Total £000s
Trade creditors	4	12
Accruals	15	13
HMRC & Pensions	7	5
	<b>26</b>	<b>30</b>

## 10. Analysis of Net Assets Between Funds

	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
Funds at 31 December are represented by:				
Net current assets	13	136	149	167
Total net assets	13	136	149	167

# 11. Related Party Transactions



**DIOCESE OF  
COVENTRY**

The charity began as a joint venture between the Church Urban Fund (“CUF”), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2022. Coventry Diocesan Board of Finance provided TFC with grants of £30,000.

# 12. In Kind Donations



The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within these financial statements, but made possible by an annual grant from the Benefact Trust (formerly Allchurches Trust) to our Diocese.

# 13. Pensions

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

# 14. Salaries and Staff Costs

	2022 Total £	2021 Total £
Wages and salaries	221,600	133,272
Employer National Insurance	9,117	6,575
Pension Costs	17,677	11,502
	<b>248,394</b>	<b>151,349</b>

During 2022 the average monthly number of full time equivalent staff was 9 (2021: 5).

The increase in wages and salaries in 2022 reflects the new team at Saints Nuneaton following its opening, representing recruitment of development managers, youth workers, and kitchen staff.

# 15. Prior Year Statement of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
<b>Income and endowments from:</b>					
Donations and Legacies	2	50	434	484	366
Charitable activities	3	-	63	63	40
Other trading activities	4	-	9	9	10
<b>Total</b>		<b>50</b>	<b>506</b>	<b>556</b>	<b>416</b>
<b>Expenditure on:</b>					
Charitable activities	5	31	544	575	275
<b>Total</b>		<b>31</b>	<b>544</b>	<b>575</b>	<b>275</b>
<b>Net Income / (expenditure)</b>		<b>19</b>	<b>(38)</b>	<b>(19)</b>	<b>141</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>19</b>	<b>(38)</b>	<b>(19)</b>	<b>141</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		9	177	186	45
Total funds carried forward		28	139	167	186

# Funders and Partners

29<sup>TH</sup> MAY 1961 CHARITABLE TRUST

AVIVA | Community Fund



Coventry City Council



CHURCH URBAN FUND

Department for Work & Pensions

DIOCESE OF COVENTRY

heart of england COMMUNITY FOUNDATION

HOPE Coventry  
Building partnerships  
Speaking out  
Giving hope



Nuneaton & Bedworth United to Achieve



COMMUNITY FUND



thinkhigher  
Coventry & Warwickshire



**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**

England & Wales - Charity number 1160133

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# Accounts

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**TOGETHER  
FOR CHANGE  
COVENTRY AND  
WARWICKSHIRE<sup>⊕</sup>**

# Annual Report 2021

Company Registration: 08763866  
Registered charity number: 1160133  
Registered office: 1 Hill Top, Coventry CV1 5AB

<https://togetherforchange.org.uk/>

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# Chair's Report

for the year ended 31 December 2021

It gives me great pleasure to present my first report as chair of Together for Change Coventry and Warwickshire (TFC). I have just taken over as chair, having served as a trustee for several years.

2021 was the second year impacted by COVID-19, which was devastating for the lives of so many people, and for the work of so many churches and other charities with whom we partner. Much that is contained in this report has been influenced by the course of this pandemic, and although at times during the year things have been very hard, without the services that have kept going matters could have been a whole lot worse. In fact, the year has seen significant projects come to fruition or develop in new ways, resulting in many more vulnerable people engaging with TFC supported activities as you will read in the report.

I would like to start this report by saying thank you to our funders and partners who have stood with us during these challenging times. TFC is indebted to the continuing support of the Coventry Diocesan Board of Finance (CDBF) and Church Urban Fund (CUF) as our founding members. I must also mention the generosity of various trusts, including Allchurches Trust (now Benefact Trust), whose support has made possible the continuing employment of Jet Jones, Director of Regeneration and Community Transformation and lead officer for TFC, who has in this role led the day to day operation and management of TFC through another challenging year. Other key funders are highlighted throughout the report. I would like to give particular thanks to Heart of England Community Foundation who have worked at speed to set up and award new funding streams to match rapidly changing circumstances.

TFC has collaborated with a number of partner organisations in our response to the pandemic, including the purchase and distribution of emergency food parcels alongside "Your Farmer Meals" and was pleased to continue to work with Proof Bakery who produced so much bread for Coventry Food Bank. We have partnered with Nuneaton & Bedworth Borough Council and Warwickshire County Council in relation to COVID-19 resilience and our Saints Youth Hub, and with Coventry City Council in continuing the Good Neighbours scheme.

TFC's relationship with CUF went through a transition from the beginning of 2021, away from the provision of core funding to being a partner in the CUF facilitated Together Network (TN). This network provided opportunities for TFC to engage in Near Neighbours and a Building Food Security consortium. TFC started 2021 with revised Articles of Association which reflected our new partnership with CUF – one of the main changes being the appointment of co-opted trustees to our Board, rather than just having trustees nominated by CUF or the Diocese. I was the first to be co-opted, bringing my experience as Director of Education for the Diocese, and my keen interest in TFC's family link work. From its inception, TFC set out to make a real difference in some of the Diocese's poorest communities. Trustees were clear they wanted TFC to make an impact in areas that had missed out on regeneration opportunities funded through statutory bodies or where statutory services were under particular strain. It has been a particular pleasure, therefore, to see the opening of Saints Student Lounge this year. "Saints Nuneaton" involves the transformation of a redundant nightclub into a community hub serving particularly the youth and young families in the town. Whilst the building had to close its doors to the general public during lockdown and related restrictions, TFC adapted by developing Saints as a focus for emergency food provision for the town. Considerable progress was made with plans for Phase 2 of Saints, funded by the Towns Deal, which will lead to the renovation of the first-floor former ballroom and the basement – due to commence shortly.

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## ANNUAL REPORT 2021

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The year also saw consolidation of our Family Link Work, which strengthens collaboration between schools and associated local churches, with management now provided within those parishes. This underlines TFC's intention to be an organisation which acts as a catalyst to start new Church led community projects, nurture them to sustainability and release them to be led by the local parish or deanery.

Good Neighbours Coventry (GN Coventry), a partnership between Hope Coventry and TFC funded largely by the City Council, supports vulnerable elderly people. GN Coventry was refocussed during 2020/21 as so many elderly and volunteers had to self-isolate because of the pandemic. Through the engagement of hundreds of volunteers (many new) we continued to tackle issues of isolation and loneliness, whilst getting food to many who had to self-isolate.

Our work in Warwick supported by the Warwick Team & Budbrooke Churches and the King Henry VIII Endowed Trust has made some significant steps forward. Most notably progress made with the Message Trust to convert a double-decker bus to provide youth services. Meanwhile the Warwick Food Project expanded, distributing thousands of emergency food hampers during the pandemic.

In response to the Bishop of Coventry's call for the church to support refugees and migrants coming into the Diocese, Fresh Start came into existence in 2017. Despite lockdown and restrictions on getting together, even more refugees and asylum seekers engaged during 2021, supported by a second Fresh Start worker and faithful team of church volunteers. Particularly noteworthy was the creation of "One Family Church", which had its beginnings as a support group for vulnerable refugees in St James Church Styvechale, but by the summer had expanded to larger premises to St Marks Swanswell and then St Peters Hillfields. Our Fresh Start Coordinator Matt Robinson was instrumental in bringing this about. By the end of 2021 the support group was functioning as a new worshipping community, with up to 70 refugees worshipping together with local people, in a multitude of languages.

None of this would be possible without the continuing dedication and flexibility of TFC staff and the fantastic volunteers from the many churches that have engaged with TFC. I would like to take this opportunity, along with my fellow Directors, to thank them all. I would also like to thank our many partner organisations without whom the work of TFC would not be possible.

Finally, our thanks go to Ruth Marlow who stood down this summer after over 5 years as Chair of TFC. She nurtured TFC from a small newly formed charity, to one which it is well established and impacting the lives of many hundreds of people for good. Together for Change is living up to its name, transforming lives and communities, through harnessing the resources of local authorities and grant making charities and combining this with the passion and enthusiasm of Churches and volunteers to see kingdom change in forgotten communities.

April Gold (Chair)



September 2022

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# Introduction

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2021.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11.12.2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

Together for Change are now operating under new Articles of Association as of January 2021. Amendments provide for a different structure of trustees. Please refer to the structure and governance page of this report for confirmation of these amendments.

TFC operates from its registered office which is: Cathedral and Diocesan Offices, 1 Hill Top, Coventry, CV1 5AB. The website address is <https://togetherforchange.org.uk/>

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

# Objectives and Activities

Our objectives remain the same as in our original Articles of Association.

TFC's objectives are for the benefit of the public:

- a) 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
- b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake



# Structure and Governance

## Trustees

The charity was set up as a joint venture between the Church Urban Fund ("CUF") and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees ("the Board") was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF's nominations, reflecting their reduced financial input. The revised Articles state:

"There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund ("the CUF Trustees"), up to three being nominated by the DBF ("the DBF Trustees") and up to three being appointed by the Board ("Co-opted Trustees")."

Trustees are selected based on having the necessary skills and expertise to contribute to the charity's activities and to be able to discharge their obligations as Trustees. As at the date of signing this report the TFC Trustees were as follows:



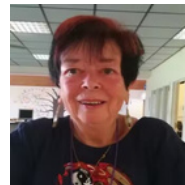
Andy Kennedy



Rev. Gareth Irvine



April Gold  
Chair of the Board



Joyce Woodings



Ven. Barry Dugmore



Stephen Wyatt



Rev. David Brown

# Structure and Governance

Day to day management is delegated by the Trustees to Revd. Jet Jones, CEO of Together for Change Coventry and Warwickshire.

We would like to thank Ruth Marlow and Arthur Woo, who stood down as Chair of the Board and Together for Change Trustees in 2022. They both offered their valuable expertise and advice.

## **Trustees' responsibilities for reporting, accounting records and stewardship of assets**

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees' and Directors' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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. They are also responsible for the maintenance and integrity of TFC's corporate and financial information included on TFC's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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# Structure and Governance

## Staffing & Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. Whilst the TFC HQ is the Diocesan Office at Hill Top in Coventry City Centre, nearly all staff work from bases in the community such as schools, parish churches and also Saints Youth Hub in Nuneaton.

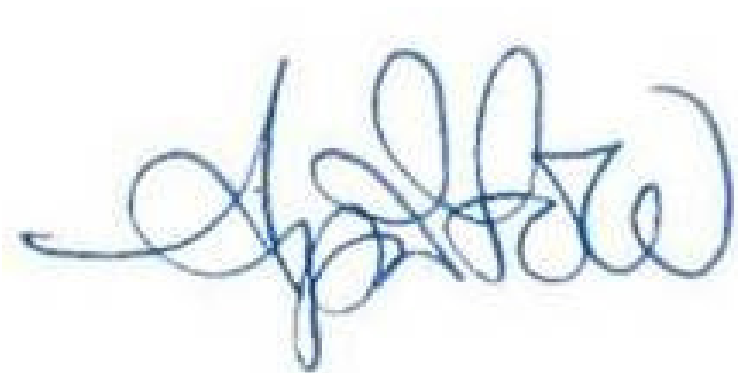
Alongside the team work a small army of volunteers: Around 90 serving Fresh Start, Saints and/or providing emergency food supplies. In addition, several hundred supporting the elderly through our Good Neighbours project with HOPE Coventry. These amazing people kept reaching out to people in need throughout the pandemic, for which so many are grateful.

