

WELCOME CHURCHES

England & Wales - Charity number 1177344

Details

Status Registered

Legal form CIO

Registered 2018-02-27

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

Contact

Address Bridge House
The Riverside Centre
Riverside Court
Derby
DE24 8HY

Phone 01332498041

Email info@welcomechurches.org

Website www.welcomechurches.org

Activities

Objects: THE OBJECTS OF THE CIO ARE, FOR THE PUBLIC BENEFIT:-1) THE PROMOTION OF SOCIAL INCLUSION AMONG PEOPLE WHO ARE REFUGEES AND ASYLUM SEEKERS WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR SOCIAL AND ECONOMIC POSITION; AND2) THE ADVANCEMENT OF THE CHRISTIAN FAITH IN SUCH WAYS AS THE CHARITY TRUSTEES MAY FROM TIME TO TIME DECIDE.

Activities: Educate churches and other partners about the need to welcome and support refugees and asylum seekers arriving in their communities. Provide training, resources and ongoing support churches to effectively welcome and support the integration of refugees and asylum seekers. Network and link together churches across the UK who are welcoming refugees.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Religious Activities
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Belgium
- Northern Ireland
- Scotland
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£405,526	£384,180	-	-
2024-03-31	£388,464	£601,885	-	-
2023-03-31	£472,558	£922,839	-	-
2022-03-31	£1,332,721	£501,000	£930,661	10
2021-03-31	£199,790	£133,604	-	-

Trustees

Name	Role	Appointed
MARION DORIS KNELL	Chair	2018-02-28
Alex Jones		2020-12-10
Ali Saeed		2023-10-04
Andrew David Smith		2025-03-19
Elinor Gage		2024-10-09
George Haddad		2021-12-08
Hannah Baynes		2025-06-27
Jonathan Dyson		2021-12-08
Nathaniel Jennings		2023-10-04
Sarah Linn		2025-06-27

WELCOME CHURCHES

England & Wales - Charity number 1177344

Accounts

WELCOME CHURCHES
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CHARITY NO: 1177344

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2025.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

CHAIR'S REPORT

Helping to welcome refugees and people seeking asylum is a profound privilege, and I continue to be amazed by the UK Church's generous and wholehearted response. This year alone, we supported 18,718 individuals arriving at our doorsteps—people seeking refuge and safety from places such as Ukraine, Afghanistan, Iran, Syria, Hong Kong, El Salvador, Colombia, Nicaragua, Pakistan, Somalia, Eritrea, Sudan, and beyond. As churches have opened their doors in welcome, they have also been richly blessed by the presence, faith, and resilience of those they have received.

One powerful example is Zahra, who fled Iran due to persecution for her Christian faith. Arriving in the UK alone and fearful, she was met at her asylum hotel by her former gym trainee from Tehran at just the right moment. This remarkable encounter led Zahra to a local church where she found warmth, belonging, and a new sense of hope. Today, she is a cherished member of that church family, attending Bible studies, prayer meetings, and volunteering regularly.

This year, we also developed a new 3-year strategy rooted in the *Welcome Journey*—our model for how refugees become part of both local churches and wider communities. The journey includes four key stages: *Arrive*, *Connect*, *Integrate*, and *Thrive*. Arrival is often sudden and uncertain but is an important time for raising awareness of our work and the opportunities offered by churches in our network. In the *Connect* stage, relationships begin to form and true transformation can start. In the *Integrate* stage, the new arrivals can grow deeper in learning language and culture in the context of friendships forged through church. This all builds towards the vision of *Thrive*—a future where every refugee is fully welcomed, valued, and, for some, participating in the life of the local church.

In a year marked by uncertainty and unrest—including the announcement of the Rwanda Plan and the rise in far-right riots—we acted quickly to support churches and promote peace. Recognising the urgent need for connection and guidance, we partnered with the Lawyers' Christian Fellowship to equip churches with resources for supporting those at risk of removal and launched *Come, Share, and Pray*, a week-long prayer initiative. Our online *Churches Connect* sessions on the Illegal Migration Act brought over 140 people together for reflection, learning, and support. In the wake of the summer riots, we hosted online events including *Praying for Peace in the UK* and *Promoting Healing and Unity Amidst National Unrest*. To continue building resilience and reconciliation, we launched the *Finding the Peace* project with Redeeming Our Communities (ROC), supporting churches to be a healing presence in divided communities.

We also launched several new projects that expanded our reach and deepened our impact. In September, we introduced a new Youth section on the *Find Your Welcome* website, providing accessible information on health, mental wellbeing, and education in eight languages. We published *Finding My Way: Living in the UK*, a multilingual book designed to support Afghan and Iranian teenagers as they adjust to life in the UK, while also equipping parents and teachers to bridge cultural differences. To strengthen relationships and build refugee leadership within churches, we hosted seven in-person *Connect Days* across the country. As part of our wider peacebuilding efforts, we also piloted the 'I'm not being funny, but...' survey project—an initiative that invites open and honest conversations about migration. By creating space for people to express their questions and concerns, we are helping churches engage more deeply with public attitudes and respond with greater empathy and understanding.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

In March, we said farewell to Emily Shepherd, who stepped down as CEO after several years of visionary leadership. Emily leaves behind a lasting legacy of strengthened refugee support, deepened awareness around racial justice, and the growth of intercultural ministry across our network. We are immensely grateful for her dedication and heart for this mission. We were delighted that James Lynch has joined us as our new CEO in June 2025. With decades of experience in refugee ministry and a deep love for the Church, James brings fresh energy and a clear vision for the road ahead. He is eager to build on all that has been established and to lead Welcome Churches into its next chapter of growth, unity, and transformation.

Chair of Trustees

OUR PURPOSES AND ACTIVITIES

Our Vision

Welcome Churches' vision is for every refugee in the UK to be welcomed by a local church.

The long term change Welcome Churches wants to see is:

- Refugees thriving in the UK
- Refugees following Jesus
- Refugees fully involved in Churches

Strategy and Activities

Our strategy and activities focused on:

- Increasing the number of refugees welcomed across the UK
- Growing the Welcome Network in each region
- Empowering refugees through integration, spiritual guidance, community engagement, and leadership development
- Growing our refugee-facing work
- Developing projects that support Afghans arriving in the UK
- Promoting peace and reconciliation in communities affected by anti-immigration rhetoric

Project Updates

The Welcome Network

Central to our mission is the **Welcome Network**, a nationwide coalition of churches dedicated to welcoming refugees. These churches actively seek ways to support refugees and people seeking asylum arriving in their communities. Our interactive map features these churches, making it easy for refugees, people seeking asylum, agencies, and individuals to locate a welcoming church in their area.

Over the past financial year, the Welcome Network has continued to grow in both reach and impact. Our **network of churches increased from 1,371 to 1,410**, each one committed to welcoming and walking alongside refugees and people seeking asylum in their community. We facilitated **379 new individual referrals**, connecting **845 people** with a local church. In addition, we received four new hotel referrals, enabling churches to support **approximately 500 individuals housed in temporary accommodation**. Altogether, our church network **now supports an estimated 18,718 people**, providing a wide range of services such as food, baby, and clothing banks; English lessons and translation help; and community activities including sports clubs, craft groups, and events for all ages.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Welcome Plus

Through the **Welcome Plus** project, we equip churches to move beyond responding to referrals and to actively seek out and welcome refugees and people seeking asylum in their communities. Welcome Plus churches take a proactive approach—identifying and reaching out to new arrivals in their local area, regardless of their accommodation type. To support this, we provide Coordinator and Welcomer Training covering safeguarding, data protection, cross-cultural and trauma awareness, and self-care, helping churches build confident, compassionate teams of trained volunteers.

The Welcome Plus project also saw encouraging growth this year, with the number of **participating churches rising to 86**. These churches are committed to building trained teams of welcomers who offer proactive and relational support to refugees and people seeking asylum in their local areas. To strengthen their capacity, we delivered **10 targeted training sessions** covering topics such as *Coordinator Training*, and *Welcomer Training for Hotels and Houses*. A total of **58 participants** from across the UK took part, gaining practical tools, confidence, and insight to strengthen their ministry of welcome.

Connecting and Praying

Throughout the year, we continued to equip and encourage our network churches through a range of connection, learning, and prayer opportunities. We hosted **11 online Churches Connect meetings and 1 specialised training session** that tackled timely and complex topics—including the Illegal Migration Act, the Rwanda Plan, far-right protests, housing challenges, and how to support Syrian communities—reaching a total of **469 attendees**.

Our **in-person Churches Connect Days**, held in seven cities, brought together **234 participants** from diverse backgrounds to share experiences, deepen understanding, and grow in unity. As refugees increasingly play a vital role in reviving and enriching church life across the UK, this initiative creates space for the whole Church to listen, learn, and be transformed by the faith and courage of those with lived experience of seeking sanctuary.

Over the year, we hosted **six regular Refugee Prayer Hour gatherings** and organised a special prayer meeting in response to the far-right riots. In partnership with the Lawyers' Christian Fellowship, we coordinated *Come, Share, and Pray*—a week-long online prayer event focusing on those at risk of removal under the Rwanda Plan. In addition, our *Praying for Peace in the UK* event drew **272 participants**, reflecting the Church's desire to be a calm, hopeful presence amid uncertainty. In total, **474 people engaged in our prayer gatherings this year**, showing the power of united prayer in times of challenge and change.

Refugee Integration and Discipleship

The **Refugee Integration and Discipleship** initiative focuses on advancing refugee integration, discipleship, and leadership development within UK churches. It equips and empowers refugees to grow in their faith, build meaningful relationships, and actively participate in the life and leadership of their local church communities.

This year, we developed the **Welcoming Arms framework** to guide our approach, with **over 50 churches** engaging through coaching, events, visits, and workshops. In September 2024, we launched an **Advisory Panel made up of 12 leaders from refugee and host church backgrounds**—representing communities from Ukraine, Iran, Afghanistan, Sudan, Syria, Hong Kong, and Ethiopia—to help address the key challenges of integration and leadership.

Find Your Welcome Project and **UKHK** are our refugee-facing initiatives, each designed to support different groups of refugees, asylum seekers, and new arrivals.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Find Your Welcome

In response to emerging needs, we expanded our multilingual digital resources for refugees through *FindYourWelcome.org*, which received **29,834 visits** over the past year. The site provides essential guidance on housing, healthcare, education, employment, and more, helping refugees navigate life in the UK. Around **25% of the total referrals** we received this year were made through *FindYourWelcome.org*, reflecting growing trust and awareness within refugee communities. A major development in September 2024 was the launch of a new Youth section, offering tailored content on health, mental wellbeing, and learning—available in eight languages: Arabic, English, Farsi, French, Pashto, Spanish, Tigrinya, and Ukrainian.

The **FindYourWelcome.org** website consolidates information previously available under the Afghan Welcome and Ukraine Welcome initiatives. This refugee-facing site is translated into multiple languages, providing new arrivals with essential information about life in the UK and facilitating connections with local people through church referrals.

Afghan Project

This year, a key milestone in our Afghan Project was the **publication of *Finding My Way: Living in the UK***—a multilingual booklet designed for Afghan and Iranian teenagers. Available in English, Farsi, and Pashto, the booklet explores topics such as school life, family relationships, and emotional wellbeing, helping young people adjust to life in the UK while staying connected to their cultural identity. It also offers links to useful online resources for teens, parents, and teachers.

In August, we released a **3-year impact report and video** reflecting on the project’s work since the Taliban regained control of Afghanistan in 2021. Additionally, the ***Welcome Course*** was delivered five times in Dari, Farsi, and Pashto, with a total of **62 participants** engaging in this foundational introduction to life in the UK. In February, to help churches celebrate Nowruz with Iranian, Afghan, and Kurdish communities, we released a set of **Nowruz resources and a greeting card**, supported by a **Churches Connect session on *Exploring Nowruz Celebrations*** and a **podcast episode, *Discovering Nowruz: A Guide to Celebrating & Welcoming in a Church Context***.

UKHK

Our **UKHK** project is dedicated to welcoming British National (Overseas) (BN(O)) visa holders from Hong Kong who have recently moved to the UK. The project connects Hongkongers with local churches, creates informative materials about life and culture in the UK, and trains local churches to understand and meet the needs of the new arrivals from Hong Kong.

Over the past year, our UKHK project has continued to support Hong Kongers settling in the UK through a range of resources and initiatives. The ***Welcome Course*** was run **10 times** across the country, helping **63 participants** build friendships, improve conversational English, and learn about British culture. We also **distributed over 700 copies of the bilingual *Welcome Magazine*** to newly arrived Hong Kong families, offering children a fun and accessible introduction to life in the UK. To further support cultural understanding, we released a **podcast episode** in January titled ***Celebrating Lunar New Year with Friends from Hong Kong***, helping churches engage meaningfully with Hong Kong communities during key cultural moments.

Finding the Peace

Launched in August 2024, **Finding the Peace** is a joint initiative by Welcome Churches and Redeeming Our Communities (ROC) to promote healing and reconciliation in communities affected by unrest and anti-immigration rhetoric through listening and relationship-building. A key achievement of the ***Finding the Peace*** initiative this year was the successful launch of the **pilot “*I’m not being funny, but...*” survey**, designed to support local churches in responding to rising tensions and polarised views on migration. Launched in January 2025, the survey creates a safe space for individuals to share honest thoughts and questions about migrants, refugees, and people seeking asylum—particularly important in a climate where many feel unsure or fearful of expressing their views.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Three churches took part in the pilot phase, with **55 responses** gathered. The results revealed both deep compassion and recognition of the contributions refugees make, as well as concerns around public services, integration, religion, and border control. The feedback from this pilot is now shaping the development of the next phase of the project, which will invite more churches to participate in meaningful conversations around welcome, justice, and reconciliation.

Achievements: Our Year in Review

May 2024

- Response to the Rwanda Plan
- Come, Share, Pray prayer meetings
- General Election-related resources

June 2024

- Refugee Sunday resources and videos released

August 2024

- Support for churches in response to far-right protests and riots
- Held Prayer meeting for peace in the UK
- Launch of Finding the Peace
- Release of Afghan 3-year impact report and video

September 2024

- Promoting Healing and Unity Amidst National Unrest event for churches
- Refugee Advisory Panel formed
- Youth section on Find Your Welcome website launched
- Finding My Way booklet released

October 2024

- Northern Ireland Steering Group formed
- Northeast Churches Connect Day in Newcastle
- Organised Southwest Churches Connect Day in Exeter

November 2024

- London Churches Connect Day
- Equipped to Welcome, Enabled to Belong in Northern Ireland

December 2024

- Christmas resources and videos, and Christmas cards in different languages

January 2025

- Podcast episode Celebrating Lunar New Year with Friends from Hong Kong
- 'I'm not being funny, but...' pilot survey launched

February 2025

- South Wales and Southwest Churches Connect Day in Newport
- Nowruz resources and greeting cards released

March 2025

- Northwest Churches Connect Day in Chester
- Scotland Churches Connect Day in Glasgow

Public Benefit

These activities extend the social inclusion of refugees and people seeking asylum. Thus, the trustees confirm that they have complied with their duties under Section 17 of the Charities Act 2011 with regard to public benefit.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Financial Review

Income for the year to 31 March 2025 was £405,526 (2024: £388,464). Expenditure for the year was £384,180 (2024: Expenditure £601,885). Total funds carried forward at 31 March 2025 were £288,304 (2024: £266,958) of which £97,442 were restricted funds (2024: £198,589).

Reserves Policy

Brief Statement of the Charity's Policy on Reserves

The trustees of Welcome Churches recognise the importance of a reserves policy to help demonstrate good stewardship and financial management and to manage its reputation.

Our policy is to retain sufficient reserves:

- To ensure that Welcome Churches has sufficient funds to meet its financial commitments.
- To demonstrate that Welcome Churches is sustainable into the future.
- To ensure that Welcome Churches is able to manage future unforeseen financial difficulties.
- To ensure that excessive funds are not held without any identifiable reason or purpose.

Welcome Churches aims to always maintain a minimum of 3 months' reserves for unrestricted expenditure. This is reviewed by the trustees on a quarterly basis, and in accordance with our reserves policy.

Amount held in reserves

At the end of the reporting period the charity held £190,862 (2024: £68,369), or approximately 17 months' worth of reserves based on average unrestricted expenditure over the year. The trustees consider that this is a reasonable level of reserves.

Investment Policy

There is very little fixed investment in the charity at the current stage of the charity's growth. The charity uses the Flagstone platform to spread risk across different banks and generate higher interest on funds held.

Fundraising

Our fundraising plans are approved by trustees and monitored by the leadership team. Most of our income is generated through charitable donations that we receive from individuals, churches and trusts.

We are committed to the highest standards of fundraising and follow the Code of Fundraising Practice. We are regulated by the Fundraising Regulator. There were no failures to comply with this Code of Practice. We do not sell, trade or swap data with other charities or organisations. We do not make cold telephone calls to the general public or use SMS as part of our fundraising portfolio. This year, we received no complaints related to our fundraising.

During this financial year Welcome Churches engaged the services of professional fundraisers as defined by section 58 of the Charities Act 1992. Services were provided at a total cost of £3,727 (2024: £43,308).

Funding Sources

We are incredibly grateful for the generous donations of all our supporters and for the work that they do in bringing our shared vision to fruition.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Each of these individuals, churches and grant making trusts plays a valuable role in offering a welcome to refugees and people seeking asylum in the UK. Welcome Churches could not exist without their generosity.

Future Plans

This year, we have developed a **new *Welcome Journey* framework** to shape our strategic priorities for the next three years. The Welcome Journey outlines the stages that refugees and people seeking asylum typically go through as they become part of both the local church and wider community: *Arrive, Connect, Integrate, and Thrive*. Based on this model, we are now prioritising our activities to focus where support is most needed. The *Connect* stage—where relationships are built and a sense of belonging begins—is particularly crucial and therefore forms the heart of our strategy. We have committed to directing approximately 50% of our energy and resources to this stage, with 25% focused on *Integrate*, 15% on *Arrive*, and 10% on *Thrive*. By aligning our Welcome Network, training, and resources with this framework, we aim to better equip churches across the UK to walk alongside refugees and people seeking asylum at every stage of their journey.

Arrive -prior to the initial meeting between a refugee and a church. In the *Arrive* stage of the Welcome Journey, we will focus on creating pathways for connection before refugees and people seeking asylum find a local church. This includes expanding the reach of our multilingual ***Find Your Welcome* website**, with a goal to **grow visits by 10% annually** from the current average of **2,500 visits** per month. We also plan to increase understanding within UK churches by producing and promoting an **annual UK Immigration Report**, aiming for **1,000 readers** in the first year, with growth targets in subsequent years. To deepen the Church's theological conviction around welcome, we will continue to distribute and promote the ***Refugees in God's Story*** resource, with a target of **200 books** in year one and 10% growth in distribution each following year. Additionally, we will maintain regular engagement through ***Refugee Prayer Hour* meetings every two months** and release **one *Love the Stranger* podcast episode each month**, fostering ongoing reflection and learning across the Church community.

Connect - Regular engagement and resources in the first weeks of Welcome. In the *Connect* stage we will focus our work over the next three years on growing the number of people connected to a local church through our referral system, with a target of **welcoming 1,100 individuals** over the coming year. We will also increase the number of Christians and churches actively engaged in offering a cross-cultural, trauma-informed welcome by **equipping 1,000 participants** through training, prayer gatherings, and seminars each year. To remain responsive to global displacement, we will develop a flexible crisis response plan, enabling us to support churches during future refugee emergencies. Our target for the coming year is to grow the network to **1,600 churches** and ensure that **at least 10% of these become *Welcome Plus* churches**—those proactively reaching out to support new arrivals in their communities.

Integrate - Ongoing support and discipleship. In the *Integrate* stage, our focus is on helping refugees and people seeking asylum build stable, connected lives within their church and wider communities. Over the next three years, we will continue to strengthen and expand our integration resources, including legal guidance, wellbeing and trauma support, discipleship tools, and culturally sensitive materials such as the ***Finding My Way* book** for teenagers and the ***Looking After Myself* wellbeing video**. We plan to **develop one new resource, improve one existing resource, and translate our materials into one additional refugee language** each year. A key priority is to relaunch and grow the use of ***Welcome to the Word***, our cross-cultural Bible study tool, with a goal for **10% of network churches** to be using it by the end of the three-year period. We are currently revising the resource and plan to launch the first stage in the coming year. We will also enhance the promotion and accessibility of our resources—such as the ***Welcome Course*** and our ***Churches Connect* events**—to better support integration and discipleship. Alongside this, we will continue coaching churches and making in-person visits.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Thrive - Network support to develop leaders and disciple makers. In the *Thrive* stage, over the next three years, we aim to support refugees to become fully involved in the life of their local churches and communities. Our vision is to see refugees not only welcomed, but also recognised as leaders, disciple-makers, and cultural contributors within the Church. To address the practical and spiritual challenges refugees often face—including access to community, faith development, and leadership pathways—we will continue running **Churches Connect Days** that celebrate the role of refugees in church life and inspire mutual learning. We plan to **encourage and equip at least 16 individuals from a refugee background** over the coming year to actively contribute to their churches through in-person events and leadership opportunities. A key part of our strategy is **investing in staff from refugee backgrounds**, whose experiences, perspectives, and connections to the global and persecuted Church can inspire the wider UK Church and model what thriving can look like. We will continue working closely with our **Refugee Advisory Panel** to ensure this work is shaped by lived experience and fosters long-term growth and transformation.

Funding and Sustainability

As available funding opportunities across the charity sector continue to decline, ensuring long-term sustainability is more important than ever. With a growing number of churches in the Welcome Network and rising demand for multilingual resources and direct support, we are committed to strengthening and diversifying our income streams. This includes increasing trust and government funding, expanding income through paid training programmes, and building a more robust individual giving base. We will increase our base of one-off donors and regular givers and grow our church income through the Mission Partners programme. Participating in national fundraising campaigns like the Big Give will also play a key role in helping us meet the increasing demand for our work.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

REFERENCE AND ADMINISTRATIVE DETAILS:

Charity Number: 1177344

Registered Office: Bridge House
Riverside Court
Pride Park
Derby
DE24 8HY

Our Advisors

Independent Examiner: Matt Brady FCCA
TC Group
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

Bankers: The Co-operative Bank
Service Team
PO Box 250
Skelmersdale
WN8 6WT

Trustees

The trustees who served during the year were as follows: -

Trustees: Marion Knell (Chair of Trustees)

Andrew David Smith (Appointed on 19.3.25)
Elinor Gage (Appointed on 9.10.25)
Nathaniel Jennings
Ali Sae

George Haddad
Jonathan Dyson
Alex Jones
Mark Nigel Mumford
Patrick Johnstone (resigned 10.07.2024)
Hendrika Cooke (resigned 11.12.2024)

Responsible for day to day running of the Charity: Emily Shepherd (nee Holden) CEO (until 20.03.2025)
Tim Leese Interim CEO (until 01.06.2025)
James Lynch CEO (from 02.06. 2025)

Governing Document

The Charity was set up by a Trust Deed as a charitable organisation registered with the Charity Commission on 27 February 2018.

Appointment of Trustees and Training

There were two new Trustees appointed during the year – Andrew Smith and Elinor Gage. All trustees are given a clear role description upon appointment, and we discuss the roles and responsibilities of a trustee as outlined on the charity commission website. We will ensure ongoing training for trustees is carried out during the year.

**WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)**

Organisation / Running of the Charity

The Board of Trustees convenes at least four times per year. At these meetings, the directors agree the strategy, policies and areas of activity and monitor performance and risk. The management of day-to-day activities is delegated to the Chief Executive Officer. The Trustees give their time voluntarily and receive no benefits.

Related Parties and Cooperation with Other Organisations

Coalitions:

Welcome Churches is grateful to the partnerships that have helped to shape and deliver key projects this year. These include:

Redeeming Our Communities, Bible Society, OMF.

Memberships:

Welcome Churches is a member of the following groups:

Evangelical Alliance,

NACCOM,

Global Connections and MAP

Risk Management

The trustees periodically review important areas of financial risk. Other areas are regularly reviewed, such as skills, policies and financial procedures.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provision of the Trust Deed require the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure of the Charity for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the appropriate charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation

The Trustees are responsible for maintaining the proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Account and Reporting by Charities.

Approved by the Board of Trustees on 12th November 2025 and signed on its behalf by

Chair Mance D. Kell

WELCOME CHURCHES

Independent Examiner's report to the Trustees of Welcome Churches

I report on the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity's Trustees (and also its directors for the purpose of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act') and Charities Act 2011.

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

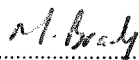
Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Independent Examiner's Statement

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

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- The accounts do not accord with those records; or
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirements that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- The accounts have not been prepared in accordance with the methods and principles of the Statement of recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)).

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


..... Dated 20/11/25

Mr M Brady FCCA

TC Group
Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

WELCOME CHURCHES

Statement of Financial Activities (including Income and Expenditure Account) for the Year Ended 31 March 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Income							
Grants, Donations & Legacies	2	243,867	140,370	384,237	99,122	259,139	358,261
Income from charitable activities:	3	13,144	6,048	19,192	16,656	13,508	30,164
Fundraising		95	2,002	2,097	39	-	39
Total Incoming Resources		<u>257,106</u>	<u>148,420</u>	<u>405,526</u>	<u>115,817</u>	<u>272,647</u>	<u>388,464</u>
Expenditure							
Raising Funds Charitable	4	39,737	132	39,869	78,791	314	79,105
Activities	4	58,406	198,072	256,478	84,415	332,719	417,134
Support Costs	4	37,379	50,454	87,833	36,611	69,036	105,647
Total Expenditure		<u>135,522</u>	<u>248,658</u>	<u>384,180</u>	<u>199,817</u>	<u>402,069</u>	<u>601,886</u>
Net Income/Expenditure and Net Movement in Fund		121,584	(100,238)	21,346	(84,000)	(129,422)	(213,422)
Reconciliation of Funds Transfer between funds		909	(909)	-	(6,454)	6,454	-
Balance Brought Forward 1 April 2024		<u>68,369</u>	<u>198,589</u>	<u>266,958</u>	<u>158,823</u>	<u>321,557</u>	<u>480,380</u>
Total Fund Balances Carried Forward 31 March 2025	10 & 11	<u>190,862</u>	<u>97,442</u>	<u>288,304</u>	<u>68,369</u>	<u>198,589</u>	<u>266,958</u>

WELCOME CHURCHES

Balance Sheet as at 31 March 2025

	Notes	2025		2024	
		£	£	£	£
Fixed Assets					
Tangible Assets	8		825		2,461
Current Assets					
Debtors	16	14,622		16,944	
Cash at bank and in hand		282,174		269,614	
Stock		5,152		5,054	
		<u>301,948</u>		<u>291,612</u>	
Creditors: amounts falling due within one year	18	<u>14,469</u>		<u>27,115</u>	
Net Current Assets (Liabilities)			287,479		264,497
Net Assets			<u>288,304</u>		<u>266,958</u>
Unrestricted funds					
General Funds - General Purposes			190,862		68,369
Restricted Funds	10 & 11		97,442		198,589
Total Charity Funds	10 & 11		<u>288,304</u>		<u>266,958</u>

In accordance with section 144 of the Charities Act 2011, the trustees consider that the charity is exempt from an audit for the year ended 31 March 2025.