## Other References and Administrative Details

Independent Examiner  
Nicholas Romney  
Avuncular Limited, 71-75 Shelton Street, Covent Garden, London, WC2H 9JQ

Bankers  
CAF Bank  
25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

By order of the Board



April Gold  
Chair of Together for Change Coventry and Warwickshire

30 September 2022

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# Achievements, Performance and Future Plans

TFC Trustees have adopted a strategy with the following strands:

## AREA BASED AND REGENERATION PROJECTS

A number of area based and regeneration projects have been identified in parishes identified as having the highest levels of deprivation (20% most deprived). During 2021 TFC facilitated progress on the following area based and regeneration projects, helping their local parishes to take forward their plans: -

### Nuneaton

Chosen as a regeneration target area in 2018 against a background of substantial deprivation but relative lack of social action. Phase One has focused on the renovation of the ground floor of the former St George's Hall to form a hub for church action, with an emphasis on reaching out to disadvantaged young people. The building has been renamed Saints. Phase One, which was officially opened in January 2020, includes a cafe and safe play area for young children. Other facilities provided in Phase One support "Enterprise & Equip" activities - providing opportunities for people to start their own business enterprise, and equipping people with skills for life. TFC has led the project on behalf of a local ecumenical partnership of 8 Nuneaton churches.

Saints Phase 2 will provide space within the building to offer "Sports & Support" and "Create & Connect" themes, and the refurbishment of the first floor of St Georges Hall. In 2021 TFC was successful in securing a substantial National Lottery Grant (£363K) to support the employment of two development workers for Nuneaton who are now based at Saints. The Phase Two refurbishment of the Saints building has also received a huge boost from the success of Nuneaton and Borough Council securing significant government funding through the Towns Deal. £1.8m has been allocated to the purchase and refurbishment of St. George's Hall.

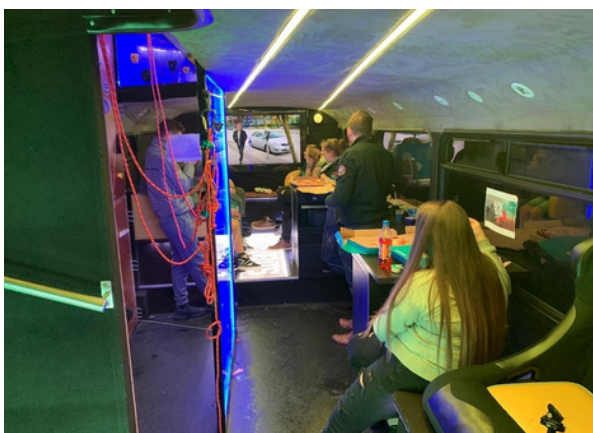


St Georges Hall, Saints Nuneaton

## ANNUAL REPORT 2021

### Warwick

Where a range of projects moved forward (see “Warwick Team churches & Budbrooke” below), including working up proposals for Message Youth Bus to be launched in 2021 and developing the Warwick Food Project. Five Anglican churches comprising the Warwick Team & Budbrooke Parish signed a Memorandum of Understanding with TFC in 2016 to establish a new TFC office dedicated to the needs of residents of the town of Warwick & Parish of Budbrooke. The parishes receive funding from the King Henry VIII Endowed Trust who are supporting this initiative on activities that take place within the geography of the parishes and the CV34 postcode area. TFC’s Stacey Bains has been developing a programme of activities engaging the Warwick churches, working on projects such as a Message Bus mobile youth facility. This project is in partnership with The Message Trust. The focus of the work during 2021 has been the procurement of the bus and completion of the refit specification to equip it as a mobile youth facility.



Message Bus

### COMMUNITY SUPPORT PROJECTS

In 2021 TFC focussed on:

#### Working with families facing multiple challenges – schools/church links

This involves brokering arrangements between pairings of church and primary school in a number of areas of the Diocese, including Salford Priors, Alcester Minister and St Laurence Foleshill. The project developed a holistic approach to support between school and community for families facing multiple challenges. Family Link Workers have been employed with a combination of funding from TFC, parish churches, and linked Diocesan schools. The year finished well, with nearly 300 children involved in collective worship, and groups of 10-30 taking part in activities like messy church and afterschool clubs. However, this project has faced significant challenges in 2020 and early 2021, as a result of school closures and other government restrictions implemented to address the Covid-19 crisis. During lockdown Family Link workers were still able to provide support to families by going on-line, as well as providing dance, drama and craft activities during school holidays.

#### Supporting the elderly and vulnerable/lonely:

A partnership funded by Coventry City Council, involving Hope Coventry and ourselves launched “Good Neighbours” in September 2016. During lockdown there was a surge in the number of vulnerable elderly people seeking help, ranging from befriending to shopping trips. Throughout 2021 over 500 volunteers were mobilised in the scheme, responding to a thousand client referrals of whom many elderly people had been matched with a befriender. Most of the volunteers came from Coventry churches. The isolation many elderly people experienced during the lockdown period generated much of the increased demand for this servicet

## ANNUAL REPORT 2021

### Fresh Start

This initiative engages in supporting and befriending refugees and asylum seekers. Matt Robinson (our Fresh Start Coordinator) has continued to work closely with the Coventry Migrant & Refugee Centre and Coventry and YWAM, driving initiatives such as multi-cultural football (where COVID restrictions allow), and English Conversation Classes for new arrivals in the UK. These classes went online in March 2020 and have proved popular especially with a growing number of women refugees. With the help of COVID Resilience funding, TFC was able to retain a second part-time Refugee Worker to cope with the increasing demand, including more support for female refugees throughout 2021. By July 2021 nearly all sessions had returned to being in-person.



ESOL Class

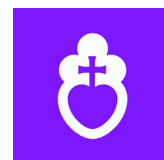
### Providing Emergency Food

Led by the example of the Warwick Food Project, TFC's engagement in the provision of emergency food has spread to other areas of the Diocese working in partnership with "Your Farmer Meals", notably in Nuneaton but also involving many church schools. During 2021 our support included school holiday programmes combining food with activities, notably at Saints Nuneaton.

### INCOMING RESOURCES

Soon after TFC was established, TFC was encouraged by CUF not to rely on their core funding of £50k per annum, as this would be tapering, and has now ended altogether. Meanwhile the DBF raised its contribution to £30k for 2021.

TFC has worked hard to fundraise to compensate for the reduction in core grant, widening its funding base. This has included developing separate funding streams for Good Neighbours (from City Council/HOPE Coventry), Family Link Workers (from parish churches and linked schools), and for the Warwick area (from King Henry VIII Endowed Trust/Warwick Team churches). This has been supplemented by gifts from charitable trusts and individual churches, notably Allchurches Trust (now Benefact Trust), Heart of England Community Foundation, 29th May 1961 Charity, The Passionists, Stoneleigh Trust and various churches. We are also grateful to the growing financial support from individuals, including our volunteers and participants in our programmes (including refugees).



In the last two years new grant opportunities arose in the form of COVID resilience funds. This included funding streams backed by the Department of Culture & Media Services (DCMS) Department of Environment, Food and Rural Affairs (DEFRA). This featured a £20k grant from the Rank Foundation, much of which was available for our core activities.

Fundraising efforts were rewarded with a range of new grants which saw a healthy rise in income, rising to £556k for 2021. As a result, TFC was able to spend significantly more than in previous years, rising from £275k in 2020 to £575k for 2021. The increase in spend has not been in employment costs, but programmes linked to COVID (such as emergency food) and major capital projects like Saints and the refurbishment of the Message Bus.

## FUNDS AND RESERVES

TFC's total fund balance was £186k at the start of the 2021, of which all but £9k was restricted. We ended with a balance of £167k - of which £28k comprised restricted funds. The restricted funds were earmarked for projects that will be happening in future months, notably the Message Bus and creation of the Saints Hub. The Board has also set aside some of our reserves of the purpose of awarding some small grants to our most deprived parishes.

In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months. At the start of 2021 unrestricted reserves of £9k were lower than the target, but by the end of the year had a healthier £28k (just over 6 months) in unrestricted funds.

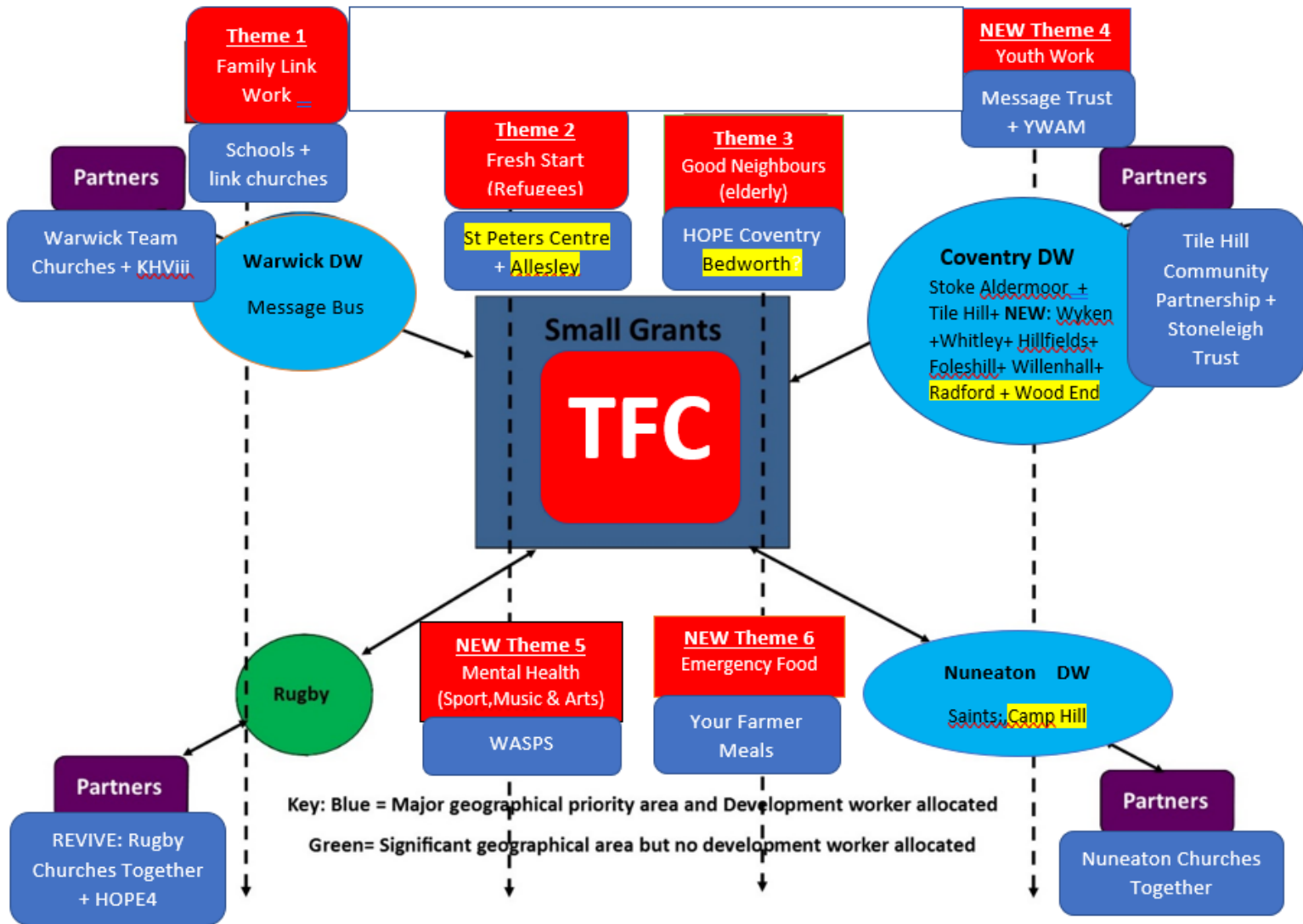
## FUTURE PLANS

TFC has been extremely fortunate to have been generously funded by CUF and the CDBF (with help from the Benefact Trust) over a number of years. With direct grant funding from CUF having come to an end in 2020, unrestricted funding, which has supported a central costs and start-up initiatives (small grants for parishes) will need to be managed very carefully in the coming years.