Approved by the Board of Trustees on 12/11/25 and signed on its behalf by:

Trustee J.D. J. Scott

Chair of Trustees Marion Knell
Marion Knell

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation, in accordance with applicable charity law

The financial statements have been in accordance with the Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Welcome Churches meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services, goods and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Debtors are included to represent amounts recognised as outstanding to the charity at the year end date.
- Cash and bank balances are stated as the amounts held at the Charity year-end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 – Continued

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:-

- Costs of generating funds comprise the costs associated with attracting grants income and donations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance & support costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the Independent Examination fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.
- Allocation of Support Costs – Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Tangible Fixed Assets

All fixed assets are capitalised at cost, where considered appropriate to capitalise. Those purchased by specific gifts and grants have been written off fully in the year of gift.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office Equipment	-	25% on cost
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Fund Balances

Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

Designated funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor and are subjected to restrictions of their expenditure imposed by the donor or through the terms of an appeal.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Contributions payable for the year are shown in the statement of financial activities.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2025 – Continued

Debtors

Debtors are recognised at the settlement amount owed to the Charity or prepaid.

Creditors

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

Financial Instruments

The Charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Judgement and Key Sources of Estimation Uncertainty

The preparation of accounts using generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period.

The key estimates and assumptions used in the Financial Statements are detailed in the accounting policies.

2. Grants, Donations and Legacies

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Government Grant	-	-	-	75,886
Partner Funding	-	17,020	17,020	-
Grant Funding	150,605	120,403	271,008	203,691
Church Donations	20,256	2,121	22,377	18,234
General Donations	73,006	826	73,832	60,450
	243,867	140,370	384,237	358,261

3. Income from Charitable Activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Other Income	39	-	39	49
Partner Churches	1,311	-	1,311	3,165
Events Income	1,400	5,890	7,290	13,660
Product Sales Income	2,842	158	3,000	952
Investment Income	7,552	-	7,552	12,338
	13,144	6,048	19,192	30,164

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2025 - Continued

4. Expenditure

	Unrestricted Expenditure £	Restricted Expenditure £	2025 Total £	2024 Total £
Fundraising Costs				
Fundraising Activities	8,217	132	8,349	48,133
Staff Costs	31,520	-	31,520	30,972
	39,737	132	39,869	79,105
Costs directly allocated to activities				
Staff Development and Recruitment Costs	410	1,729	2,139	2,437
Website and Systems Costs	(291)	5,345	5,054	7,263
Film, PR and Media	2,940	553	3,493	29,983
Other Project Expenditure	(356)	10,679	10,323	46,896
Travel and Refreshments	2,240	8,470	10,710	27,468
Staff Costs	53,463	169,057	222,520	298,740
Contractor Costs	-	2,239	2,239	4,347
	58,406	198,072	256,478	417,134
Support costs				
Office Space	5,860	850	6,710	7,509
Design Costs	-	-	-	300
Office and phone Costs	1,001	1,239	2,240	1,585
Insurance	1,510	-	1,510	1,233
Bank and Card Charges	463	-	463	2,135
Trustees' Expenses (meeting costs)	537	-	537	767
Staff Costs	55,887	-	55,887	70,618
IT and Software Costs	7,327	7,171	14,498	13,555
Payroll and Professional Fees	700	-	700	920
Audit and Accounting Fee	2,376	-	2,376	3,018
Miscellaneous Expenditure	1,228	48	1,276	1,995
Depreciation for the Period	1,636	-	1,636	2,012
Reallocation of support costs	(41,146)	41,146	-	-
	37,379	50,454	87,833	105,647

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 - Continued

5. Staff Costs and Numbers

	2025	2024
	£	£
Salaries	276,219	357,611
Pension Costs	13,324	17,226
Employer's National Insurance	20,384	25,493
	309,927	400,330
Average number of paid full and part time employees in the year	9	13
Average number within pension scheme	7	12
Total remuneration of key management personnel in the period	£143,523	£136,687

No employee received emoluments of more than £60,000 in the year.

6. Trustee Remuneration and Related Party Transactions

No emoluments were received by the Trustees either in their capacities as Trustees or as members of the Board of Trustees. There were expenses paid to Charity trustees from the funds of the Charity totalling £531 (2024: £767). Gifts were paid to all trustees in the period totalling £5 (2024: £100). Trustee giving in the financial year totalled £365 (2024: £505). There are no other related party transactions other than those disclosed in Note 13.

7. Taxation

As a Charity, Welcome Churches is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

8. Tangible Fixed Assets

Cost	Office Equipment £
Balance Brought Forward at 1 April 2024	9,232
Additions	-
At 31 March 2025	9,232
Depreciation	
Balance Brought Forward at 1 April 2024	6,771
Charge for the year	1,636
At 31 March 2025	8,407
Net Book Value	
At 31 March 2025	825
At 31 March 2024	2,461

There were no tangible assets donated during the year that were capitalised and all assets are held for the furtherance of the Charity's objectives.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 - Continued

9. Negligence Insurance

The Charity hold Trustee Indemnity Insurance and paid a premium of £948 in the year. The insurance cover is included within the whole policy for the charity which provides cover of up to £250,000.

10. Analysis of Net Assets between funds

<u>Year Ended 31 March 2025</u>	General Fund	Restricted Fund	Total Funds 2025	Total Funds 2024
	£	£	£	£
Fixed Assets	825	-	825	2,461
Current Assets	204,506	97,442	301,948	291,612
Current Liabilities	(14,469)	-	(14,469)	(27,115)
Net Assets at 31 March 2025	190,862	97,442	288,304	266,958
<u>Year Ended 31 March 2024</u>	General Fund	Restricted Fund	Total Funds 2024	Total Funds 2023
	£	£	£	£
Fixed Assets	2,461	-	2,461	4,473
Current Assets	93,023	198,589	291,612	507,447
Current Liabilities	(27,115)	-	(27,115)	(31,540)
Net Assets at 31 March 2024	68,369	198,589	266,958	480,380

11. Movements in Funds

<u>Year Ended 31 March 2025</u>	Balance b/fwd 1.4.24	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2025
	£	£	£	£	£
<u>Unrestricted Funds</u>					
General Fund	68,369	257,106	135,522	909	190,862
	68,369	257,106	135,522	909	190,862
<u>Restricted funds</u>					
Hospitality Pledge/ Welcome Homes	1,502	242	15,484	13,740	-
Afghan Emergency Appeal	76,041	-	62,041	(14,000)	-
Network Operations	3,271	12,500	15,771	-	-
Church Engagement 2	58,888	58,153	56,489	-	60,552
UK HK Consortium	6,673	17,021	17,740	-	5,954
Welcome Conference	-	-	(649)	(649)	-
Church Engagement	24,999	-	24,999	-	-
NI Worker	595	4,397	3,935	-	1,057
Benefact Trust	20,000	20,000	20,000	-	20,000
Midlands Worker	6,620	-	6,620	-	-
Church Engagement 3	-	18,000	18,000	-	-
Finding the Peace	-	2,809	2,809	-	-
Welcome to the Word	-	2,500	500	-	2,000
Passionists	-	6,000	-	-	6,000
Regional Conferences	-	6,798	4,919	-	1,879
	198,589	148,420	248,658	(909)	97,442

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 - Continued

11. Movements in Funds - continued

<u>Year Ended 31 March 2024</u>	Balance b/fwd 1.4.23	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2024
	£	£	£	£	£
<u>Unrestricted Funds</u>					
General Fund	158,823	115,817	199,817	(6,454)	68,369
	158,823	115,817	199,817	(6,454)	68,369
<u>Restricted funds</u>					
DL UHC Government Grant	29,933	75,886	99,146	(6,673)	-
Hospitality Pledge	17,275	88	50,861	35,000	1,502
Afghan Emergency Appeal	231,738	38	120,735	(35,000)	76,041
Network Operations	-	22,500	19,229	-	3,271
Time to Shine	9,960	10,528	19,972	(516)	-
UK HK Consortium	5,658	200	5,858	6,673	6,673
Welcome Conference	-	10,812	18,364	7,552	-
Church Engagement	26,993	25,000	26,994	-	24,999
Church Engagement 2	-	58,888	-	-	58,888
Cost of living support	-	24,874	24,874	-	-
Cost of living support 2	-	5,000	5,000	-	-
NI Conference	-	3,743	3,161	(582)	-
NI Worker	-	7,800	7,205	-	595
Benefact Trust	-	20,000	-	-	20,000
Midlands Worker	-	7,290	670	-	6,620
	321,557	272,647	402,069	6,454	198,589

DLUHC Government grant - A Government grant from DLUHC for helping new arrivals from Hong Kong integrate socially, educationally and into workplaces

Hospitality Pledge/ Welcome Homes (Grant)- A Grant for promoting radical hospitality in the UK church

Afghan Emergency Appeal – An Emergency Appeal for support of Afghan refugees fleeing from Kabul in the evacuation. This included practical logistical support and providing wrap around care for Afghans in hotels, promoting integration and social cohesion.

Network Operations – A grant for promoting the operation of the Welcome Network and the systems supporting it.

Time to Shine Project – A grant to provide an opportunity for an intern from a refugee background to gain valuable experience in the charity sector.

UKHK Consortium – A grant for providing a website and mobilising churches to welcome new arrivals from Hong Kong.

Welcome Conference – A grant for running a Welcome Conference for refugees and churches plus ticket sales for the event.

Church Engagement – A grant for funding the Head of National Development and developing the Church Engagement Team.

Church Engagement 2 – A grant for funding and expanding the Church Engagement team and associated support.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 - Continued

Cost of living support – A grant supporting admin staff and running costs during the cost of living crisis.

Cost of living support 2 – A grant to cover expenses and training of Church Engagement staff during the cost of living crisis.

NI Conference – Funds raised for a conference in Northern Ireland.

NI Worker – Funds raised to support a Church Engagement team member in Northern Ireland.

Benefact Trust – A grant towards the expansion of the Church Engagement team.

Midlands Worker – Funds raised to support a Church Engagement team member in the Midlands.

Church Engagement 3 - A grant towards the costs of the Church engagement team in the Midlands and the church engagement administrator

Finding the Peace - Funds raised for the Finding the Peace project in areas affected by the 2024 anti-asylum seeker rioting. This project is jointly run in collaboration with Redeeming Our Communities.

Welcome to the Word - Funds raised for the development of a Bible Study course for beginners called 'Welcome to the Word'

Passionists - A grant towards the costs of the Church engagement team in Southern England

Regional Conferences - Funds raised for conferences in different regions of the UK

12. Donated Assets

Office and Meeting space worth £2500 was donated for the use of:

£120 for Samuel Luak by Woodside Church, Bedford;
£480 for Patrick Purdy by Bethany church, Finaghy;
£200 for London CEO interviews and meetings by Evangelical Alliance
£200 for London Trustees meeting by London City Mission
£100 for rooms for CEO interviews by Trent Vineyard
£400 for NE Churches Connect Day by City Church Newcastle
£200 for London Churches Connect Day by Ilford High Road Baptist Church
£200 for SW Churches Connect Day by Belmont Church, Exeter
£200 for South Wales Churches Connect Day by Bethel Community Church, Newport
£200 for NW Churches Connect Day by Hoole Baptist Church (HBC) , Chester
£200 for Equipped to Welcome Conference (50% share) by Glenabbey Church

13. Related Party

There were no related party transactions over the period

14. Pension Commitments

The charity operates a defined contributions pension scheme. The assets are held separately from those of the charity in independently administered funds.

The pension cost charge represents contributions payable by the charity to the funds and amounts to £25,503 (2024: £32,308). At the year end date an amount of £1,371 (2024: £1,741) was outstanding, payable to the company scheme after the year end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2025 - Continued

15. Financial Commitments

There are no long term contractual commitments.

16. Debtors

	<u>2025</u>	<u>2024</u>
	<u>£</u>	<u>£</u>
Trade debtors	-	58
Prepayments	11,856	12,533
Other debtors	2,766	4,353
	<u>14,622</u>	<u>16,944</u>

17. Cash at bank and in hand

Included within cash at bank and in hand are the following balances held in fixed term deposit accounts.

£85,000 in a Standard Chartered Bank 3 month fixed term deposit account.

18. Creditors

	<u>2025</u>	<u>2024</u>
	<u>£</u>	<u>£</u>
Trade creditors	1,078	13,283
Accruals	6,817	6,247
Other creditors	6,574	7,585
	<u>14,469</u>	<u>27,115</u>

WELCOME CHURCHES

England & Wales - Charity number 1177344

Accounts

WELCOME CHURCHES
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

CHARITY NO: 1177344

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2024.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

CHAIR'S REPORT

Helping to welcome refugees and people seeking asylum is a huge privilege, and I am amazed at how the UK Church has embraced the opportunities we've had this year to welcome 14543 refugees and people seeking asylum and 12,146 BN(O) Hong Kongers arriving on our doorsteps. As churches have welcomed people seeking refuge and safety - whether they come from Ukraine, Afghanistan, Iran, Hong Kong, Central America, Eritrea, or elsewhere - our church communities have then been blessed by the people they have received.

For example, Amir had to leave his homeland of Iran after being wrongfully imprisoned. Thankfully, he found a warm welcome and support from our network church in Croydon. Amir is now an active and cherished part of the church community. He is now serving the church by helping other refugees who arrive in the area, guiding them through the process of settling in and finding their place in the community.

We find that there are two elements to welcoming refugees and people seeking asylum - being proactive and being reactive. Our 'proactive' work this year has enabled us to continue to grow the Welcome Network throughout the UK; to profile refugee-welcoming churches and connect refugees and people seeking asylum with them. Whilst we have intentionally built the Welcome Network in a strategic, proactive way for a number of years now, this also enables new churches who are responding 'reactively' to new accommodation being used near them, especially by people seeking asylum.

This year, we saw new churches in Weymouth, Dorset, quickly join our Welcome Network as the politically controversial Bibby Stockholm barge was opened to house asylum seekers in the summertime. Churches in the local area quickly joined the Welcome Network, and we were able to support and equip them with agility to welcome the people who had just arrived in their area. This has been a huge blessing to these local churches, who have really enjoyed meeting and including people seeking asylum in their church life.