TFC revisited its strategy in Autumn 2021 and agreed to progress with the currently identified theme and area based themes as set out in the Strategic Development Plan diagram which follows. It agreed to expand work with young people (which includes Saints and the Message Bus), provide more to support Fresh Start, and re-established TFC small grants where it is successful in drawing down specific funding. In general, TFC will work to augment the Diocesan strategy.

An area of particular emphasis for TFC over the next 5 years will be the Phase Two development of the Saints project in Nuneaton. This project to support disadvantaged people in Nuneaton will be tackled through a three-pronged strategy of 'Enterprise and Equip', 'Create and Connect' and 'Sport and Support', to help lift people out of poverty, isolation and feelings of hopelessness. Provision of this new hub harnesses the efforts by many Nuneaton-based churches and other Christian based charities to work together effectively to address such matters, for the benefit of the town's residents, especially its young people and those experiencing financial hardship (notably food and fuel insecurity).

# Strategic Development Plan



# Saints Nuneaton

At the beginning of 2021, Saints was closed to the public due to the national lockdown. This meant that we could not run projects the way that we would normally do. So we decided to adapt to respond to the needs of the community.

## Food Hampers

From the beginning of January till May, we ran a weekly food hamper collection day. Our food hampers included frozen meat and fresh vegetables from Your UK Farmer, purchased through a grant we had received. When support groups were allowed to meet indoors, we also opened our building up to host a group for care leavers who were trying to get into work, and we also fundraised to provide counselling sessions for NHS nurses from our local hospital.

During the Easter of 2021, with support from Warwickshire County Council Holiday Activities and Food (HAF) funding, we packed and distributed food hampers and activity packs to 1500 free school meals children across Nuneaton and Bedworth.



## Holiday Clubs

During the summer holidays, we again applied for the HAF funding, this time to run an in-person holiday club, four days a week for four weeks. In partnership with YWAM The Kings Lodge, we were able to run days filled with free family fun and food for families who would normally receive free school meals. Some days we had over 100 children attend!

We finished off 2021 by running another HAF funded programme for children on free school meals, this time including a walk through experience based on the Lion the Witch and the Wardrobe film, a trip to see a pantomime, real reindeer and a visit from Santa Claus!



# Saints Nuneaton



## Student Lounge

Student Lounge runs across 3 days, from Tuesday-Thursday from 3-5.30pm, and offers support with homework, a free meal and drink, and access to life skills and hobbies workshops to young people in school years 7-13. Wednesdays are run by ThinkHigher, and Tuesdays and Thursdays are run by four youth workers now employed by the Saints project.



## Saints Café

Over the year we had been working on renovating part of our bar area to become a fully functioning kitchen, thanks to a grant from ThinkHigher. We opened the café up successfully again in November 2021, and with the new kitchen we were able to start serving food for our brand new project for young people, the 'Student Lounge'.

Our kitchen is run by Elena Izzo, a local woman keen to set up her own café business. We were able to offer her some start up grants to purchase equipment and initial food stock, and she has been building the business from there. Her menu has gone down well with the local community, and we have been able to partner with Elena to provide food for different projects and events we are running.

# Fresh Start - Allesley

Asylum seekers come in to the country seeking hope and a new life from trauma and unavoidable difficult situations in their country. Their journey here itself is very challenging but once they arrive, having to settle in, learn new ways of living and make friends is a set of challenges on its own. Fresh start bridges this gap for them. Through our sessions, they form new friendships, build community, learn about the country and ways of living, feel connected, and are able to call this country their new home.



We are grateful to people from our community, local churches and local charities that give their time, and resources to help support Asylum Seekers and Refugees through Fresh Start. This year we were able to host a few parties for Christmas, Easter and Eid. Thanks to Bablake school for lending us their minibus for a trip to Kenilworth Castle. The excitement on their faces for this trip just proves what we do makes such an impact – big or small.



At Fresh Start we have the opportunity to support Asylum Seekers and Refugees in the country and create a link between them and the organisations that are able to meet their specific needs. We provide English Conversational Sessions, Recreational activities, worship and Football. We run sessions in the city centre and at the Hotels up in Allesley.

“Living in the hotel in Allesley feels like prison, there’s not much we can do here. Every Tuesday I look forward to our English conversation sessions. It brightens my day and I am grateful to be learning English whilst waiting till I’m allowed to go to college.” – Residents from Quality Hotel

# Fresh Start - Hillfields

We have developed our strategic partnership with St Peter's Hillfields.

## ESOL Classes

We have ran multiple ESOL and Conversation Cafes at the church, as well as drop-in sessions. We've had over 200 different individuals join our English classes from 24 countries, with around 30-40 people coming to the church each day.

## Football

We've continued running football sessions in partnership with the Coventry Refugee and Migrant Centre which are always popular (around 50 participants each week), and in the last couple of years we have also partnered with St Marks to establish an FA-registered football team, who play in the Coventry Church League. This side has both St Marks attendees and newly-arrived refugees and asylum seekers, and the relationships within the team have been brilliant.

## One Family

The highlight of 2021 was the growth of our multi-linguistic One Family service, in partnership with YWAM Coventry. We started in January 2021 as a home group aimed at asylum seekers and refugees who were struggling to engage with online church during lockdown, but have grown into a church of 50-60 people from many different backgrounds. The service is completely translated into Farsi, Spanish and French, and we worship in multiple different languages led by individuals from within the different communities. We have had the great privilege of baptising ten new believers since November, and have run numerous home groups and discipleship courses.



"I joined St Marks FC last summer, and have loved making new friends through this team. We are from many countries, but we are one team"

"One Family Church is my family here"

\*Juan, a Salvadorian Christian: "I first met Matt and Tish through the English classes, and they invited us to church. I was born a Christian in Salvador but struggled with faith. I have learned so much about Jesus through this church, and especially during the YWAM-led Bible school. Halfway through this course I gave my life to Jesus Christ, and was baptised."

# Proof Bakery

An innovative project which facilitated by TFC during the pandemic was Proof Bakery. Based at St Catherine's in Stoke Aldermoor, it involved Syrian refugee women being trained as bakers by Proof Bakery at the church. Many of the women are war widows, and came to Coventry under the Syrian Resettlement Scheme. Whilst most could not speak English when they arrived, they were good at baking. Proof Bakery was set up to capitalise on their baking skills, focussing on wholesome sourdough bread, which was sold through churches and other community outlets.

When lockdown came in 2020, they switched their focus to supplying Coventry Food Bank with loaves, ensuring that many hundreds of hungry families were getting some fresh food. It was a lovely sight, to see women who had lost nearly all they had, eagerly serving the hungry in Coventry. Because St Catherine's Church was closed to the general public for much of 2020 and 2021, they were able to set aside their portacabins accommodate expanding bread production.

73% of the trainees not only progressed into employment, education or training after graduating from the programme but but were still there 12 months after their graduation date.

Sadly, the baking came to a sudden end in December 2021, due to irreplaceable damage caused by Storm Arwen to the portacabins at Stoke Aldermoor. Although alternative space was found, most of the Syrian bakers said they wanted to use this time of transition to move onto other things. So Proof Bakery decided to close the project – the timing of which coinciding with the ending of another COVID-19 lockdown. The war widows shared with great pride how they had become school dinner ladies, care assistants, started their own businesses, or gone to university. Their project was supported by the generosity of various funders (often assisted by TFC), and many donations by individuals (particularly from churches).



Proof Bakery is the trading name of Proof Community Projects CIC. For more details see article: "Church supported Syrian refugees bake bread for Coventry Foodbank" - Diocese of Coventry ([anglican.org](http://anglican.org))

"By purchasing baked goods, making a donation, and sending us encouragement, you have played your part in enabling these lasting changes in the lives of local women from refugee backgrounds, and often in the lives of their children as well...We are so grateful to you, particularly given the uncertain Covid times of the last few years, for the support that you have shown to the bakery and the women it has served."

# Transforming Communities Together - Warwick



In 2021 we continued to support bereaved adults through our monthly bereavement groups. We also supported adults and families experiencing food poverty and crisis through our two community based foodbanks. We continued to support our schools through our secondary schools team delivery of wellbeing and mental health courses. We began the piloting of the Family Link Worker program in partnership with All Saints Church who appointed a link worker this year. We also provided food hampers every school holiday period through our local schools to families at risk of experiencing holiday hunger. We also provided food support for care leavers and were grateful for our partnerships with Your UK Farmer our supplier and Warwickshire County Council, Warwick District Council and L&Q who provided support and funding for the project. This year saw the arrival of the Message Bus and the appointment of a bus manager to take the project forward over the coming year. TCTW continued to be active members of the Warwick Community Network and the Warwickshire Food Forum helping to inform policy and working together to create and deliver effective partnerships projects that meet the current needs of those in CV34.

300-500 families helped each school holiday period

30 adults per month receiving food support

60 adults helped through our Bereavement support group

32 young people helped through our school scheme



# Good Neighbours

One of our society's biggest problems is loneliness, particularly in older people living alone. It affects mental and physical health, leading to early death in too many people. Good Neighbours (GN) basic concept is simple: we connect lonely over 50s to befrienders, building positive relationships across the city.

GN has been developed by TFC and HOPE Coventry in conjunction with local churches determined to tackle loneliness in older generations. It connects volunteer befrienders via telephone or a visit to an older person, and during lockdown GN helped get food/shopping for those isolated at home.

TFC has been helping fund projects run at local churches for elderly people. In recent times this has included choirs and dementia cafes, such as the Singing and Luncheon Club held at the House of Empowerment in Longford. Although the choir was not able to meet together during the pandemic, clergy and volunteers from the church continued to stay in touch with club members, including delivering food parcels.

Following the success of Good Neighbours in Coventry, in 2021 a new Good Neighbours project in Bedworth was started, so extending the project into part of Warwickshire.

In 2021  
we connected 609  
elderly people to  
befrienders



Empowerment Singing and Luncheon Club



Ashiri Singers

Good  
Neighbours  
Coventry

**H O P E**  
Coventry

Building partnerships  
Speaking out  
Giving hope

**TOGETHER  
FOR CHANGE  
COVENTRY AND  
WARWICKSHIRE**  
A JOINT VENTURE BETWEEN THE  
DIOCESE OF COVENTRY AND CUF

# Family Link Work

In 2021, we have continued our initiative to strengthen links between schools and churches to support vulnerable families and establish positive pastoral relationships. This has included brokering arrangements between pairings of church and primary school in a number of areas of the Diocese, including Willenhall, Salford Priors, Alcester Minister and St Laurence Foleshill. Family Link Workers have been employed with a combination of funding from TFC, parish churches, and linked Diocesan schools. Management of most of our Family Link Workers was transferred from TFC to the parish churches in December 2021. TFC have continued to facilitate Family Link Work in a supportive and advisory role. This included securing some further funding.

Some activities of our Family Link workers have included;

## Stay and Play

This group provides an opportunity for mums to meet other mums, make new connections and rebuild old ones through this group. The children play together, read a story and sing nursery rhymes, which they always enjoy. We've been able to revamp our toys to make them more suitable for the children and also get some sensory play for children with additional needs and learning difficulties.



## WOW (Women of Willenhall)

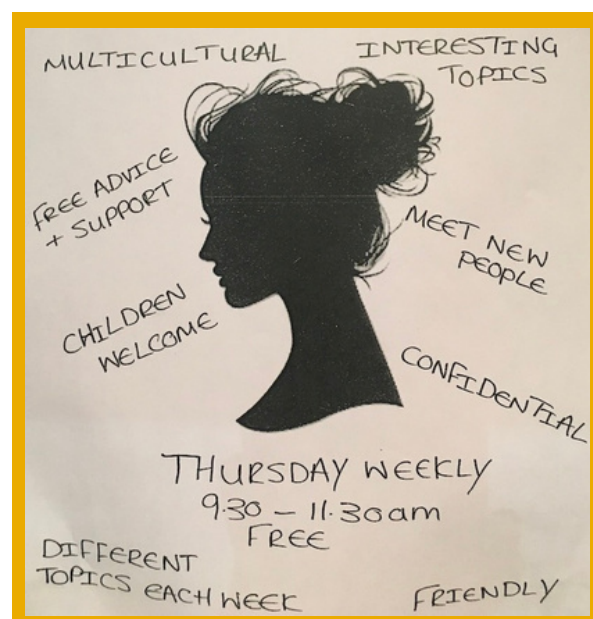
Many women have been isolated since the first lockdown and have lost many connections. Most single mums have said they lack connection with adults and never have time for themselves. Through this group, we've learnt new skills together, bring our skills and ideas to the table and empower each other. We have people from Be Active, Be Healthy that come along and do some healthy activity sessions for women and children. We did some bracelet/jewellery making, knitting, learnt how to make a fire, bird feeders, lanterns etc.. intense workout sessions, and other useful activities that help upskill women like healthy cooking together using slow cookers, salsa dancing etc.

## Friday Brunch Club for Families

We've built close connections with food, and real talk. Through this I was able to bring more support to families and linked them to the right organisations to support with their specific needs.

## Parenting Courses

This has helped parents immensely with bringing up their children.



# Support and Advice to Parishes

TFC provides support and advice to Christian based charities, especially those working with disadvantaged communities. This includes sharing of good practice, help with project development, and securing grants for them.

Examples of this include initiating Family Link Work (described on page 22 of this report) where we have worked alongside a handful of churches and their linked schools in serving families facing multiple disadvantage. By the end of 2021 most of these had transitioned from being managed directly by TFC, to being locally managed within their parishes. TFC continued to support a handful of these partnerships into 2022, including finding grants for them.

Our charity often works with local groups of churches, notably Nuneaton churches around the Saints project, Warwick & Budbrooke Team Churches, and churches in Tile Hill (Coventry). TFC has acted as a broker for grants for projects in these areas. During the pandemic some of our fundraising has been to support churches and charities tackling food insecurity, notably Proof Bakery in Stoke Aldermoor, and seed funding anticipating a Community Pantry in Camp Hill, Nuneaton.

In the closing weeks of 2021, TFC set aside £12k of its unrestricted funds to give out as micro grants to parishes in half a dozen of the most deprived parts of the Diocese.



**Building Food Security TOGETHER**

CHURCH URBAN FUND CHANGING LIVES AND COMMUNITIES TOGETHER Interim Report November 2021 TOGETHER NETWORK +

## Building Food Security

30 new community food spaces have opened this year with support from the Together Network. These include food pantries, food larders, social supermarkets and Eco Shops.

Each project has looked different depending on the local context; however all have worked towards building household food security through enabling people to access good food – including fresh fruit and vegetables and chilled and frozen items – at reduced costs. This has relieved the pressure on household finances as well as supporting people to eat a more balanced diet.

## TACKLING HOLIDAY HUNGER

Many Together Network partners have used their resources (their money, time, and community spaces) to enable projects which offer healthy food and activities for children in the school holidays to start and develop.

One single mum who came with her three children to Together for Change Coventry & Warwickshire's holiday programme at Easter 2021 later told the team "You have no idea how much of a difference it has made to our family, no longer having to worry what to feed my children". She has since come regularly to Saints Nuneaton and joined in all their events this year.



# Independent Examiner's Report to the Trustees of Together for Change Coventry and Warwickshire

I report on the financial statements of the charitable company for the year ended 31 December 2021 which are set out on page 25.

## Respective responsibilities of Trustees and examiner

The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 "the 2011 Act" and that an independent examination is needed.

Having satisfied myself that the charitable company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

## Basis of independent examiner's report

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

## Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1) Which gives me reasonable cause to believe, that in any material respect, the requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006, and
- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Nicholas Romney  
Avuncular Limited  
71-75 Shelton Street, Covent Garden, London, WC2H 9JQ

3 Nov 2022

Date:

# Statement of Financial Activities (including income and expenditure account) for the year ended 31 December 2021

	Notes	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
<b>Income and endowments from:</b>					
Donations and legacies	2	50	434	484	366
Charitable activities	3	-	63	63	40
Other trading activities	4	-	9	9	10
<b>Total</b>		<b>50</b>	<b>506</b>	<b>556</b>	<b>416</b>
<b>Expenditure on:</b>					
Charitable activities	5	31	544	575	275
<b>Total</b>		<b>31</b>	<b>544</b>	<b>575</b>	<b>275</b>
<b>Net Income / (expenditure)</b>		<b>19</b>	<b>(38)</b>	<b>(19)</b>	<b>141</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>19</b>	<b>(38)</b>	<b>(19)</b>	<b>141</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		9	177	186	45
Total funds carried forward		<b>28</b>	<b>139</b>	<b>167</b>	<b>186</b>

All amounts above are derived from continuing operations and there are no recognised gains or losses other than these passing through the Statement of Financial Activities.

# Balance Sheet - as of December 2021

	Notes	2021 Total £000s	2020 Total £000s
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		194	191
Debtors	8	3	5
<b>Total</b>		<b>197</b>	<b>196</b>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	9	<b>(30)</b>	<b>(10)</b>
<b>NET CURRENT ASSETS</b>		<b>167</b>	<b>186</b>
<b>NET ASSETS</b>		<b>167</b>	<b>186</b>
<b>FUNDS</b>			
General Fund (unrestricted)	7	28	9
Restricted funds	7	139	177
<b>TOTAL FUNDS</b>	7	<b>167</b>	<b>186</b>

For the financial year ending 31 December 2021, the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts 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 24.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 28 - 35 were approved by the Board of Directors and authorised for issue on 30th September 2021 and are signed on its behalf by:



April Gold  
Trustee and Chair of Together for Change Coventry and Warwickshire

# Cash Flow Statement - for the Year Ended 31 December 2021

	2021 Total £000s	2020 Total £000s
<b>Cash flows from operating activities:</b>		
Net cash generated from operating activities	18	178
<b>Change in cash and cash equivalents in the year</b>	3	178
<b>Cash and cash equivalents at 1 January</b>	191	13
<b>Cash and cash equivalents at 31 December</b>	<u>194</u>	<u>191</u>
<b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Net income for the year</b>	(19)	141
<b>Adjustments for:</b>		
Decrease / (increase) in debtors	45	45
(Decrease) / increase in creditors	(8)	(8)
<b>Net cash generated from operating activities</b>	<u>18</u>	<u>178</u>
<b>Analysis of cash and cash equivalents</b>		
Cash in hand	27	110
Cash on deposit	167	81
<b>Total cash and cash equivalents</b>	<u>194</u>	<u>191</u>

# Notes to the Financial Statements for the year ended 31 December 2021

## 1. Principal Accounting Policies

### Basis of Accounting

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

### Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy.

Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

### Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

### Current assets and liabilities

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

### Fund accounting

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

## 2. Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
King Henry VIII Endowed Trust	-	165	165	168
Saints Nuneaton	-	135	135	102
Coventry DBF	50	-	50	41
Church Urban Fund	-	-	-	3
Fresh Start - Big Lottery	-	-	-	12
Heart of England	-	-	-	8
29th May	-	5	5	5
Baron Davenport / Football Subs	-	-	-	2
Foleshill Family Link Worker	-	-	-	7
HAF Scheme	-	49	49	-
Reaching Communities - Big Lottery	-	36	36	-
Albert Gubay	-	16	16	7
Salford Priors Family Link Worker	-	1	1	3
Alcester Family Link Worker	-	2	2	2
Fresh Start	-	24	24	5
Fresh Start - St James	-	2	2	-
Others	-	-	-	1
<b>Total</b>	<b>50</b>	<b>434</b>	<b>484</b>	<b>366</b>

General Funds of £50k shown against Coventry DBF comprises £30 annual donation from Coventry DBF (essentially towards TFC core costs), but this year was augmented by coronavirus resilience support, notably from the Rank Foundation.

Whilst no donations are shown for 2021 from CUF, they did facilitate a consortium of Together Network members around Food Insecurity projects supported by the Albert Gubay Community Foundation.

## 3. Charitable Activities

	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
Family Link Worker Projects	-	27	27	40
DWP Feeding Coventry	-	6	6	-
Youth Worker Funding	-	30	30	-
<b>Total</b>	<b>-</b>	<b>63</b>	<b>63</b>	<b>40</b>

## 4. Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
Saints Nuneaton	-	9	9	10
<b>Total</b>	<b>-</b>	<b>9</b>	<b>9</b>	<b>10</b>

## 5. Expenditure on Charitable Activities

	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
Warwick Covid Response (Food Hampers)	-	-	-	14
Proof Bakery	-	2	2	1
St Andrew's Youth Worker	-	2	2	-
Warwick Percy Estate	-	19	19	-
Kings Lodge Circus Skills	1	-	1	-
<b>Total grants made</b>	<b>1</b>	<b>23</b>	<b>24</b>	<b>15</b>
Wages and salaries	24	116	140	144
Pension costs	2	9	11	12
Programme costs	1	335	336	55
Printing, advertising and other costs	3	61	64	49
<b>Other charitable expenditure</b>	<b>30</b>	<b>521</b>	<b>551</b>	<b>260</b>
<b>Total expenditure on charitable activities</b>	<b>31</b>	<b>544</b>	<b>575</b>	<b>275</b>

Despite a substantial growth in TFC activity, the bill for wages & salaries fell slightly. In contrast programme costs increased substantially, comprising major projects at Saints and with the Message Trust, together with an emergency food programme.