We have continued to invest in a number of projects this year that will be able to help refugees and people seeking asylum settle in the UK for years to come. This year, we have been able to grow our refugee-facing work through the FindYourWelcome.org website, as well as through videos in different languages to help refugees process the trauma they may have been through. We have also been pleased to develop the Welcome Homes project, which connects socially-minded homeowners with refugees in need of accommodation. The foundational work we have done for these two projects will continue to be built upon in the future, as needs arise. For example, during the winter months, many people were evicted from their asylum properties at very short notice when they were granted leave to remain. This led us to add a Supported Lodgings element to the Welcome Homes project, providing information about renting out spare rooms to newly recognized refugees and teaching them about the rental market in the UK. As many churches in the Welcome Network were finding people they knew being made homeless during this time, these resources enabled them to respond quickly and practically to the needs in front of them.

People seeking asylum and refuge continues to be a 'hot button' political issue, and this issue continued to dominate the media headlines throughout the year. This gave us the opportunity to engage with the national media, including being featured on Radio 4 news, LBC radio, and the Jeremy Vine show on Radio 2 in February and March. We are also grateful for multiple requests throughout the year from Christian radio channels, which helps to educate people across the UK on who is coming to the UK as refugees and people seeking asylum, what their experiences are, and what a Christian response looks like.

In January, we said goodbye to Sue Butler, who stepped down as Joint-CEO. Sue has been instrumental in growing Welcome Churches, particularly developing our training and resources for local churches and establishing this area of our work. We are so grateful to Sue for all her dedication and commitment to Welcome Churches' vision and mission over the years. Emily continues to lead Welcome Churches as our CEO with a fantastic, multicultural team around her!

WELCOME CHURCHES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

A true highlight of the year was our Welcome Conference, held in Bedford in March. Under the theme of 'The Road to Restoration,' we were privileged to have speakers from Ukraine, Sudan, and Iran join us, and to be able to provide translation for delegates in different languages. It was an honour to join together with people from many different nations and backgrounds, and everyone who came was hugely encouraged by this. We are demonstrating a powerful image of unity across the nations to the rest of the UK Church, and we look forward to building on this in the years to come.

Chair of Trustees

OUR PURPOSES AND ACTIVITIES

Our Vision

Welcome Churches' vision is for every refugee in the UK to be welcomed by a local church.

The long term change Welcome Churches wants to see is:

- Refugees thriving in the UK
- Refugees following Jesus
- Refugees fully involved in Churches

Strategy and Activities

Our strategy and activities focused on:

- Increasing the number of refugees welcomed across the UK
- Growing the Welcome Network in each region
- Growing our refugee-facing work
- Successfully delivering the UKHK projects for people from Hong Kong
- Developing projects that support Afghans arriving in the UK
- Developing the Welcome Homes project

How was this achieved?

Central to our mission is the **Welcome Network**, a nationwide coalition of churches dedicated to welcoming refugees. These churches actively seek ways to support refugees and people seeking asylum arriving in their communities. Our interactive map features these churches, making it easy for refugees, people seeking asylum, agencies, and individuals to locate a welcoming church in their area.

Through the **Welcome Plus** project, we support Welcome Plus Churches to offer a warm welcome to local refugees and people seeking asylum, regardless of their accommodation. We provide Coordinator Training and Welcomer Training on safeguarding and data protection, cross-cultural awareness, trauma awareness, and self-care to help them build up a team of trained volunteers.

The **UKHK Project** and **Find Your Welcome Project** are our refugee-facing initiatives, each designed to support different groups of refugees, asylum seekers, and new arrivals.

Our **UKHK** project is dedicated to welcoming British National (Overseas) (BN(O)) visa holders from Hong Kong who have recently moved to the UK. The project connects Hongkongers with local churches, creates informative materials about life and culture in the UK, and trains local churches to understand and meet the needs of the new arrivals from Hong Kong.

The **FindYourWelcome.org** website was launched to consolidate information previously available under the Afghan Welcome and Ukraine Welcome initiatives. This refugee-facing site is translated into multiple languages, providing new arrivals with essential information about life in the UK and facilitating connections with local people through church referrals.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Welcome Homes aims to address the significant need for accommodation for those seeking refuge in the UK. The program offers two types of support: connecting refugees with hosts for short-term stays in spare rooms and linking refugees with socially minded landlords to secure long-term and affordable housing solutions.

Project Updates

The Welcome Network

Our Welcome Network identifies churches around the UK who are committed to welcoming refugees. As part of the Welcome Network, churches are:

- Visible on the Network map to other churches, organisations and refugees who want to find a welcoming church and community.
- Able to receive a log-in to access the Network – to view and manage any referrals of refugees who want to connect with their local church.
- Able to access the Resources Hubs in the Network which includes training, videos and resources for their church to be better equipped to welcome refugees.
- Able to receive regular emails about our latest news, training and new additions to the resources.
- Able to contact a Church Engagement Officer about developing their church's work with refugees.

Year's achievements for the Welcome Network:

- This past financial year saw over 70 new churches join the Welcome Network, with the total number of churches in the network reaching 1,386.
- We launched an updated referral system, with a new sign-in system for churches, resulting in improved oversight of churches. This new system has allowed churches more easy access information about referrals made to them and to our Resource Hubs.
- We reduced the number of days on average that it takes for a church to action a referral to 6 days from 25 days in the previous year.
- We appointed a new Northern Ireland Church Engagement Officer in March 2023, to continue and embed the growing work across Northern Ireland.
- We employed a 'Time to Shine leader' who researched challenges facing refugees and people seeking asylum specifically related to housing, as well as translation support for various resources.
- We held an event in Liverpool to generate awareness of Welcome Churches, resulting in a growth in numbers of churches in the network, and better connecting with Liverpool churches.
- We partnered with the UKHK Team in running 5 Friendship Festivals for new arrivals from Hong Kong across the UK.
- We trained 199 new Welcomer volunteers to help welcome refugees in their local communities.
- We wrote and delivered three new pieces of training: Cross Cultural Awareness, Housing Challenges for Refugees, and The Refugee Journey.
- We produced short, recorded training videos in areas such as GDPR and Safeguarding for churches to access via the Resource Hub
- We have held 7 connect meetings for churches to gather and discuss a specific issue e.g. working in hotels.
- We partnered with external specialists to provide training in Interpreting in Church and Looking After Yourself training for Ukrainian refugees (with live translation) and their hosts.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Welcome Plus

- We developed our Welcome Boxes project into the Welcome Plus project. Welcome Plus indicates a church is proactive in welcoming refugees and people seeking asylum in their local community and caters for different accommodation types – both houses and hotels. A church of any size can be Welcome Plus, with a new price-per-trainee payment structure. A Welcome Plus church can have up to 2 coordinators trained, plus a team of Welcomers. We work with each Welcome Plus Church to support them in developing their work with refugees in whatever way best suits their local community.
- All 45 former Welcome Boxes churches automatically became Welcome Plus churches, with an additional 30 churches by March 2024, totalling 75 churches.

Work in hotels accommodating people seeking asylum

- We added a Hotels referral system to our Network Map, whereby a church or other organisation could refer a hotel housing people seeking asylum to Welcome Churches, requesting connection with a church. 97 hotels were connected with Network churches.
- A new Hotels Hub was added to the Resources Hubs, with resources written to support churches working in hotels.
- We have worked with churches facing protests and extremist views in the local community to ensure their safety as they work in hotels.
- We have provided support and advice as hotels were closed at short notice in December 2023, including reminding churches to use the referral system, resulting in the number of referrals doubling in the previous month, and remaining higher than previously into the start of 2024.

UKHK

UKHK is our program to welcome people arriving from Hong Kong. This initiative includes training, information, and support for both people from Hong Kong and local churches, facilitating connections between them, and encouraging broader government and civil society efforts to welcome new arrivals.

Similar to the Welcome Network, UKHK offers a web platform to connect Hongkongers with UK churches. Through the UKHK National Map, new arrivals can easily find a 'Hong Kong Ready Church' in their neighbourhood.

Friendship Festivals

From May 2023 to June 2023, UKHK organised Friendship Festivals in five cities, building on the success of other Friendship Festivals in the previous year. These events aimed to bring together local communities to celebrate both Hong Kong and UK cultures, fostering new friendships and connections. We held Friendship Festivals in Watford, Newcastle, Guildford, Southampton and Sheffield.

Each festival collaborated with various churches, national and regional charities, Hongkonger civic groups, strategic migration partnerships, and local councils. Additionally, we partnered with essential local services such as the police, NHS, and fire service to ensure a comprehensive and supportive community event.

The Friendship Festivals welcomed approximately 2,370 visitors from Hong Kong and other countries. Many new arrivals from Hong Kong volunteered to provide games, activities, snacks, drinks, and performances.

The Friendship Festivals were incredibly successful in helping new arrivals forge new connections within and beyond their immediate communities. They guided attendees to relevant support services and resources and connected them with local churches. We distributed over 2,000 copies of our bilingual Welcome Magazine. Most importantly, everyone had a wonderful time!

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

One attendee at the Southampton Friendship Festival said that she had a fantastic time! She particularly liked the Hong Kong food stall and the cultural performances by the guest artists. Most importantly, the event provided a wonderful platform for everyone to gather and make new friends. It was heartwarming to see so many people come together, connect, and celebrate their community.

The Welcome Course

Over the past year, the Welcome Course has been conducted 36 times across the UK, attracting 621 attendees. This course is designed to bridge the relational gap between new arrivals and the local community. Hosted by churches, it helps participants develop English conversational skills and confidence, build friendships, learn about British culture, access relevant services, and share knowledge of their own cultures. Six short, professionally produced videos serve as light-hearted and inspirational conversation starters. The course is available in various translations.

The Welcome Magazine

The Welcome Magazine was created as a bilingual resource to help primary-aged children arriving in the UK from Hong Kong feel welcome and learn more about British culture. It includes fun facts about life in the UK and provides information on local services and groups to aid in the children's integration. In October 2022, we published the second edition of the Welcome Magazine, featuring more information on the devolved nations and an update on the British Monarchy with King Charles' accession to the throne. Over the past year, we have distributed 6,415 copies to newly arrived Hong Kong families and in total we have distributed more than 40,000 magazines since the magazine was first published.

Wellbeing Videos

The Wellbeing Project 'Looking after myself' consists of a series of three videos. It assists BN(O) visa holders in identifying stresses that may arise during their migration to the UK, understanding the impact of these stresses on their daily lives and ongoing wellbeing, and provides practical steps to promote mental health self-care. Over the past year, these videos have collectively garnered over 1,500 views. The videos are designed to be watched individually or with family and friends, encouraging open conversations about personal challenges. Additionally, we have included a guide on incorporating these videos into Session 4: Wellbeing of the Welcome Course, enhancing their utility as a resource for mental health discussions and support.

Youth Videos and Group Resources

The "Welcome to the UK: Youth" program offers resources at two levels: an online platform featuring three engaging videos with tips on understanding British culture, school life, and making friends from diverse backgrounds, aimed at engaging young people individually. Additionally, there are youth group resources designed to facilitate integration and interaction among young people of various backgrounds. These resources encourage Hong Kong youths to forge friendships in the UK, explore their communities, and embrace the UK as their new home. They have proven highly popular and beneficial, with the videos being viewed over 960 times and the youth group resources benefiting 280 youths over the past year.

Welcome Homes

Welcome Homes seeks to practically respond to the huge need of refugee accommodation in the UK. Welcome Homes consists of two lines of support: connecting refugees with hosts for short-term accommodation in spare rooms and connecting refugees with socially minded landlords to provide long-term and affordable housing solutions.

Welcome Homes has continued to provide an online platform to direct compassionate homeowners to local hosting organisations all across the UK. Our online platform enables users to connect with a local hosting program, who will provide training and organise a guest placement. Welcome Homes connects hosts with a hosting scheme based on what they are able to offer and the need in their area.

Welcome Homes is responding to the crisis of homelessness amongst newly granted refugees by developing resources that will enable people to provide supported lodging to refugee tenants. We are connecting with local housing charities that specialise in supported lodging schemes and aim to connect compassionate landlords with these charities.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Find Your Welcome

Find Your Welcome is a refugee-facing online hub designed to provide refugees, asylum seekers, and other migrants with essential information about life in the UK. The website also enables them to connect with local churches directly, eliminating the need to wait for a caseworker referral. This project includes a comprehensive guide to living in the UK, a referral service, a newsletter, and social media platforms including Facebook and Instagram. The website is currently available in Arabic, Farsi, French, Pashto, Spanish, Tigrinya, and Ukrainian while the newsletter is available in Arabic, Dari, Farsi, Pashto, Spanish, and Ukrainian. In the past year, the website has attracted over 21,500 visitors.

We have observed an increase in referrals via Find Your Welcome this year, with 153 cases involving almost 200 adults and 130 children seeking welcome through local churches. By building platforms for self-referrals like Find Your Welcome, individuals can take the initiative to connect with supportive communities without relying on caseworker referrals.

Afghan Project

Our Afghan Project aims to provide relevant and up-to-date resources to enable Afghan refugees to settle and integrate into the UK. People from Afghanistan are arriving in the UK through the government 'ARAP' and 'ACRS' resettlement schemes, as well as through making their own way to the UK and seeking asylum upon arrival. We have developed several key resources in the past year and seek to develop further resources in the near future.

In July 2023, we released a series of videos titled 'Looking After Yourself' in Dari, after the success of similar videos previously released in Cantonese. The videos were filmed with Dari speaking actors and were rewritten to make them more relevant to Afghans arriving in the UK.

We also released the Welcome Course with Dari, Pashto, and Farsi voiceovers. The Welcome Course is a six-part series on life in the UK that explains large parts of UK culture.

We are currently writing a book aimed at Afghan young people aged 11-15 about adjusting to life in the UK. This book will enable young people to celebrate their home culture and understand the culture of the UK. It will provide an overview of UK culture and focus in on life at school and life at home. It is titled 'Finding My Way: Living in the UK' and will be published and ready for distribution by the end of August 2024.