## 6. Trustees

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

## 7. Statement of Funds

	At 1 Jan 2021 £000s	Income £000s	Expenditure £000s	At 31 Dec 2021 £000s
General Fund (Unrestricted)	9	50	30	29
<b>RESTRICTED FUNDS</b>				
Warwick Team PCCs	103	165	235	33
Heart of England Community Fund	1	-	1	-
St Laurence C of E	2	-	2	-
Salford Priors C of E	1	16	16	1
St James Church Styvechale	-	2	-	2
Stoneleigh Trust	2	-	-	2
29th May 1961	5	5	-	10
Good Neighbours	-	1	-	1
Fresh Start	7	24	24	7
Baron Davenport	3	-	2	1
Hope Coventry	1	-	-	1
Saints Nuneaton	39	143	185	(3)
Alcester Minster	-	14	14	-
Albert Gubay	-	16	5	11
Fresh Start Big Lottery	13	-	13	-
WCC Youth Worker Fund	-	30	-	30
HAF Scheme	-	49	36	13
Reaching Communities Big Lottery	-	36	7	29
DWP Feeding Cov	-	6	6	-
<b>Total Restricted funds</b>	<b>177</b>	<b>507</b>	<b>545</b>	<b>138</b>
<b>TOTAL FUNDS</b>	<b>186</b>	<b>557</b>	<b>575</b>	<b>167</b>



Warwick Team PCCs – funds are for the benefit of the work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry VIII Endowed Trust. The acquisition and conversion of the Message Youth Bus was our biggest project in terms of spend (£235k in 2021)



Heart of England Community Foundation (HECF) – several grants involving TFC were awarded during the year, though new grants have been coded under others fund headings, or were awarded direct to churches we partner with. These were:-

£5,000 from HECF Coronavirus Resilience Fund towards Fresh Start work focussing on women. This was for the period April-December 2021

£5,000 from HECF COOP Fund for emergency food supplied by Your Farmer Meals, at Warwick and Saints

£4,925 for St Catherine's Stoke Aldermoor from HECF "Coventry Building Society – Making Good Grow" for emergency food supplies baked by refugees at Proof Bakery for Coventry Food Bank. TFC helped St Catherine's and Proof Bakery run this project from March-July 2021.

## ANNUAL REPORT 2021

Stoneleigh Trust – funds are for the benefit of the ancient parish of Stoneleigh and those given to TFC are restricted to use by Tile Hill Churches for their projects. These have included specific project costs to deliver a new older Men’s Club involving St Oswalds Church and Good Neighbours Coventry.

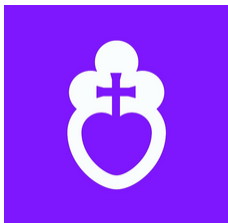
The 29th May 1961 Charity – a further grant was awarded to support continuing Family Link activities supporting families facing multiple challenges, delivered by several churches working with their local schools:-

- St Laurence CofE Foleshill
- Salford Priors CofE
- Alcester Minster

Some of the 29th May funding also went to support the Saints Student Lounge, where a kitchen was created, serving hot food as part of newly established after-school clubs.

Our membership of the CUF Together Network opened up the opportunity for funding for various food insecurity initiatives, including emergency food supplied by Proof Bakery to Coventry Foodbank.

Good Neighbours and Hope Coventry - These funds derive from an agreement between TFC, Hope Coventry and Coventry City Council to deliver a Good Neighbours programme for elderly people. With lockdown and subsequent restrictions, most church-based group activities were put on hold, so only a couple of grants were made in 2021.



In addition to the grant from the Big Lottery, money towards the work of Fresh Start was given by various churches (notably St James Church Styvechale), and other Christian organisations (notably Passionists UK).

Saints is TFC’s major regeneration project in Nuneaton, providing a hub where TFC in partnership with local churches provides outreach activities to disadvantaged youth and young families. Although this fund slightly in deficit at the end of the year, this is as a result of the timing of grants and the fund balance will be positive early in 2022. The £143k income against “Saints Nuneaton” is from a combination of sources. Part was COVID emergency grant from Government, including payments from the Borough Council in relation to non-domestic rates. Another element was emergency food, especially that Easter.

The HAF Scheme built on this, with food and associated activities over school holidays.



Saints also benefitted from grant from Warwickshire County Council for a new team of youth workers, who were recruited in December – hence no expenditure is showing yet.



The Reaching Communities Big Lottery funding covers two staff posts at Saints. The £36k was part of the first instalment which will last 5 years. Again recruitment was at the end of 2021, so there is little expenditure to show for that year.

## 8. Debtors

	2021 Total £000s	2020 Total £000s
Trade debtors	-	4
Accrued income	3	1
	<u>3</u>	<u>5</u>

## 9. Creditors: Amounts Falling Due Within One Year

	2021 Total £000s	2020 Total £000s
Trade creditors	11	2
Refund due to customer	1	-
Accruals	13	2
HMRC & Pensions	5	6
	<u>30</u>	<u>10</u>

## 10. Analysis of Net Assets Between Funds

	General Fund £000s	Restricted Funds £000s	2021 Total £000s	2020 Total £000s
Funds at 31 December are represented by:				
Net current assets	29	138	<u>167</u>	<u>186</u>
Total net assets	<u>29</u>	<u>138</u>	<u>167</u>	<u>186</u>

# 11. Related Party Transactions



The charity began as a joint venture between the Church Urban Fund ("CUF"), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2021. Coventry Diocesan Board of Finance provided TFC with grants of £30,000.

# 12. In Kind Donations



The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within these financial statements, but made possible by an annual grant from the Benefact Trust (formerly Allchurches Trust) to our Diocese.

"Matt Robinson is the 'Fresh Start' Project Coordinator - an initiative run by Together for Change (TfC), supporting churches and other organisations in Coventry to offer a warm welcome and sense of companionship for refugees, asylum seekers and migrants, as they begin their new lives here. Benefact Trust's annual grant to the Diocese of Coventry and Warwickshire helps fund TfC's work"

Benefact Trust Website



Who we help Which grant is for me

[Home](#) > [Advice and Resources](#) > [Welcoming refugees and asylum seekers into your church community](#)

# Welcoming refugees and asylum seekers into your church community

## 13. Pensions

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

## 14. Salaries and Staff Costs

	2021 Total £s	2020 Total £s
Wages and salaries	133,272	139,875
Employer National Insurance	6,575	5,288
Pension Costs	11,502	12,589
	<b>151,349</b>	<b>157,751</b>

During 2021 the average monthly number of full time equivalent staff was 5 (2020: 5)

## 15. Prior Year Statement of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2020 Total £000s	2019 Total £000s
<b>Income and endowments from:</b>					
Donations and Legacies	2	44	322	366	177
Charitable activities	3	-	40	40	58
Other trading activities	4	-	10	10	1
<b>Total</b>		<b>44</b>	<b>372</b>	<b>416</b>	<b>236</b>
<b>Expenditure on:</b>					
Charitable activities	5	35	240	275	256
<b>Total</b>		<b>35</b>	<b>240</b>	<b>275</b>	<b>256</b>
<b>Net Income / (expenditure)</b>		<b>9</b>	<b>132</b>	<b>141</b>	<b>(20)</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>9</b>	<b>132</b>	<b>141</b>	<b>(20)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	8	-	45	45	65
Total funds carried forward	8	<b>9</b>	<b>177</b>	<b>186</b>	<b>45</b>

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**

England & Wales - Charity number 1160133

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# Accounts

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**TOGETHER  
FOR CHANGE  
COVENTRY AND  
WARWICKSHIRE** 

**REPORT AND FINANCIAL STATEMENTS  
for the year ended 31 December 2020**

**Company Registration Number: 8763866  
Registered Charity Number: 1160133  
Registered Office: 1 Hill Top, Coventry CV1 5AB**

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**CHAIR'S REPORT**  
for the year ended 31 December 2020

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# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## CHAIR'S REPORT

### for the year ended 31 December 2020

2020 has been a year like no other as a result of the devastating impact of Covid-19 on the lives of the people in this nation and across the world. And whilst it gives me great pleasure to present my fifth report as chair of Together for Change Coventry and Warwickshire (TFC), much of what I have to say and much that is contained in this report has, not surprisingly, been influenced by the course of this pandemic. Although at times during the year things have been very hard for TFC, whether that be for the officers and volunteers or the people TFC supports, or for our generous sponsors and supporters, what I can say, is that without TFC, its sponsors, officers and volunteers, life during 2020 for many people, who have come to dependant of the services that have been provided, would have been a whole lot worse. Therefore I would like to start by saying thank you. TFC is indebted to the continuing generosity of both the Coventry Diocesan Board of Finance (CDBF) and CUF for their support, made possible through generosity of others. In particular I wish to mention the Allchurches Trust, whose support of the CDBF has made possible the continuing employment of Jet Jones, Director of Regeneration and Community Transformation and lead officer for TFC, who has in this role led the day to day operation and management of TFC through a challenging year. I would also wish to thank the many and various organisations who have supported TFC in our response to the pandemic, including allowing us to buy and distribute emergency food to the hungry.

TFC started 2020 in challenging financial circumstances, as reserves had dwindled as a result of the collection of partnership funding having fallen behind expenditure. The Board found itself in the unenviable position of having to consider the restructuring of some of our projects. Fortunately with the support of grant funding from the CDBF this was averted and with the support of the CDBF finance team and oversight from the trustees, tighter control over the management of income and expenditure was secured. Together with a concerted effort by the TFC team, new sources of grant funding were secured enabling TFC to recover its reserve position and get back on track.

Financial pressures during 2019 and 2020 were also experienced by TFC's Joint Venture partners CUF, resulting in their own restructuring and changes to their ability to continue to provide on-going core grant funding to their Together Network partners. This in turn resulted in a rethink of the governance structures supporting the Together Network. Following a consultation process with CUF, the Bishop of Coventry and CDBF, TFC opted to change its Articles of Association. This was a positive process and has resulted in both CUF and TFC moving forward in a more sustainable partnership arrangement. I would like to take this opportunity to thank the Board members and Officers at CUF for their support through this process and for their continuing work to develop the Together Network, which continues to be an invaluable resource to TFC.

From its inception, TFC set out its strategic intention to make a real difference in some of the Diocese's poorest communities. Trustees were clear they wanted TFC to make an impact in areas that had missed out on the regeneration opportunities funded through statutory bodies or where statutory services were under particular strain. It has been a particular pleasure, therefore, to see in 2020, the official opening of Saints Nuneaton.