The Welcome Conference

In March 2024, Welcome Churches hosted our second two-day 'Welcome Conference'. This unique event provided a safe space for refugee and non-refugee Christians to worship together, attend talks and workshops, build connections, share stories, and learn from one another. Of the 168 attendees, 70 were delegates from refugee backgrounds. We were thrilled to offer free places, covering all costs including an overnight hotel stay, to these delegates. Attendees came from countries such as Afghanistan, Colombia, El Salvador, Hong Kong, Iran, Sudan, Turkey, and Ukraine. We are deeply grateful for the partnership with the Bible Society that made this possible.

Our main sessions and workshops were led by experienced speakers with expertise in forced displacement, migration, conflict resolution, intercultural communities, and trauma. We covered topics such as promoting cultural reconciliation, restoring the Church, integrating refugees into church communities, worshipping across cultures, developing leadership skills, and mental wellbeing and trauma awareness. All seminars were designed to be accessible to delegates from all backgrounds. Interpretation services via a smartphone app were provided to everyone who requested it, and many refugee delegates also volunteered to assist with interpreting.

We treasure the voices of refugees, and we invited them to share their personal stories of coming to the UK and finding a new home in their welcoming churches. For example, Yvonne initially felt lost when she moved to England without her family, but, she soon found a sense of home in her local church:

"Home is not a place, but I think it's where your family is. In my local church, I felt like I was home. Because the Lord said: "Your Christian brothers and sisters are your home". Even though it took me a long time to get reconnected to my own family, just having those Christian brothers and sisters, it felt like I was home."

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Achievements: Our Year in Review

May 2023

- Prayer meeting for Sudan
- Launched Farsi, Dari and Pashto versions of the Welcome Course
- Launched Welcome Plus
- UKHK Friendship Festivals in Watford and Newcastle

June 2023

- Refugee Sunday
- UKHK Friendship Festivals in Guildford, Southampton, and Sheffield
- Introduced new Northern Ireland Resource Hub

August 2023

- Launched Hotel Referrals

September 2023

- Launched Find Your Welcome Facebook and Instagram
- Equipped to Welcome Conference in Northern Ireland

November 2023

- Launched Welcome Churches Podcast: Love the Strangers
- Conducted Welcoming Afghans Survey

December 2023

- Released the Dari version of the Wellbeing video series
- Released the 'Journey to Christmas with Refugees' Advent devotional journey
- Released Christmas resources 'One Bible, Many Nations' video and the stories of Arefeh, Amir, and Georgina

March 2024

- The Welcome Conference: Road to Restoration

Public Benefit

These activities extend the social inclusion of refugees and people seeking asylum. Thus, the trustees confirm that they have complied with their duties under Section 17 of the Charities Act 2011 with regard to public benefit.

Financial Review

Income for the year to 31 March 2024 was £388,464 (2023: £472,558). Net expenditure for the year was £213,422 (2023: Net expenditure £450,280). Total funds carried forward at 31 March 2024 were £266,958 (2023: £480,380) of which £198,589 were restricted funds (2023: £321,557).

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Reserves Policy

Brief Statement of the Charity's Policy on Reserves

The trustees of Welcome Churches recognise the importance of a reserves policy to help demonstrate good stewardship and financial management and to manage its reputation.

Our policy is to retain sufficient reserves:

- To ensure that the Welcome Churches has sufficient funds to meet its financial commitments;
- To demonstrate that the Welcome Churches is sustainable into the future;
- To ensure that the Welcome Churches is able to manage future unforeseen financial difficulties;
- To ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

Welcome Churches aims to always maintain a minimum of 3 months' reserves for unrestricted expenditure. This is reviewed by the trustees on a quarterly basis, and in accordance with our reserves policy.

Amount held in reserves

At the end of the reporting period the charity held £68,369 (2023: £158,823), or approximately 4 months' worth of reserves based on average unrestricted expenditure over the year. The trustees consider that this is a reasonable level of reserves.

Investment Policy

There is very little fixed investment in the charity at the current stage of the charity's growth. The charity uses the Flagstone platform to spread risk across different banks and generate higher interest on funds held.

Fundraising

Our fundraising plans are approved by trustees and monitored by the leadership team. The majority of our income is generated through charitable donations that we receive from individuals, churches and trusts.

We are committed to the highest standards of fundraising and follow the Code of Fundraising Practice. We are regulated by the Fundraising Regulator. There were no failures to comply with this Code of Practice. We do not sell, trade or swap data with other charities or organisations. We do not make cold telephone calls to the general public or use SMS as part of our fundraising portfolio. This year, we received no complaints related to our fundraising.

During this financial year Welcome Churches engaged the services of professional fundraisers as defined by section 58 of the Charities Act 1992. Services were provided at a total cost of £43,308 (2023: £14,436).

Funding Sources

We are incredibly grateful for the generous donations of all our supporters and for the work that they do in bringing our shared vision to fruition.

Each of these individuals, churches and grant making trusts plays a valuable role in offering a welcome to refugees and people seeking asylum in the UK. Welcome Churches could not exist without their generosity.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Future Plans - The Year Ahead

Our strategic priorities for 2024-25 are:

To increase the number of refugees welcomed in the UK

We will increase referrals through the Welcome Network (including Welcome Plus) and ensure churches are actively welcoming those referred. Our goal is to achieve 1,080 referrals, with 540 referrals through the Welcome Network and 540 self-referrals via the FindYourWelcome.org website, ultimately welcoming a total of 2,500 people to local churches.

We will actively cultivate partnerships with Home Office-commissioned housing providers to boost referrals to Welcome Churches by local accommodation managers and enhance our direct messaging to asylum seekers.

We will inspire, train, and introduce churches to hotels and other accommodation for people seeking asylum, empowering them to build and sustain relationships with housing providers and other local NGOs.

To continue to grow the Welcome Network in each region

Our goal is to expand the Welcome Network to 1,700 churches, with 170 churches trained as Welcome Plus churches by March 2025. All original Welcome Boxes churches have agreed to become Welcome Plus churches. We will continue to invite other churches that proactively welcome refugees and people seeking asylum in their local communities, across various types of accommodation, to join Welcome Plus.

To achieve this, we will communicate the ongoing need to welcome and support all refugees to churches via networks, denominations, and local events in key towns and cities.

We will develop the opportunity that churches have to enable Refugee Integration, Discipleship and Leadership by providing cross cultural resources and promoting best practice in church communities.

We aim to develop Network News emails to support and engage meaningfully with churches in the Network. Additionally, we will enhance the Welcome Plus model to make it accessible for churches to use in hotels and other types of accommodation, and to ensure it is sustainable for all churches.

To grow our refugee-facing work

We will continue to develop our refugee-facing website, findyourwelcome.org, by adding more resources. We will also encourage refugees and people seeking asylum to self-refer to our Network churches through the website and sign up for our monthly newsletter, which provides useful information for refugees.

We will promote Find Your Welcome widely among churches, encouraging them to help refugees engage with resources and opportunities available in their language and understand how to refer others to the Network.

We will ensure that Find Your Welcome is widely utilised, not just by refugees in our Network churches, but also by refugees and asylum seekers in hotels and other accommodations, as well as by other service providers.

To improve our communications and storytelling

We will enhance communication about the impact Welcome Churches is having across the UK with our supporters. We will share more stories of welcomes and the positive differences they make to refugees and church communities through our social media channels, media interviews, podcasts, newsletters, and reports.

To continue to successfully support and administer the UKHK projects

We will continue to support Hong Kong BN(O) visa holders through a range of resources, including the Wellbeing and Youth videos, the Welcome Course, the Welcome Magazine, and the Skills-to-Work projects. Our commitment to maintaining and expanding our Hong Kong network and referral system ensures that HongKongers can connect with their local communities, providing them with the best possible opportunity for successful integration into life in the UK.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

To grow the Welcome Homes programme, continuing to connect compassionate homeowners with refugees in need

We will establish a steady stream of host referrals through our website by attracting compassionate landlords and connecting them with tenants. We will enhance our role as ‘connectors’ by refining the landlord-tenant relationship process. To increase awareness of Welcome Homes, we will host regular webinars and create engaging social media content. Additionally, we will expand our partnerships with housing organisations and councils across the UK. We will also develop the Welcome Homes Property Associate initiative, encouraging landlords to contribute some of their rental revenue toward our mission.

To grow our partnerships

We will continue to cultivate and expand our partnerships with a diverse range of organisations to fulfil our mission of supporting the UK Church and those seeking refuge and safety in the UK. By working together, we aim to strengthen our efforts, fostering a more compassionate and informed approach to welcoming and integrating those in need.

Funding and Sustainability

As the number of churches that we support through the Welcome Network continues to grow, so does the demand for resources and direct connections with refugees, particularly in their native languages. To meet these increasing needs and to expand the Welcome Churches team, we will focus on diversifying and strengthening our income streams. This includes securing trust funding, government grants, and revenue from paid training programs. We will also work to expand our base of regular financial support from individuals through the Story Changers campaign and from churches through the Mission Partners Programme.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

REFERENCE AND ADMINISTRATIVE DETAILS:

Charity Number: 1177344

Registered Office: Bridge House
Riverside Court
Pride Park
Derby
DE24 8HY

Our Advisors

Independent Examiner: James Liptrott FCA
Haines Watts Chartered Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

Bankers: The Co-operative Bank
Service Team
PO Box 250
Skelmersdale
WN8 6WT

TRUSTEES

The trustees who served during the year were as follows:-

Trustees: Mark Mumford
Marion Knell (Chair of Trustees from 23.4.23)
Patrick Johnstone
Alex Jones
Andrew Reed (Resigned 23.4.23)
Hendrika Cooke
Jonathan Dyson
George Haddad
Nathaniel Jennings (Appointed 4.10.23)
Ali Saeed (Appointed 4.10.23)

Responsible for day to day running of the Charity: Emily Shepherd (nee Holden) CEO
Sue Butler (Joint CEO until 12.1.24)

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

Governing Document

The Charity was set up by a Trust Deed as a charitable organisation registered with the Charity Commission on 27 February 2018.

Appointment of Trustees and Training

Andrew Reed stepped down as Chair of Trustees and Marion Knell was appointed as Chair of Trustees on 23rd April 2023. All trustees are given a clear role description upon appointment, and we discuss the roles and responsibilities of a trustee as outlined on the charity commission website. We will ensure ongoing training for trustees is carried out during the year.

Organisation / Running of the Charity

The Board of Trustees convenes at least four times per year. At these meetings, the directors agree the strategy, policies and areas of activity and monitor performance and risk. The management of day-to-day activities is delegated to the Chief Executive Officer(s). The Trustees give their time voluntarily and receive no benefits.

Related Parties and Cooperation with Other Organisations

Coalitions:

Welcome Churches is grateful to the partnerships that have helped to shape and deliver key projects this year. These include:
UKHK Coalition - OMF, COCM

Memberships:

Welcome Churches is a member of the following groups:
Evangelical
Alliance,
NACCOM,
Global Connections and MAP

We are committed to working in partnership with others and have also been part of a number of working groups to respond to different issues such as the UK government's Nationality and Borders Bill and new refugee crises.

Risk Management

The trustees periodically review important areas of financial risk. Other areas are regularly reviewed, such as skills, policies and financial procedures.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

WELCOME CHURCHES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024 - CONTINUED

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provision of the Trust Deed require the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure of the Charity for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the appropriate charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation

The Trustees are responsible for maintaining the proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Account and Reporting by Charities.

Approved by the Board of Trustees on11/10/2024..... and signed on its behalf by

Chair*Mario D. Kelly*.....

WELCOME CHURCHES

Independent Examiner's report to the Trustees of Welcome Churches

I report on the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and Basis of Report

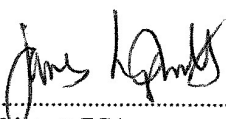
As the charity's trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

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

- 1) Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2) The accounts do not accord with those records; or
- 3) The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirements that the accounts 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 accounts to be reached.


..... Dated 1/11/24

James Dptrott FCA

Haines Watts
Chartered Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

WELCOME CHURCHES

**Statement of Financial Activities (including Income and Expenditure Account)
for the Year Ended 31 March 2024**

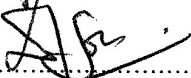
	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Income							
Grants, Donations & Legacies	2	99,122	259,139	358,261	90,503	356,213	446,716
Income from charitable activities:	3	16,656	13,508	30,164	20,674	3,997	24,671
Fundraising		39	-	39	1,171	-	1,171
Total Incoming Resources		<u>115,817</u>	<u>272,647</u>	<u>388,464</u>	<u>112,348</u>	<u>360,210</u>	<u>472,558</u>
Expenditure							
Raising Funds Charitable	4	78,791	314	79,105	39,127	7,322	46,449
Activities	4	84,415	332,719	417,134	113,062	667,250	780,313
Support Costs	4	36,611	69,036	105,647	10,036	86,041	96,077
Total Expenditure		<u>199,817</u>	<u>402,069</u>	<u>601,885</u>	<u>162,226</u>	<u>760,612</u>	<u>922,839</u>
Net Income/Expenditure and Net Movement in Fund		(84,000)	(129,422)	(213,422)	(49,879)	(400,402)	(450,280)
Reconciliation of Funds							
Transfer between funds		(6,454)	6,454	-	-	-	-
Balance Brought Forward 1 April 2023		<u>158,823</u>	<u>321,557</u>	<u>480,380</u>	<u>208,702</u>	<u>721,959</u>	<u>930,661</u>
Total Fund Balances Carried Forward 31 March 2024	10	<u>68,369</u>	<u>198,589</u>	<u>266,958</u>	<u>158,823</u>	<u>321,557</u>	<u>480,380</u>

WELCOME CHURCHES

Balance Sheet as at 31 March 2024

		2024		2023	
	Notes	£	£	£	£
Fixed Assets					
Tangible Assets	8		2,461		4,473
Current Assets					
Debtors	16	16,944		10,724	
Cash at bank and in hand	17	269,614		496,723	
Stock		5,054		-	
		<u>291,612</u>		<u>507,447</u>	
Creditors: amounts falling due within one year	18	<u>27,115</u>		<u>31,540</u>	
Net Current Assets (Liabilities)			264,497		475,907
Net Assets			<u>266,958</u>		<u>480,380</u>
Unrestricted funds					
General Funds - General Purposes			68,369		158,823
Restricted Funds	11		198,589		321,557
Total Charity Funds	10		<u>266,958</u>		<u>480,380</u>

Approved by the Board of Trustees on 11.10.2024 and signed on its behalf by:

Trustee: 

Chair of Trustees: Maura D'Kelly

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation, in accordance with applicable charity law

The financial statements have been in accordance with the Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Welcome Churches meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services, goods and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Debtors are included to represent amounts recognised as outstanding to the charity at the year end date.
- Cash and bank balances are stated as the amounts held at the Charity year-end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 – Continued

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:-

- Costs of generating funds comprise the costs associated with attracting grants income and donations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance & support costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the Independent Examination fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.
- Allocation of Support Costs – Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Tangible Fixed Assets

All fixed assets are capitalised at cost, where considered appropriate to capitalise. Those purchased by specific gifts and grants have been written off fully in the year of gift.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office Equipment	-	25% on cost
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Fund Balances

Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

Designated funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor and are subjected to restrictions of their expenditure imposed by the donor or through the terms of an appeal.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Contributions payable for the year are shown in the statement of financial activities.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2024 – Continued

Debtors

Debtors are recognised at the settlement amount owed to the Charity or prepaid.