"Saints Nuneaton" involves the transformation of a redundant nightclub into a community hub serving particularly the youth and young families in the town. The first phase has included a café, play area, and training room, whilst further refurbishment of the stairwell opens up opportunities for using the first-floor hall. Whilst the building had to close its doors to the general public during lockdown and subsequent restrictions, TFC adapted to the situation by moving activities outdoors, launching Saints Staycation over the summer holiday period with the help of YWAM. Saints also became a focus for emergency food provision for the town. Plans were also developed for much needed "Sport and Support" and "Create and Connect" programmes for local young people, linked to opening up the first floor in the near future.

The year also saw consolidation of our Family Link Worker initiative, which seeks to place workers both in a school and associated local church. The initiative provides a joined-up approach to supporting families facing multiple challenges in

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## CHAIR'S REPORT

for the year ended 31 December 2020

the parishes in which they are based. Learning from our work in this area was fed into the emerging Growing Faith pilot project being developed by the Diocese, which is strengthening links between church, school and families.

There was further progress with Good Neighbours Coventry (GN Coventry), a partnership between Hope Coventry and TFC, which seeks to support the elderly through a befriending scheme, supporting the most vulnerable and tackling issues of isolation and loneliness. GN Coventry was refocussed during 2020 as so many elderly had to self-isolate because of the pandemic. GN Coventry collaborated closely with Coventry Food Bank (and Proof Bakery) to get emergency food to many elderly across the City. Funding from the City Council was augmented by donations from other organisations, so the scheme was able to respond to a surge in demand during lockdowns.

Our work in Warwick supported by the Warwick Team & Budbrooke Churches and the King Henry VIII Endowed Trust has made some significant steps forward. Most notably progress made with the Message Trust to convert a double-decker bus to provide youth services, whilst the Warwick Food Project was launched, distributing thousands of emergency food hampers during the pandemic serving hungry families around the town.

In response to the Bishop of Coventry's call for the church to support refugees and migrants coming into the Diocese, Fresh Start has been running since the beginning of 2017. Despite lockdown and restrictions on getting together, we were able to engage with even more refugees and asylum seekers during 2020. The move of our English Conversation Classes online resulted in a surge in engagement by female refugees, in response to which we increased their frequency to almost every day of the week, supported by a second Fresh Start worker and faithful team of church volunteers. Support groups were established when lockdown was eased towards the end of 2020, based in several church premises.

None of this would be possible without the continuing dedication and flexibility of staff of TFC and fantastic volunteers from the many churches that have engaged with TFC. I would like to take this opportunity, along with my fellow Directors, to thank them all. I would also like to thank our partner organisations and the agencies that support us directly through grants without which the work of TFC would not be possible. Their speed in delivering new funds to match rapidly changing circumstances has been brilliant.

**Ruth Marlow (Chair)**



30 September 2021

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

### for the year ended 31 December 2020

Company registration Number: 08763866

Registered Charity Number: 1160133

#### 1. INTRODUCTION

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2020.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11.12.2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

TFC operates from its registered office which is: Cathedral and Diocesan Offices, 1 Hill Top, Coventry, CV1 5AB. The website address is <https://togetherforchange.org.uk/>

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

#### 2. OBJECTIVES AND ACTIVITIES

TFC's objectives are for the benefit of the public:

- a) 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
- b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake

#### 3. ACHIEVEMENTS, PERFORMANCE AND FUTURE PLANS

TFC Trustees have adopted a strategy with the following strands:

##### 3.1 Area based and regeneration projects

A number of area based and regeneration projects have been identified in parishes identified as having the highest levels of deprivation (20% most deprived). In particular areas which have previously had limited or little local authority investment or where local statutory services are under particular strain. During 2020 TFC facilitated progress on the following area based and regeneration projects, helping their PCCs to take forward their plans: -

3.1.1 **Stoke Aldermoor**, where TFC facilitated the development of Phase One of St Catherine's new building in 2019. Coventry City Council had given planning consent for the church to keep the portacabins for several more years, which has allowed them to continue to benefit the community during the pandemic. During 2020 TFC helped work up for plans for Phase Two. Currently the portacabins are home to Proof Bakery which provided thousands of free loaves to Coventry Foodbank through the pandemic.

3.1.2 **Nuneaton**, chosen as a regeneration target area in 2018 against a background of substantial deprivation but relative lack of social action. Phase One has focused on the renovation of the ground floor of the former St George's Hall to form a hub for church action, with an emphasis on reaching out to disadvantaged young people. The building has been renamed Saints. Phase One, which was officially opened in January 2020, includes a cafe and safe play area for young children. Other facilities provided in Phase One support "Enterprise & Equip" activities - providing opportunities for people to start their own business enterprise, and equipping people with skills for life. TFC has led the project on behalf of a local ecumenical partnership of 8 Nuneaton churches. This includes working on major Lottery and New Deal funding bids, to take forward Saints Phase 2 which will provide space within the building to offer "Sports & Support" and "Create & Connect" themes, and the refurbishment of the first floor of St Georges Hall. In 2020, electrics were upgraded and the stairwell refurbished to provide safe access to the hall. During the pandemic Saints became a significant partner in Nuneaton's response to food poverty during COVID. Staff and volunteers made up and distributed food parcels and also arranged and ran Staycation activities for young families in the area with the help of YWAM. .

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

for the year ended 31 December 2020

**3.1.3 Radford**, where plans have been formulated which will see two old churches replaced with one new or refurbished facility that will serve as a community hub. The intention is that a capital receipt for St Nicholas site will be reinvested in the St Francis of Assisi site, which needs substantial updating. Unfortunately progress in 2020 on this project has been very slow due to the complications around disposal and redevelopment, for affordable housing, of the Radford St. Nicholas site. Heads of terms however have been agreed with the prospective developer, who has engaged with pre planning application discussions with the local Planning Authority. Refurbishment plans for the church of St. Francis of Assis have remained on hold, though interim plans for new toilets and mains water supply to the kitchenette have now been drawn up.

**3.1.4 Warwick** where a range of projects moved forward (see "Warwick Team churches" below), including working up proposals for Message Youth Bus to be launched in 2021 and developing the Warwick Food Project.

### 3.2 Community support projects

In 2020 TFC focussed on:

**3.2.1 Working with families facing multiple challenges – schools/church links:** This involves brokering arrangements between pairings of church and primary school in a number of areas of the Diocese, including Salford Priors, Alcester Minister and St Laurence Foleshill. The project seeks to develop a holistic approach to support between school and community for families facing multiple challenges. Family Link Workers have been employed with a combination of funding from TFC, parish churches, and linked Diocesan schools. The year started well, with nearly 300 children involved in collective worship, and groups of 10-30 taking part in activities like messy church and afterschool clubs. However, this project has faced significant challenges in 2020, when most of our FLW staff had to be furloughed for part of their time as a result of school closures and other government restrictions implemented to address the Covid-19 crisis. Despite working a reduced number of hours, Family Link workers were still able to provide support to families by going on-line, as well as providing dance, drama and craft activities during school holidays.

**3.2.2 Supporting the elderly and vulnerable/ lonely:** A partnership funded by Coventry City Council, involving Coventry Age UK, Hope Coventry and ourselves launched "**Good Neighbours**" in September 2016. During lockdown there was a surge in the number of vulnerable elderly people seeking help, ranging from befriending to shopping trips. By December 2020 a total of over 400 new volunteers had been mobilised in the scheme, responding to 840 new client referrals of whom 112+ new elderly people had been matched with a befriender. Most of the volunteers came from Coventry churches. The isolation many elderly people experienced during the lockdown period generated much of the increased demand for this service. TFC provided to support to House of Empowerment in Longford, who delivered weekly food parcels to the homes of 40 elderly throughout the pandemic supported by funding secured for them by TFC and others connected with CUF.

**3.2.3 Fresh Start:** This initiative engages in supporting and befriending refugees and asylum seekers - over 200 during 2020 through football, Conversation Classes at the Belgrade Theatre and Coventry Hill Hotel. Our Undivided refugee choir started in 2019 but was halted in early 2020 due to COVID risks. Matt Robinson (our Fresh Start Coordinator) has continued to work closely with the Coventry Migrant & Refugee Centre and Coventry and YWAM, driving initiatives such as multi-cultural football (where COVID restrictions allow), and English Conversation Classes for new arrivals in the UK. These classes went online in March 2020 and have proved popular especially with a growing number of women refugees. With the help of COVID Resilience funding TFC was able to take on a second part-time Refugee Worker to cope with the increasing demand.

**3.2.4 Warwick Team Churches & Budbrooke:** Five Anglican churches comprising the Warwick Team & Budbrooke Parish signed a Memorandum of Understanding with TFC in 2016 to establish a new TFC office dedicated to the needs of residents of the town of Warwick & Parish of Budbrooke. The parishes receive funding from the King Henry VIII Endowed Trust who are supporting this initiative on activities that take place within the geography of the parishes and the CV34 postcode area. TFC's Stacey Bains has been developing a programme of activities engaging the Warwick churches, working on projects such as: -  
- a **Message Bus** mobile youth facility which will be launched in 2021. This project is in partnership with The Message Trust. The focus of the work during 2020 has been the procurement of the bus and completion of the refit specification to equip it as a mobile youth facility.  
- helping Saltisford Church set up a **job club** to run alongside their foodbank  
- setting up the **Warwick Food Project**

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

### for the year ended 31 December 2020

**3.2.5 Providing emergency food:** Led by the example of the Warwick Food Project, TFC's engagement in the provision of emergency food has spread to other areas of the Diocese working in partnership with "Your Farmer Meals", notably in Nuneaton but also involving many church schools. In total over £120k worth of emergency food was delivered with the help of TFC in 2020, on top of which our food supplier matched all the purchases by TFC with a further equivalent donation of food. All this would not have been possible without support from:

- DEFRA grant towards "Your Farmer Meals", and for freezers at Saints
- Heart of England Community Foundation COOP Fund for Your Farmer Meals,
- Big Lottery COVID Community Support Fund. Care packages for 200 families over 12 weeks
- Warwickshire County Council Covid Emergency response grant
- Warwick District Community Emergency response fund
- NBBC funding for food hampers at Saints

TFC was also involved in a consortium bid through CUF which released £6,500 for emergency bread supplies provided by Proof Bakery and distributed via Coventry Food Bank.

### 3.3 Performance

TFC continues to work closely with statutory agencies and other charitable organisation to support people living in disadvantaged communities or experiencing difficulties brought on by isolation and/or poverty including Coventry City Council, supporting the Good Neighbours project and other funders including King Henry VIII Endowed Trust and Heart of England Community Foundation enabling TFC to reach communities in need.

Despite the loss of CUF core funding in 2020 followed by Covid-19, TFC has been successful in securing alternative funding to support its work. The Covid-19 pandemic prompted TFC to reshape its activities to meet changing circumstances, and this has resulted in TFC impacting a far wider range of people in need than ever before. Working with our partner organisations and churches some seventeen thousand people from around 7,000 households / families benefitted.

TFC submits quarterly reports on its activities to CUF, as well as project specific progress reports to our funders.