Creditors

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

Financial Instruments

The Charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Judgement and Key Sources of Estimation Uncertainty

The preparation of accounts using generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period.

The key estimates and assumptions used in the Financial Statements are detailed in the accounting policies.

2. Grants, Donations and Legacies

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Government Grant	-	75,886	75,886	252,000
Consortium Funding	-	-	-	200
Grant Funding	36,900	166,791	203,691	116,682
Church Donations	8,945	9,289	18,234	14,994
General Donations	53,277	7,173	60,450	62,840
	<u>99,122</u>	<u>259,139</u>	<u>358,261</u>	<u>446,716</u>

3. Income from Charitable Activities

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Other Income	49	-	49	440
Partner Churches	3,165	-	3,165	15,789
Events Income	152	13,508	13,660	8,442
Product Sales Income	952	-	952	-
Investment Income	12,338	-	12,338	-
	<u>16,656</u>	<u>13,508</u>	<u>30,164</u>	<u>24,671</u>

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2024 - Continued

4. Expenditure

	Unrestricted Expenditure £	Restricted Expenditure £	2024 Total £	2023 Total £
Fundraising Costs				
Fundraising Activities	47,819	314	48,133	22,095
Staff Costs	30,972	-	30,972	24,354
	<u>78,791</u>	<u>314</u>	<u>79,105</u>	<u>46,449</u>
Costs directly allocated to activities				
Staff Development and Recruitment Costs	1,138	1,299	2,437	5,106
Website and Systems Costs	155	7,108	7,263	23,706
Film, PR and Media	12	29,971	29,983	73,089
Other Project Expenditure	405	46,491	46,896	260,085
Travel and Refreshments	5,654	21,814	27,468	47,594
Staff Costs	72,704	226,036	298,740	336,708
Contractor Costs	4,347	-	4,347	34,024
	<u>84,415</u>	<u>332,719</u>	<u>417,134</u>	<u>780,313</u>
Support costs				
Office Space	1,970	5,539	7,509	8,650
Design Costs	25	275	300	388
Office and phone Costs	933	652	1,585	2,580
Insurance	1,233	-	1,233	1,302
Bank and Card Charges	2,113	22	2,135	1,867
Trustees' Expenses (meeting costs)	767	-	767	571
Staff Costs	70,618	-	70,618	60,271
IT and Software Costs	6,844	6,711	13,555	9,854
Payroll and Professional Fees	920	-	920	830
Audit and Accounting Fee	2,388	630	3,018	4,818
Miscellaneous Expenditure	1,466	529	1,995	2,727
Depreciation for the Period	2,012	-	2,012	2,219
Reallocation of support costs	(54,678)	54,678	-	-
	<u>36,611</u>	<u>69,036</u>	<u>105,647</u>	<u>96,077</u>

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 - Continued

5. Staff Costs and Numbers

	2024	2023
	£	£
Salaries	357,611	378,015
Pension Costs	17,226	18,650
Employer's National Insurance	25,493	23,326
	400,330	419,991
Average number of paid full and part time employees in the year	13	14
Average number within pension scheme	12	13
Total remuneration of key management personnel in the period	£136,687	£137,754

No employee received emoluments of more than £60,000 in the year.

6. Trustee Remuneration and Related Party Transactions

No emoluments were received by the Trustees either in their capacities as Trustees or as members of the Board of Trustees. There were expenses paid to Charity trustees from the funds of the Charity totalling £767 (2023: £379). Gifts were paid to all trustees in the period totalling £100 (2023: £nil). Trustee giving in the financial year totalled £505 (2023: £410). There are no other related party transactions other than those disclosed in Note 13.

7. Taxation

As a Charity, Welcome Churches is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

8. Tangible Fixed Assets

Cost	Office Equipment £
Balance Brought Forward at 1 April 2023	9,232
Additions	-
	9,232
Depreciation	
Balance Brought Forward at 1 April 2023	4,759
Charge for the year	2,012
	6,771
Net Book Value	
At 31 March 2024	2,461
At 31 March 2023	4,473

There were no tangible assets donated during the year that were capitalised and all assets are held for the furtherance of the Charity's objectives.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 - Continued

9. Negligence Insurance

The Charity hold Trustee Indemnity Insurance and paid a premium of £901 in the year. The insurance cover is included within the whole policy for the charity which provides cover of up to £250,000.

10. Analysis of Net Assets between funds

<u>Year Ended 31 March 2024</u>	General Fund	Restricted Fund	Total Funds 2024	Total Funds 2023
	£	£	£	£
Fixed Assets	2,461	-	2,461	4,473
Current Assets	93,023	198,588	291,612	507,447
Current Liabilities	(27,115)	-	(27,115)	(31,540)
Net Assets at 31 March 2024	68,369	198,588	266,958	480,380

<u>Year Ended 31 March 2023</u>	General Fund	Restricted Fund	Total Funds 2023	Total Funds 2022
	£	£	£	£
Fixed Assets	4,473	-	4,473	3,394
Current Assets	174,575	332,872	507,447	990,751
Current Liabilities	(20,225)	(11,315)	(31,540)	(63,484)
Net Assets at 31 March 2023	158,823	321,557	480,380	930,661

11. Movements in Funds

<u>Year Ended 31 March 2024</u>	Balance b/fwd 1.4.23	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2024
	£	£	£	£	£
<u>Restricted funds</u>					
DL UHC Government Grant	29,933	75,886	99,146	(6,673)	-
Hospitality Pledge	17,275	88	50,861	35,000	1,502
Afghan Emergency Appeal	231,738	38	120,735	(35,000)	76,041
Network Operations	-	22,500	19,229	-	3,271
Time to Shine	9,960	10,528	19,972	(516)	-
UK HK Consortium	5,658	200	5,858	6,673	6,673
Welcome Conference	-	10,812	18,364	7,552	-
Church Engagement	26,993	25,000	26,994	-	24,999
Church Engagement 2	-	58,888	-	-	58,888
Cost of living support	-	24,874	24,874	-	-
Cost of living support 2	-	5,000	5,000	-	-
NI Conference	-	3,743	3,161	(582)	-
NI Worker	-	7,800	7,205	-	595
Benefact Trust	-	20,000	-	-	20,000
Midlands Worker	-	7,290	670	-	6,620
	321,557	272,647	402,069	6,454	198,589

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 - Continued

11. Movements in Funds - continued

<u>Year Ended 31 March 2023</u>	Balance b/fwd 1.4.22	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2023
	£	£	£	£	£
<u>Restricted funds</u>					
DL UHC Government Grant	256,927	252,000	478,994	-	29,933
Hospitality Pledge	82,645	-	65,370	-	17,275
Afghan Emergency Appeal	367,740	3,781	139,783	-	231,738
Network Operations	-	14,500	14,500	-	-
Structural Growth	9,189	-	9,189	-	-
Trauma Training	-	-	-	-	-
Time to Shine	-	15,732	5,772	-	9,960
Communications	-	-	-	-	-
Welcome to Church	-	-	-	-	-
Refugees Online	-	-	-	-	-
UK HK Consortium	5,458	200	-	-	5,658
Welcome Conference	-	23,997	23,997	-	-
Church Engagement	-	50,000	23,007	-	26,993
	721,959	360,210	760,612	-	321,557

DL UHC Government Grant – A government grant from DLUHC for helping new arrivals from Hong Kong integrate socially, educationally and into workplaces.

Hospitality Pledge – A grant for promoting radical hospitality in the UK church.

Afghan Emergency Appeal – An Emergency Appeal for support of Afghan refugees fleeing from Kabul in the evacuation. This included practical logistical support and providing wrap around care for Afghans in hotels, promoting integration and social cohesion.

Network Operations – A grant for promoting the operation of the Welcome Network and the systems supporting it.

Time to Shine Project – A grant to provide an opportunity for an intern from a refugee background to gain valuable experience in the charity sector.

UKHK Consortium – A grant for providing a website and mobilising churches to welcome new arrivals from Hong Kong.

Welcome Conference – A grant for running a Welcome Conference for refugees and churches plus ticket sales for the event.

Church Engagement – A grant for funding the Head of National Development and developing the Church Engagement Team.

Church Engagement 2 – A grant for funding and expanding the Church Engagement team and associated support.

Cost of living support – A grant supporting admin staff and running costs during the cost of living crisis.

Cost of living support 2 – A grant to cover expenses and training of Church Engagement staff during the cost of living crisis.

NI Conference – Funds raised for a conference in Northern Ireland.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 - Continued

NI Worker – Funds raised to support a Church Engagement team member in Northern Ireland.

Benefact Trust – A grant towards the expansion of the Church Engagement team.

Midlands Worker – Funds raised to support a Church Engagement team member in the Midlands.

12. Donated Assets

Office space was donated for the use of; Kerry Fee by Windsor Baptist Church, Belfast (£40); Samuel Luak by Woodside Church, Bedford (£480); Patrick Purdy by Bethany Church, Finaghy (£440); and London meetings by Evangelical Alliance (£100).

This gave a total of donated assets over the year of £1,060.

13. Related Party

A £100 honorarium was given to Nathaniel Jennings who is one of the Trustees for speaking at the Equipped to Welcome conference in Northern Ireland.

There were no other related party transactions other than those disclosed in Note 6.

14. Pension Commitments

The charity operates a defined contributions pension scheme. The assets are held separately from those of the charity in independently administered funds.

The pension cost charge represents contributions payable by the charity to the funds and amounts to £32,308 (2023: £34,525). At the year end date an amount of £1,741 (2023: £3,158) was outstanding, payable to the company scheme after the year end date.

15. Financial Commitments

The charity previously entered into a three year service contract with Sales Force. At the year end the charity has a further £5,263 committed spend over the next year.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2024 - Continued

16. Debtors

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Trade debtors	58	1,221
Prepayments	12,533	9,503
Other debtors	4,353	-
	<u>16,944</u>	<u>10,724</u>

17. Cash at bank and in hand

Included within cash at bank and in hand are the following balances held in fixed term deposit accounts.

£36,000 in Santander 3 month notice account.

18. Creditors

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Trade creditors	13,283	9,972
Accruals	6,247	11,302
Other creditors	7,585	10,266
	<u>27,115</u>	<u>31,540</u>

WELCOME CHURCHES

England & Wales - Charity number 1177344

Accounts

WELCOME CHURCHES
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

CHARITY NO: 1177344

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their annual Directors Report together with the financial statements of the charity for the year ended 31 March 2023.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

CHAIR'S REPORT

April 2022 to March 2023 was another year of opportunities and growth for Welcome Churches as we saw more people arriving in the UK seeking refuge in a number of ways. Throughout the year, we saw over 18,000 people being welcomed by their local church in a variety of ways. Through our work supporting newly-arrivals from Hong Kong, Afghanistan, Ukraine and many other nations seeking asylum in the UK we have been able to develop a range of resources for local churches to serve these communities. The Welcome Course, our wellbeing videos, Friendship Festivals, the launch of Welcome Homes, our first Welcome Conference and our new 'Find Your Welcome' website are just some of the achievements we have been most proud of over the past year. With over 1000 churches now in our Welcome Network, our investment into our online referral system this year means that many more refugees and people seeking asylum will easily be able to receive a 'Welcome' in the coming years as well. As people are welcomed by churches in our Network, they are helped in their spiritual journey too with churches running groups for those who are enquiring about the Christian faith and those who are already followers of Jesus and want to grow in their discipleship.

The nature of working with refugees and people seeking asylum means that local churches and communities need to be ready to respond to rapidly changing circumstances. The way that people arrive in the UK seeking refuge, and how they are supported upon arrival, has changed significantly in recent years. The war in Ukraine from February 2022 is just one example of this, and we have had the privilege of supporting 190 individuals as they have sought to welcome those fleeing the Ukrainian war in the UK, and churches in our Network distributed over 4,000 Bibles and scripture-based booklets to those arriving from Ukraine. We have also sought to mobilise churches to welcome those being accommodated in hotels across the UK - particularly people from Afghanistan in 'bridging' hotels and people seeking asylum living in hotels as well. It has been a privilege to support over 50 churches to welcome approximately 5,000 people living in hotels throughout the year as well as many others living in other accommodation in local communities.

The landscape for refugees and people seeking asylum in the UK continues to be a challenging one. Displaced people are now being housed in a whole range of communities across the UK, and it is no longer just multicultural city centres where people are housed. The need for local churches and communities to proactively say 'welcome' to all those arriving is arguably more important now than it has ever been.

Local churches often find themselves bridging the divide between the local community and refugee communities. This has been most obvious this year through the growth in protests outside hotels accommodating people seeking asylum. It has been a privilege to support local churches in these situations - who are acting in a key advocacy role to their wider communities to show compassion and mercy to all those arriving here. The Refugee Prayer Hour which we continue to host throughout the year is an important moment for us to continue to commit the injustices and needs we see our refugee neighbours face.

We are also seeing our local churches being blessed through the refugee communities they are serving. This was most obvious at our first Welcome Conference in November 2022 where we sought to celebrate the contribution that refugees are making to local church life. As we welcome the nations to belong in our communities and our churches, we are all learning more about who our God is - the God of the nations - and can more fully reflect him to the communities we serve.

We are so proud of all that God has done through Welcome Churches this year. We continue to look to him for his provision, and to follow his lead to see every refugee welcomed by the local Church.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

OUR PURPOSES AND ACTIVITIES

Our Objectives

The objects of the charity are:-

1. The promotion of social inclusion among people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position.
2. The advancement of the Christian faith in such ways as the Charity Trustees may from time to time decide.

Welcome Churches carries out these objectives by:-

1. Developing and delivering a range of training and tools to enable churches to welcome and support newly arrived refugees and asylum seekers.
2. Helping refugees connect quickly to one of the churches in our network via the Welcome Network online platform.
3. Establishing and supporting Welcome Boxes projects in churches around the country, including running an online referral and feedback web platform.
4. Providing ongoing support, capacity building and training to churches working with refugees and asylum seekers to aid social inclusion.
5. Developing and providing training and resources to churches for refugees who want to explore the Christian faith.
6. Assist churches to include refugees in all aspects of church life.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

Strategy and Activities

Our activities included:

1. Educating churches and other parties about the need to welcome and support refugees and people seeking asylum arriving in their communities,
2. Providing training, resources and ongoing support to churches to effectively welcome and support the integration of refugees and people seeking asylum, and
3. Networking churches together across the UK who are welcoming refugees and enabling refugees to connect with them.

How was this achieved?

At the heart of our work is the **Welcome Network**, a growing nationwide network of refugee-welcoming churches. These are churches that are seeking ways to support refugees and people seeking asylum that are arriving in their communities. Churches are included on our interactive map that allows refugees, agencies, churches and individuals to find a welcoming, local church for any refugee or person seeking asylum moving into a new area.

Welcome Boxes is run by churches in their local communities in partnership with Welcome Churches. Through Welcome Boxes, we train between one to three Coordinators so they can launch and run the project successfully. Trained volunteers understand the needs of refugees, visit them in their homes with a small box of practical items and support their integration into their new community.

Our **UKHK** project focuses on welcoming British National (Overseas) (BN(O)) visa holders from Hong Kong who recently moved to the UK. The project connects people from Hong Kong with local churches, designs materials to provide BN(O) Hongkongers information about life and cultures in the UK, and supports and trains local churches to understand the needs of the incoming Hongkongers.

The **FindYourWelcome.org** website was launched to amalgamate information previously held under the Afghan Welcome and Ukraine Welcome initiatives. Find Your Welcome is a refugee-facing website, translated into numerous languages to enable new arrivals to receive information on life in the UK and to connect with local people through a local church referral.

Welcome Homes seeks to practically respond to the huge need for accommodation for those seeking refuge in the UK. The programme consists of two lines of support: connecting refugees with hosts for short-term accommodation in spare rooms and connecting refugees with socially minded landlords to provide long-term and affordable housing solutions.

Project Updates

The Welcome Network

Our Welcome Network identifies churches around the UK who are committed to welcoming refugees.

As part of the Welcome Network, churches are:

- Visible on the Network map to other churches, organisations and refugees who want to find a welcoming church and community.
- Able to receive a log-in to access the Network – to view and manage any referrals of refugees who want to connect with their local church.
- Able to access the Resources Hubs in the Network which includes training, videos and resources for their church to be better equipped to welcome refugees.
- Able to receive regular emails about our latest news, training and new additions to the resources.
- Able to contact a Regional Coordinator about developing their church's work with refugees.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

Year's achievements for the Welcome Network:

This past financial year saw over 200 new churches join the Welcome Network helping us reach the significant milestone of over 1,000 churches in the Network!

We partnered with the Bible Society to supply over 4,000 free Bibles for adults and children and the Beyond Disaster booklet in Ukrainian and Russian through our Network churches.

We released the 'Looking after myself' video as part of our Trauma Awareness series made available in Ukrainian, Russian, Farsi, Arabic and Spanish.

We appointed a Northern Ireland Church Engagement Officer in April 2022. This has led to a great expansion of our work there and a very significant response from churches in Northern Ireland. By the end of March 2023, 54 new churches in Northern Ireland had joined our Welcome Network.

We developed new partnerships with Mears Northern Ireland, Mears Scotland, and SBHL Hotels group through our partnership with London City Mission. We have seen real growth in our work connecting churches with both 'bridging' hotels accommodating Afghans and hotels housing people seeking asylum, with around 90 hotels supported by Network churches..

We trained 1,087 new volunteers to help welcome refugees in their local communities.

Welcome Boxes

Welcome Boxes is run by churches in their local communities in partnership with Welcome Churches. Through Welcome Boxes, we train between one and three Coordinators so they can launch and run the project successfully. Trained volunteers understand the needs of refugees, visit them in their homes with a small box of practical items, and support their integration into their new community. The box contains new items such as toiletries, toothbrushes, stationery, gloves, hats and small toys. It might also contain a map of the local area, leaflets advertising local services and groups, and a welcome card from the person who made the box. Items are donated or purchased by members of the church.

In the last 12 months, 43 churches within the Welcome Network were running the Welcome Boxes programme, this includes 20 new churches recently trained. Throughout the last year we received 470 Welcome Box referrals!

Supporting Hotels

Through our Welcome Network, we have mobilised and equipped churches across the UK to respond to the displacement crises of the last year. The largest groups able to access formal refugee resettlement programmes this year have been Afghans and Ukrainians.

As increasing numbers of hotels were being allocated as accommodation for people seeking asylum and for Afghan refugees, we developed resources to help churches to expand their support to these contexts. Our Church Engagement team has worked to broker relationships between churches and key stakeholders, and equip churches to complement the work of other organisations in the sector. Our resources include:

- a model Memorandum of Understanding;
- model risk assessments for activities run in hotels, and those run for hotel residents in church premises; and
- suggested activities with things to consider. These are available in our new Hotels resource hub.

We also held Hotels Connect meetings - an opportunity for churches supporting in hotels to come together, share good practice and problem-solve together.

- Hotels training (including Afghan and hotels for people seeking asylum): 9 pieces of training
- Number of volunteers trained: 440+
- Number of hotels supported: 60+

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

We developed 3 pieces of training specific to welcoming Afghans, with 25 attendees: Welcoming Afghans (hotels), Welcoming Afghans into your local community, and Afghan Connect meetings.

As the work with hotels increased, we developed better working relationships with accommodation providers, leading to referrals being made into our Welcome Network by those providers in some areas of the UK. In London, we have partnered with London City Mission and the SBHL group to link London churches with hotels housing people seeking asylum, resulting in supporting over 1500 residents by the end of March 2023.

Welcoming Ukrainians

- 415 attended Ukraine related training.

Churches responded quickly to the arrival of Ukrainians through government resettlement schemes. We delivered 3 different types of training sessions: information sessions for church leaders; Ukraine Welcome training primarily for people who were hosting or planning to host Ukrainians; and Ukraine Connect meetings, where hosts across the UK could connect with each other to discuss challenges and share what was working well. Out of these connect meetings, we developed information resources about Ukraine culture and established our Ukraine Resource Hub. We also partnered with a psychologist who delivered resilience training for those hosting Ukrainians; and for Ukrainians themselves, with translation. These recordings were also made available via our Ukraine Resource hub.

UKHK

UKHK is our programme that established a network of churches and organisations that work together and support each other in welcoming Hong Kongers.

This includes training and provision of information and support to Hong Kongers and churches alike, connecting Hong Kongers and local churches, and encouraging government and civil society more broadly to welcome new arrivals.

Like the Welcome Network, UKHK provides a web platform to connect people from Hong Kong and the UK churches. New arrivals from Hong Kong can easily find a 'Hong Kong Ready Church' in their neighbourhood through the UKHK National Map.

Friendship Festivals

From May 2022 - June 2023, UKHK organised Friendship Festivals in 17 cities across the UK from Glasgow to Belfast to Cardiff and beyond, with the aim of gathering the local community to celebrate both Hong Kong and UK culture and build new friendships.

Each festival worked together with different churches, national and regional charities, Hongkonger civic groups, strategic migration partnerships and local councils. We also partnered with essential local services like the police, the NHS, and the fire service.

The Friendship Festivals welcomed around 14,538 visitors in total from Hong Kong and other countries! Many Hongkongers volunteered to provide games, activities, snacks and drinks or performances, and introduced newcomers to different kinds of support available to them.

The Festivals were a huge success in helping new arrivals to build new ties within and beyond their immediate communities, signposting them to relevant support services and resources, and connecting them with local churches. We were able to hand out over 30,000 copies of our bilingual Welcome Magazine. And, most importantly, everyone had great fun!

An elderly attendee at the Sheffield Friendship Festival said that he was able to make new friends and broaden his social circle through the event, and got to know the local community better. He also felt valued by the welcoming speech of the Lord Mayor.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

The Welcome Course

This past year the Welcome Course has been run 74 times and welcomed 1,419 attendees. The course is a tool designed to bridge the relational gap between new arrivals and the local community. It can be hosted by churches and attendees can develop English conversational skills and confidence, build friendships, learn about British culture, be signposted to services, and share their knowledge of their own culture. Six short professionally-produced videos provide light-hearted inspirational conversation and discussion starters. We have various translations of the course available.

The Welcome Magazine

At the festivals we were able to distribute 34,877 Welcome Magazines. The Welcome Magazine was produced as a bilingual resource to help primary-aged children arriving in the UK from Hong Kong feel welcome and learn more about British culture, including fun facts about life in the UK and signposting to local services and groups to further assist the children's integration. In October 2022, we published the second edition of the Welcome Magazine with more information on the devolved nations and an update on the British Monarchy with King Charles' accession to the throne following the death of Queen Elizabeth II.

Every Child Welcome Webinars

The inspirational and practical Every Child Welcome national online event enables parents to work well with schools for the benefit of BNO children, helping families to understand the UK education system and integrate into our school communities. We designed the event in collaboration with recently arrived Hong Kong families, teachers, children and cross cultural education experts. Over the last year we hosted 135 attendees to our Every Child Welcome Webinars!

Skills to Work Webinars

Our Skills-to-Work initiative provided a series of webinars on job opportunities in the tech and data industry, writing CVs, cover letters, preparing for job interviews, finding jobs and networking on social media platforms, and on starting businesses in the UK. This series prepared BN(O) visa holders in different stages of looking for jobs, and encouraged them to ask questions and get help in areas needed. We hosted over 1,000 attendees within the last year.

Wellbeing Videos

As shown in recent surveys, BN(O) status holders in the UK have a low mental health. We launched the Wellbeing Project, which is a series of 3 videos. 'Looking after myself' helps BN(O) visa holders to identify stresses that may have developed when they migrate to the UK, the impact these stresses can have on their everyday lives and ongoing wellbeing, and to suggest simple and practical steps individuals can take to look after their own mental health. Over the last year the videos have been viewed over 4,000 times! The videos can either be watched or with family/ friends to enable a conversation of things that are difficult in the individual's life. We have also included a guide on how to use these videos in Session 4: Wellbeing of the Welcome Course.

Youth Videos

The "Welcome to the UK: Youth" program provides resources at two levels: an online platform with 3 fun videos giving tips on understanding the British culture and school life, as well as making friends with people from different cultural backgrounds to engage young people at an individual level; and a youth group resources to help young people to integrate and interact with other young people their age from different backgrounds. These resources encourage Hong Kong youths to make friends in the UK, explore their community and make the UK their home. They have proved both popular and useful as the videos were viewed over 4,500 times within the last year!

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

Welcome Homes

In January 2022 we launched the Welcome Homes project. Building on the work of the Hospitality Pledge to engage Christians with the idea of hospitality towards refugees and people seeking asylum, Welcome Homes seeks to practically respond to the huge need for accommodation for those seeking refuge in the UK.

Welcome Homes consists of two lines of support: connecting refugees with hosts for short-term accommodation in spare rooms and connecting refugees with socially minded landlords to provide long-term and affordable housing solutions.

For the hosting side of the project, Welcome Churches partnered with NACCOM (the No Accommodation Network) to develop an online platform of local hosting projects across the UK. Our online platform enables users to connect with a local hosting programme, who will provide training and organise a guest placement. In partnership with NACCOM (The No Accommodation Network) Welcome Homes connects hosts with a hosting scheme based on what they are able to offer and the need in their area.

We have developed a series of resources for landlords and tenants that were published in January 2023.

Find Your Welcome

In November we launched Find Your Welcome, an online hub and newsletter service designed to provide refugees, people seeking asylum and migrants information about life in the UK. The website also gives them the opportunity to connect them with local churches themselves, rather than having to wait for a caseworker to make a referral on their behalf. This project features a guide to living in the UK, a referral service, and a newsletter. The information is currently available in 6 languages: Arabic, Farsi, French, Pashto, Spanish and Ukrainian. Within the last year the website has had over 4,000 visitors!

Overall we have seen an increase in self-referrals this year with 133 individuals requesting to be welcomed through a local church. Building platforms for self-referrals such as Find Your Welcome means that individuals don't have to wait for a caseworker to make a referral on their behalf.