### 3.4 Incoming Resources

Soon after TFC was established, TFC was encouraged by CUF not to rely on their core funding of £50k per annum, as this would be tapering. In response, TFC actively widened its funding base, developing funding streams for Good Neighbours (from City Council/HOPE Coventry), Family Link Workers (from parish churches and linked schools), and for the Warwick area (from King Henry VIII Endowed Trust/Warwick Team churches). This was supplemented by gifts from charitable trusts and individual churches, notably Allchurches Trust, Heart of England Community Foundation, 29<sup>th</sup> May 1961 Charity, Baron Davenport's Charity, Stoneleigh Trust and St James' Styvechale. Meanwhile the DBF raised its contribution to over £30k for 2020.

In early 2020, financial difficulties experienced by CUF meant that they were only able to provide funding of £2.5k. CUF subsequently confirmed that this grant would be the last contribution they would be able to make to TFC core funding.

TFC worked hard to fundraise to compensate for the reduction in core grant, whilst new grant opportunities arose in the form of COVID resilience funds. This included funding streams backed by the Department of Culture & Media Services (DCMS) Department of Environment, Food and Rural Affairs (DEFRA).

The Heart of England Community Foundation coordinates various funds which TFC, some of which were new to 2020 and several were about Coronavirus resilience. They included: -

- SEGRO Anniversary Fund (Fresh Start)
- Coop Fund Emergency Family Hampers
- Coventry Building Society - Making Good Grow (St Catherine's & Proof Bakery)
- Doing Things Differently (Saints)
- Jumping Through Hoops (previously approved for our Refugee Choir, but redirected to Fresh Start Conversation Classes during lockdown)

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

for the year ended 31 December 2020

Fundraising efforts were rewarded with a range of new grants which saw a healthy rise in income, from £236k to £416k during 2020. As a result, TFC was able to spend significantly more than in previous years, rising from £256k to £275k, much of the increase being in programme costs. This resulted in much activity helping those adversely impacted by COVID-19.

### 3.5 Funds & Reserves

TFC's total fund balance was £45k at the start of the 2020, and ended with a healthy balance of £186k - of which £177k comprised restricted funds. The restricted funds are earmarked for projects that will be happening in future months, notably the Message Bus.

In the past, extensive unrestricted funding has helped TFC to give out a significant number of small grants, whilst also providing reserves to cover for unforeseen events. In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months. At the start of 2020 unrestricted reserves were much lower than was planned, but the year ended in a much healthier position with £9k unrestricted funds.

### 3.6 Future Plans

TFC has been extremely fortunate to have been generously funded by CUF and the CDBF over a number of years. With direct grant funding from CUF having come to an end in 2020, unrestricted funding, which has supported central staff costs and start-up initiatives (small grants) will need to be managed very carefully in the coming years.

TFC revisited its strategy in late 2020 and agreed to continue to focus on the currently identified area based and regenerations projects, and community projects including Family Link Workers, Good Neighbours, Fresh Start, and Warwick Church team priorities, but develop new focus on work with young people and the provision of emergency food, both areas which have risen in importance during the pandemic. The inability to sustain the TFC small grant programme has been a disappointment to the Trustees but going forward it is hoped that this area of work can be re-established where TFC is successful in drawing down specific funding. Partnership working is key to this strategy, with new partners such as The Message Trust coming on board.

An area of particular emphasis for TFC over the next 5 years will be the Phase Two development of the Saints project in Nuneaton. This project to support disadvantaged people in Nuneaton will be tackled through a three-pronged strategy of 'Enterprise and Equip', 'Create and Connect' and 'Sport and Support', to help lift people out of poverty, isolation and feelings of hopelessness. Provision of this new hub harnesses the efforts by many Nuneaton-based churches and other Christian based charities to work together effectively to address such matters, for the benefit of the town's residents, especially its young people and those experiencing financial hardship (notably food poverty). In 2021 TFC was successful in securing a substantial National Lottery Grant (£363K) to support the employment of two development workers for Nuneaton who will be based at Saints. The Phase Two refurbishment of the Saints building has also received a huge boost from the success of Nuneaton and Bedworth District Council securing significant government funding through the Towns Deal. £1.8m has been allocated to the purchase and refurbishment of St. George's Hall.

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

### for the year ended 31 December 2020

#### 4. STRUCTURE, GOVERNANCE AND MANAGEMENT

##### 4.1 Trustees

The charity was set up as a joint venture between the Church Urban Fund ("CUF") and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees ("the Board") was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF's nominations, reflecting their reduced financial input. The revised Articles state:

"There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund ("the CUF Trustees"), up to three being nominated by the DBF ("the DBF Trustees") and up to three being appointed by the Board ("Co-opted Trustees")."

Trustees are selected based on having the necessary skills and expertise to contribute to the charity's activities and to be able to discharge their obligations as Trustees. During the year and as at the date of signing this report the TFC Trustees were as follows:

CUF nominated:	The Reverend David Brown Joyce Woodings The Venerable Barry J Dugmore	(from 15 <sup>th</sup> March 2017) (from 14 <sup>th</sup> March 2018) (from 22 <sup>nd</sup> Jan. 2020)
Diocesan Board of Finance nominated:	Ruth Marlow Reverend Arthur Cheumin Woo Stephen J F Wyatt April Clare Gold	(Chair from 1 <sup>st</sup> Dec. 2016) (from 25 <sup>th</sup> April 2016) (from 5 <sup>th</sup> May 2020) (from 24 <sup>th</sup> June 2019-20 <sup>th</sup> Jan 2021)
Trustees co-opted by the Board:	April Clare Gold Andrew Kennedy	(from 20 <sup>th</sup> Jan 2021) (from 19 <sup>th</sup> May 2021)

Day to day management is delegated by the Trustees to Revd. Jet Jones, who is employed by the Coventry Diocesan Board of Finance as Director of Regeneration and Community Transformation and CEO of Together for Change Coventry and Warwickshire.

The company's Articles of Association state that the Board may decide whether or not a secretary is appointed. No secretary has been appointed to date.

##### 4.2 Trustees' responsibilities for reporting, accounting records and stewardship of assets

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees' and Directors' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Charities SORP;

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## TRUSTEES' AND DIRECTORS' REPORT

for the year ended 31 December 2020

- c) make judgments and estimates that are reasonable and prudent;
- d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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. They are also responsible for the maintenance and integrity of TFC's corporate and financial information included on TFC's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### 4.3 Staffing & Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. During 2020 TFC said goodbye to Helen & Rob Tebbatt who retired, whilst Tris Peattie went on to train for ordination. Whilst the TFC HQ is the Diocesan Office at Hill Top in Coventry City Centre, nearly all staff work from bases in the community such as schools and parish churches. Some were furloughed during lockdown when schools were closed, whilst others worked on the frontline supporting those struggling through the pandemic, and the rest worked from home.

Alongside the team work a small army of volunteers: Around 90 serving Fresh Start, Saints and/or providing emergency food supplies. This excludes several hundred supporting the elderly through our Good Neighbours project with HOPE Coventry. These amazing people kept reaching out to people in need throughout the pandemic, for which so many are grateful.

## 5. OTHER REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner            Nicholas Romney  
Avuncular Limited, 71-75 Shelton Street, Covent Garden, London,  
WC2H 9JQ

Bankers                                CAF Bank  
25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

By order of the Board



**Ruth Marlow**  
Chair of Together for Change Coventry and Warwickshire

30 September 2021

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**for the year ended 31 December 2020**

**6 Independent Examiner's Report to the Trustees of Together for Change Coventry and Warwickshire**

I report on the financial statements of the charitable company for the year ended 31 December 2020 which are set out on pages 13-21.

**6.1 Respective responsibilities of Trustees and examiner**

The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 "the 2011 Act" and that an independent examination is needed.

Having satisfied myself that the charitable company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

**6.2 Basis of independent examiner's report**

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

**6.3 Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

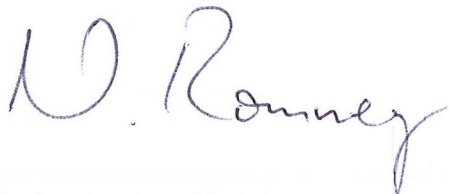
- 1) which gives me reasonable cause to believe, that in any material respect, the requirements
  - to keep accounting records in accordance with section 386 of the Companies Act 2006, and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Nicholas Romney  
Avuncular Limited

71-75 Shelton Street, Covent Garden, London, WC2H 9JQ



Date: 30 Sept 2021

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**for the year ended 31 December 2020**

	Notes	General Fund £000s	Restricted Funds £000s	2020 Total £000s	2019 Total £000s
<b>Income and endowments from:</b>					
Donations and legacies	2	44	322	366	177
Charitable activities	3	-	40	40	58
Other trading activities	4	-	10	10	1
<b>Total</b>		<b>44</b>	<b>372</b>	<b>416</b>	<b>236</b>
<b>Expenditure on:</b>					
Charitable activities	5	35	240	275	256
<b>Total</b>		<b>35</b>	<b>240</b>	<b>275</b>	<b>256</b>
<b>Net Income / (expenditure)</b>		<b>9</b>	<b>132</b>	<b>141</b>	<b>(20)</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>9</b>	<b>132</b>	<b>141</b>	<b>(20)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	45	45	65
Total funds carried forward		9	177	186	45

All amounts above are derived from continuing operations and there are no recognised gains or losses other than these passing through the Statement of Financial Activities.

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**BALANCE SHEET**  
**as at 31 December 2020.**

	Notes	2020 Total £000s	2019 Total £000s
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		191	13
Debtors	8	5	50
<b>Total</b>		<b>196</b>	<b>63</b>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	9	(10)	(18)
<b>NET CURRENT ASSETS</b>		<b>186</b>	<b>45</b>
<b>NET ASSETS</b>		<b>186</b>	<b>45</b>
<b>FUNDS</b>			
General Fund (unrestricted)	7	9	-
Restricted funds	7	177	45
<b>TOTAL FUNDS</b>	7	<b>186</b>	<b>45</b>

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

No members have required the company to obtain an audit of its accounts 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 7.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 8 to 15 were approved by the Board of Directors and authorised for issue on September 2021 and are signed on its behalf by:

**Ruth Marlow**  
 Trustee and Chair of Together for Change Coventry and Warwickshire

**30 September 2021**

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## CASH FLOW STATEMENT

for the year ended 31 December 2020

	2020 Total £000s	2019 Total £000s
<b>Cash flows from operating activities:</b>		
Net cash generated from operating activities	178	(47)
<b>Change in cash and cash equivalents in the year</b>	178	(47)
<b>Cash and cash equivalents at 1 January</b>	13	60
<b>Cash and cash equivalents at 31 December</b>	<u>191</u>	<u>13</u>
<b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Net income for the year</b>	141	(20)
<b>Adjustments for:</b>		
Decrease / (increase) in debtors	45	(30)
(Decrease) / increase in creditors	<u>(8)</u>	<u>3</u>
<b>Net cash generated from operating activities</b>	<u>178</u>	<u>(47)</u>
<b>Analysis of cash and cash equivalents</b>		
Cash in hand	110	2
Cash on deposit	<u>81</u>	<u>11</u>
<b>Total cash and cash equivalents</b>	<u>191</u>	<u>13</u>

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 December 2020

#### 1 Principal accounting policies

##### Basis of accounting

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

##### Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy.

Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

##### Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

##### Current assets and liabilities

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

##### Fund accounting

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

#### 2 Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2020 Total £000s	2019 Total £000s
King Henry VIII Endowed Trust	-	168	168	66
Saints Nuneaton	-	102	102	-
Coventry DBF	41	-	41	42
Fresh Start - Big Lottery	-	12	12	10
Heart of England	-	8	8	6
Foleshill Family Link Worker	-	7	7	-
Albert Gubay	-	7	7	-
Fresh Start	-	5	5	1
29th May	-	5	5	5
Salford Priors Family Link Worker	-	3	3	-
Church Urban Fund	3	-	3	30
Alcester Family Link Worker	-	2	2	-
Baron Davenport / Football Subs	-	2	2	1
Others	-	1	1	6
Hope Coventry	-	-	-	6
Stoneleigh Trust	-	-	-	3
Youth With A Mission (YWAM)	-	-	-	1
<b>Total</b>	<b>44</b>	<b>322</b>	<b>366</b>	<b>177</b>

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

### Notes on Grants Received

Our largest grants received during 2020 were in relation to major regeneration projects TFC is engaged with in Warwick and Nuneaton. However, much of the new funding for 2020 arose as a response to COVID-19, so had not been anticipated when setting the 2020 budget. In particular, £66.3k was COVID-19 funding from the Big Lottery spread across TFCs operations: Saints Nuneaton, TCT Warwick, Fresh Start and Family Link Work.

“King Henry VIII Endowed Trust” is for project work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry viii Endowed Trust. The major project being worked on in 2020 was the purchase and conversion of the Message Bus (youth outreach).

The £100k against “Saints Nuneaton” represents a combination of grants. About half the grant awarded was COVID emergency grant from the Government. A further £23k was also COVID response grant but this time from the Big Lottery Reaching Communities fund helping our Saints project. A few grants were towards the refurbishment of Saints, including those from Allchurches Trust (£15k), The Higgs Charity (£5k), Aviva Community Fund (£3k) and Rank Foundation (£1.5k). The Aviva grant involved crowdfunding, and mainly comprised gifts from local people.

Heart of England Community Foundation were very helpful to TFC during 2020, channelling grants from various funders our way during the year. These were primarily about “COVID resilience” and included:

- **SEGRO Anniversary Fund (Fresh Start staff costs)**
- **Coop Fund (Emergency Family Hampers)**
- **Doing Things Differently (Saints)**
- **Coventry Building Society “Making Good Grow” (St Catherine’s & Proof Bakery)**

The Albert Gubay Charitable Foundation also provided a grant for £6k emergency food supplied by Proof Bakery to Coventry Foodbank who distributed it to those in need.

Family Link Workers are based with Church of England churches and their linked primary schools. TFC partnered with churches and schools at the following locations: Alcester Minster, Salford Priors, Foleshill (St Laurence) and Binley (St Bartholomew’s) who between them contributed grants of £13k during 2020. This included £7k for Foleshill FLW from the Big Lottery. The 29th May 1961 Charity awarded a grant of £5k to support Family Link Work across Coventry.

£12,500 of the Big Lottery grant went to support our Fresh Start programme of support for refugees and continued into Spring 2021. Further grant towards the work of Fresh Start was given by SEGRO (as already noted above amounting to £5k), church groups (St James Church Styvechale and £3k from Passionists UK). Other money was given by Baron Davenport Charity, and by the refugee football players themselves.

All the funding discussed above is restricted to the purpose for which it was given. Table 2 also includes £9k of unrestricted funding from CUF and Coventry DBF.

### 3 Charitable Activities

	General Fund £000s	Restricted Funds £000s	2020 Total £000s	2019 Total £000s
Family Link Worker Projects		40	40	58
<b>Total</b>		<b>40</b>	<b>40</b>	<b>58</b>

### 4 Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2020 Total £000s	2019 Total £000s
Saints Nuneaton	-	10	10	1
<b>Total</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>1</b>

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 December 2020**

**5 Expenditure on Charitable Activities**

	<b>General Fund £000s</b>	<b>Restricted Funds £000s</b>	<b>2020 Total £000s</b>	<b>2019 Total £000s</b>
Warwick Covid Response (Food Hampers)	-	14	<b>14</b>	-
Proof Bakery	-	1	<b>1</b>	2
St Andrew's Youth Worker	-	-	-	5
Warwick Percy Estate	-	-	-	3
Kings Lodge Circus Skills	-	-	-	3
Warwick Job Club	-	-	-	1
Salford Priors PCC Family Link Worker	-	-	-	1
House of Empowerment	-	-	-	2
CTK Pastoral Care Group	-	-	-	1
St Albans Stoke Heath	-	-	-	1
Reality Youth Project	-	-	-	1
Wednesday Youth Group	-	-	-	1
St James Styvechale	-	-	-	1
<b>Total grants made</b>	<b>-</b>	<b>15</b>	<b>15</b>	<b>22</b>
Wages and salaries	31	113	<b>144</b>	141
Pension costs	2	10	<b>12</b>	12
Programme costs	-	55	<b>55</b>	17
Printing, advertising and other costs	2	47	<b>49</b>	64
<b>Other charitable expenditure</b>	<b>35</b>	<b>225</b>	<b>260</b>	<b>234</b>
<b>Total expenditure on charitable activities</b>	<b>35</b>	<b>240</b>	<b>275</b>	<b>256</b>

**6 Trustees**

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

### 7 Statement of funds

	At 1 Jan 2020 £000s	Income £000s	Expenditure £000s	At 31 Dec 2020 £000s
General Fund (Unrestricted)	-	44	35	9
<b>RESTRICTED FUNDS</b>				
Stoneleigh Trust	2	-	-	2
Warwick Team PCCs	36	169	102	103
Stretton C of E	2	8	10	-
29th May 1961	-	5	-	5
St Laurence C of E	6	3	7	2
St Bartholomew's C of E	1	5	6	-
Heart of England Community Fund	5	9	13	1
Salford Priors C of E	3	16	18	1
St James Church Styvechale	1	-	1	-
Baron Davenport	1	2	-	3
Hope Coventry	1	-	-	1
Saints Nuneaton	(13)	113	61	39
Fresh Start	-	8	1	7
Alcester Minster	-	15	15	-
Albert Gubay	-	6	6	-
Fresh Start Big Lottery	-	13	-	13
<b>Total Restricted funds</b>	<b>45</b>	<b>372</b>	<b>240</b>	<b>177</b>
<b>TOTAL FUNDS</b>	<b>45</b>	<b>416</b>	<b>275</b>	<b>186</b>

Stoneleigh Trust – funds are for the benefit of the ancient parish of Stoneleigh and those given to TFC are restricted to use by Tile Hill Churches for their projects. These have included specific project costs to deliver a Job Club, “Make Lunch” school holiday Programme, and to employ a Tile Hill Youth Worker - but most were put on hold due to COVID.

Warwick Team PCCs – funds are for the benefit of the work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry viii Endowed Trust. Major projects being worked on in 2020 included Message Bus and Warwick Food Project,

29th May 1961 Charity – a grant was awarded to support our Family Link activities.

Heart of England Community Foundation – various grants were awarded during the year:-

- SEGRO Anniversary Fund (Fresh Start)
- Coop Fund Emergency Family Hampers
- Coventry Building Society - Making Good Grow (St Catherine's & Proof Bakery)
- Doing Things Differently (Saints)

Other money towards the work of Fresh Start was given by St James Church Styvechale, the Baron Davenport Charity, and Passionists UK.

Hope Coventry - These funds derive from an agreement between TFC, Hope Coventry and Coventry City Council to deliver a Good Neighbours programme for elderly people in Coventry City. With lockdown and subsequent restrictions on group activities, little by way of new grants were made in 2020.

Saints is TFC's regeneration project in Nuneaton, providing a hub where TFC in partnership with local churches provides outreach activities to disadvantaged people. Much of the funding shown came from Coventry DBF (Bishop's Mission Fund), or from Awards4All. Although this fund was in deficit at the end of the year, this is as a result of the timing of grants and the fund balance will be positive early in 2020.

Family Link Workers – are based with the following Church of England Schools (St Bartholomew's, Stretton, St Laurence, Salford Priors and Alcester). The balances shown against each school are the funds that have been provided to fund these workers employed by TFC.

Albert Gubay Charitable Foundation funds were for emergency food supplied by Proof Bakery to Coventry Foodbank.

Fresh Start Big Lottery - this funding was for outreach to refugees, and activities and continued into Spring 2021.

**TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 December 2020**

**8 Debtors**

	<b>2020</b>	<b>2019</b>
	<b>Total</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>
Trade debtors	4	50
Accrued income	1	-
	<u>5</u>	<u>50</u>

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

	<b>2020</b>	<b>2019</b>
	<b>Total</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>
Trade creditors	2	-
Deferred income	-	12
Accruals	2	6
HMRC & Pensions	6	-
	<u>10</u>	<u>18</u>

**10 Analysis of net assets between funds**

	<b>General</b>	<b>Restricted</b>	<b>2020</b>	<b>2019</b>
	<b>Fund</b>	<b>Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
Funds at 31 December are represented by:				
Net current assets	9	177	<u>186</u>	<u>45</u>
Total net assets	<u>9</u>	<u>177</u>	<u>186</u>	<u>45</u>

**11 Related party transactions**

The charity began as a joint venture between the Church Urban Fund ("CUF"), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2020, CUF provided TFC with grants of £2,500 towards the costs of TFC's operations and for grants. Coventry Diocesan Board of Finance provided TFC with grants of £6,000 and donations of £3,500. In December 2020 TFC adopted revised articles as referred to in section 4.1 of this report.

**12 In kind donations**

The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within the financial statements.

**13 Pensions**

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

# TOGETHER FOR CHANGE COVENTRY AND WARWICKSHIRE

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

### 14 Salaries and staff costs

	2020 Total £s	2019 Total £s
Wages and salaries	139,875	135,481
Employer National Insurance	5,288	5,957
Pension Costs	12,589	12,119
	<u>157,751</u>	<u>153,557</u>

During 2020 the average monthly number of full time equivalent staff was 5 (2019: 5)

### 15 Prior year Statement of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2019 Total £000s	2018 Total £000s
<b>Income and endowments from:</b>					
Donations and Legacies	2	58	119	177	154
Charitable activities	3	-	58	58	19
Other trading activities	4	-	1	1	-
<b>Total</b>		<u>58</u>	<u>178</u>	<u>236</u>	<u>173</u>
<b>Expenditure on:</b>					
Charitable activities	5	74	182	256	191
<b>Total</b>		<u>74</u>	<u>182</u>	<u>256</u>	<u>191</u>
<b>Net Income / (expenditure)</b>		<b>(16)</b>	<b>(4)</b>	<b>(20)</b>	<b>(18)</b>
<b>Transfers between funds</b>		(6)	6	-	-
<b>Net movement in funds</b>		<u>(22)</u>	<u>2</u>	<u>(20)</u>	<u>(18)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	8	22	43	65	83
Total funds carried forward	8	-	45	45	65