The Welcome Conference

Welcome Churches hosted our first two day 'Welcome Conference' in November 2022. We were delighted to be able to provide a safe space for refugee and non-refugee Christians to worship together, attend talks and participate in workshops, build new connections, share stories, and learn from one another at this unique event. Of our 183 attendees, we were delighted to be able to offer 100 free places (all costs paid, including an overnight hotel stay) for attendees from a refugee background. Those in attendance included people from Iran, Afghanistan, El Salvador, Venezuela, Sudan, Portugal, Brazil, Hong Kong, Pakistan and Bangladesh. We were very grateful for the funding we received to be able to do this. Eight charities were also represented and set up information stands about their work to support refugees in the community.

Our three main stage speakers each had lived experience of forced displacement; it was wonderful to have these speakers share their experience and encourage others with their testimonies. Our main sessions and workshops covered topics including mental health and wellbeing, discipleship, intercultural churches, and how to share your story. All seminars and topics were aimed at delegates from all backgrounds, and interpreting via a smartphone App was provided to everyone who requested it increase accessibility. Many of the refugee delegates also signed up to offer to help with interpreting.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

The conference also included 'interview' slots, in which refugees shared their own story of coming to the UK and being welcomed by a local church; for example Alex shared how he has now become a welcomer of new arrivals in the church community he joined. One attendee from a refugee background said of the conference: "I learned that I'm not alone". A particular highlight of the conference was the multilingual worship led by Songs2Serve. One attendee commented: "I particularly loved the worship times where I heard my Iranian friends singing like never before." It was really encouraging to see attendees worshipping in their own language. Another attendee reported that he met others from his home country who now live in a nearby town, and will be going to visit them to encourage them.

Achievements: Our Year In Review

April 2022

- Launched The Welcome Course for Hong Kongers
- Partnered with Bible Society to supply free Bibles in Ukrainian and Russian to our Network churches
- 'Looking After Myself' video as part of our Trauma Awareness series made available in Ukrainian, Russian, Farsi, Arabic and Spanish
- Over 483 churches and individuals attended Ukraine Welcomer training since March
- Appointed a Northern Ireland Church Engagement Officer

May 2022

- 1000th church joined our Welcome Network
- UKHK release Welcome Magazine to introduce Hong Kong children to life in the UK

June 2022

- Refugee Sunday
- 4 Friendship festivals run (in addition to 4 in May)
- Trained 1st Welcome Boxes Church in Northern Ireland

July 2022

- Through our partnership with Bible Society we provided 3,903 Ukrainian and Russian Bibles, Children's Bibles and Beyond Disaster trauma booklet to churches in our Network

August 2022

- 1 year on from Afghan evacuation

November 2022

- The Welcome Conference
- Launched the Find Your Welcome programme

December 2022

- Released the Refugee King animated video which outlined the parallels between the Christmas story and modern stories of forced displacement

January 2023

- Launched the Welcome Homes Programme

February 2023

- First refugee family moves into a Welcome Homes property

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 – Continued

Public Benefit

These activities extend the social inclusion of refugees and asylum seekers. Thus, the trustees confirm that they have complied with their duties under Section 17 of the Charities Act 2011 with regard to public benefit.

Financial Review

Income for the year to 31 March 2023 was £472,558 (2022: £1,332,721). Net expenditure for the year was £450,280 (2022: Net Income £831,721). Total funds carried forward at 31 March 2023 were £480,380 (2022: £930,661) of which £321,557 were restricted funds.

Reserves Policy

Brief Statement of the Charity's Policy on Reserves

The trustees of Welcome Churches recognise the importance of a reserves policy to help demonstrate good stewardship and financial management and to manage its reputation.

Our policy is to retain sufficient reserves:

- To ensure that the Welcome Churches has sufficient funds to meet its financial commitments;
- To demonstrate that the Welcome Churches is sustainable into the future;
- To ensure that the Welcome Churches is able to manage future unforeseen financial difficulties;
- To ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

Welcome Churches aims to maintain a minimum of 3 months' free reserves for unrestricted expenditure at all times. This is reviewed by the trustees on a quarterly basis, and in accordance with our reserves policy.

Amount held in reserves

At the end of the reporting period the charity held £158,823 (2022: £208,702), or approximately 4 months' worth of reserves taking a conservative view of outgoing expenditure in the event of no core costs being covered by restricted project funding. The trustees consider that this is a reasonable level of reserves.

Investment Policy

There is very little fixed investment in the charity at the current stage of the charity's growth. The charity uses the Flagstone platform to spread risk across different banks and generate higher interest on funds held.

Fundraising

Our fundraising plans are approved by trustees and monitored by the leadership team. The majority of our income is generated through charitable donations that we receive from individuals, churches and trusts.

We are committed to the highest standards of fundraising and follow the Code of Fundraising Practice. We are regulated by the Fundraising Regulator. There were no failures to comply with this Code of Practice. We do not sell, trade or swap data with other charities or organisations. We do not make cold telephone calls to the general public or use SMS as part of our fundraising portfolio. This year, we received no complaints related to our fundraising.

During this financial year Welcome Churches engaged the services of professional fundraisers as defined by section 58 of the Charities Act 1992. Services were provided at a total cost of £14,436.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 – Continued

Funding Sources

We are incredibly grateful for the generous donations of all of our supporters and for the work that they do in bringing our shared vision to fruition.

Each of these individuals, churches and grant making trusts plays a valuable role in offering a welcome to refugees and people seeking asylum in the UK. Welcome Churches could not exist without their generosity.

Future Plans - The Year Ahead

The long term change Welcome Churches wants to see is:

1. Refugees thriving in the UK
2. Refugees following Jesus
3. Refugees fully involved in Churches

Our strategic priorities for 2023-24 are:

To increase the number of refugees welcomed in the UK

We will increase referrals through the Welcome Network (including Welcome Boxes) and ensure churches are actively welcoming those referred. Our goal is 1000 referrals, including 500 self referrals and 575 Welcome Boxes referrals, and 8000 people reached through hotels work.

We will actively grow partnerships with the Home Office commissioned housing providers to increase their referrals to Welcome Churches by local accommodation managers and develop our direct messaging to asylum seekers accommodated.

We will inspire, train and introduce churches into hotels and other accommodation for people seeking asylum and empower churches to become self-sustaining in their relationships with housing providers and other NGOs locally.

To continue to grow the Welcome Network in each region

Our goal is to grow the Welcome Network to 1500 churches with 80 churches trained as Welcome Plus churches by March 2024. Welcome Plus includes historic Welcome Boxes churches, plus other churches proactively welcoming refugees and people seeking asylum in their local community across a range of different types of accommodation.

To do this will communicate to churches the ongoing need to continue to welcome and support all refugees, via networks, denominations, conferences, media. We will research and engage with churches in key towns and cities to join the Network and then also run Welcome Boxes or Welcome Holidays or to support hotels.

We want to develop Network News emails to support and further engage meaningfully with churches in the Network and rework the Welcome Boxes model to make it accessible for churches to use in hotels, and to make it more sustainable for all churches.

To grow our refugee-facing work

We will fully develop and brand our refugee facing website findyourwelcome.org adding videos and resources and a clear pathway for refugees to self-refer to our Welcome Network.

We will advertise Find Your Welcome widely amongst churches so they can encourage refugees they know to engage with resources and opportunities in their language and understand how to refer others to the Network.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 – Continued

We will ensure that Find Your Welcome is widely used, not just by refugees in our Network churches, but also amongst refugees and asylum seekers in hotels and other accommodation, and for other providers to use!

To improve our communications and storytelling

We will increase communication of the impact the Welcome Churches is having across the UK with supporters, sharing more stories of welcomes and the difference it makes to refugees and church communities.

To continue to successfully support and administer the UKHK projects

We will continue to provide oversight and resourcing to the UKHK project and will seek to maintain our current support of those Hong Kong BN(O) visa holders. We will maintain and build our Hong Kong network and referral system. We will build on Wellbeing and Youth videos, Friendship Festivals, the Welcome Course and Welcome Magazine projects, giving HK BN(O) visa holders the best possible chance of a positive integration into this country.

To grow the Welcome Homes programme, continuing to connect compassionate homeowners with refugees in need

We will develop a consistent flow of host referrals through our website, attracting benevolent landlords and linking them with tenants. We will refine the process of landlord-tenant relations and our role as 'connectors'. We will seek to gain more public attention for Welcome Homes, through regular webinars and social media content. We will grow new and existing partnerships with housing organisations and councils across the UK.

To grow our partnerships

We will continue to develop our partnerships with a variety of organisations to achieve our objectives and best serve the UK Church and people seeking refuge and safety in the UK. This will help us to develop best practice, and increase our learning and engagement across the Christian and refugee communities.

Funding and Sustainability

With the growing number of churches that we support across the Welcome Network, an increasing need for resources and connections with refugees directly and in their own languages, and the resulting need for an expansion of the Welcome Churches team, we will continue to develop new and existing income streams including trust funding, government grants, paid-for training and regular support from individuals and churches. This is vital to ensure that Welcome Churches continues to meet the growing needs of the 1000+ churches in the Welcome Network by way of training, equipping and resources to use, as well as the language-specific resources for refugees.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

REFERENCE AND ADMINISTRATIVE DETAILS:

Charity Number: 1177344

Registered Office: Bridge House
Riverside Court
Pride Park
Derby
DE24 8HY

Our Advisors

Independent Examiner: Alexander Butterfield ACA
Haines Watts Chartered Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

Bankers: The Co-operative Bank
Service Team
PO Box 250
Skelmersdale
WN8 6WT

TRUSTEES

The trustees who served during the year were as follows:-

Trustees: Mark Mumford (Chair of Trustees to 28.11.22)
Marion Knell (Chair of Trustees from 23.4.23)
Patrick Johnstone
Alex Jones
Andrew Reed (Chair of Trustees from 28.11.22 to 23.4.23)
Hendrika Cooke
Jonathan Dyson
George Haddad

Responsible for day to day running of the Charity: Emily Shepherd (nee Holden) and Sue Butler (Joint CEOs)

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

Governing Document

The Charity was set up by a Trust Deed as a charitable organisation registered with the Charity Commission on 27 February 2018.

Appointment of Trustees and Training

Mark Mumford stepped down as Chair of Trustees and Andrew Reed was appointed as Chair of Trustees on 28th November 2022. All trustees are given a clear role description upon appointment and we discussed the roles and responsibilities of a trustee as outlined on the charity commission website. We will ensure ongoing training for trustees is carried out during the year.

Organisation / Running of the Charity

The Board of Trustees convenes at least four times per year. At these meetings, the directors agree the strategy, policies and areas of activity and monitor performance and risk. The management of day to day activities is delegated to the joint Chief Executive Officers. The Trustees give their time voluntarily and receive no benefits.

Related Parties and Cooperation with Other Organisations

Coalitions:

Welcome Churches is grateful to the partnerships that have helped to shape and deliver key projects this year.

These include:

UKHK Coalition - OMF, COCM, LCM, Dr Krish Kandiah

Afghan Welcome Coalition - Baby Basics, Dr Krish Kandiah

Memberships:

Welcome Churches is a member of the following groups:

Evangelical Alliance,

NACCOM,

Global Connections

We are committed to working in partnership with others and have also been part of a number of working groups to respond to different issues such as the UK government's Nationality and Borders Bill and new refugee crises.

Risk Management

The trustees will periodically review important areas of financial risk. Other areas are regularly reviewed, such as skills and financial procedures.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 - Continued

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provision of the Trust Deed require the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure of the Charity for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the appropriate charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation; and

The Trustees are responsible for maintaining the proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Account and Reporting by Charities.

Approved by the Board of Trustees on 5th December 2023 and signed on its behalf by

Chair *Maurice D. Kneel*

WELCOME CHURCHES

Independent Examiner's report to the Trustees of Welcome Churches

I report on the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023.

Responsibilities and Basis of Report

As the charity's trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

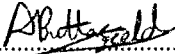
I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

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

- 1) Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2) The accounts do not accord with those records; or
- 3) The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirements that the accounts 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 accounts to be reached.


.....
Alexander Butterfield ACA

Dated 11/12/2023.....

Haines Watts
Chartered Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

WELCOME CHURCHES

**Statement of Financial Activities (including Income and Expenditure Account)
for the Year Ended 31 March 2023**


	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Income							
JRS Furlough Grant		-	-	-	-	-	-
Grants, Donations & Legacies	2	90,503	356,213	446,716	230,250	1,079,362	1,309,612
Income from charitable activities:	3	20,674	3,997	24,671	21,229	-	21,229
Fundraising		1,171	-	1,171	500	1,380	1,880
Total Incoming Resources		<u>112,348</u>	<u>360,210</u>	<u>472,558</u>	<u>251,979</u>	<u>1,080,742</u>	<u>1,332,721</u>
Expenditure							
Raising Funds Charitable Activities	4	39,127	7,322	46,449	5,031	1,158	6,189
Support Costs	4	113,062	667,250	780,313	78,100	368,361	446,461
		<u>10,036</u>	<u>86,041</u>	<u>96,077</u>	<u>11,470</u>	<u>36,880</u>	<u>48,350</u>
Total Expenditure		<u>162,226</u>	<u>760,612</u>	<u>922,839</u>	<u>94,601</u>	<u>406,399</u>	<u>501,000</u>
Net Income/Expenditure and Net Movement in Fund		(49,879)	(400,402)	(450,280)	157,378	674,343	831,721
Reconciliation of Funds				-			
Transfer between funds		-	-	-	(127)	127	-
Balance Brought Forward 1 April 2022		<u>208,702</u>	<u>721,959</u>	<u>930,661</u>	<u>51,451</u>	<u>47,489</u>	<u>98,940</u>
Total Fund Balances Carried Forward 31 March 2023	10	<u>158,823</u>	<u>321,557</u>	<u>480,380</u>	<u>208,702</u>	<u>721,959</u>	<u>930,661</u>

WELCOME CHURCHES

Balance Sheet as at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
Fixed Assets					
Tangible Assets	8		4,473		3,394
Current Assets					
Debtors	16	10,724		22,782	
Cash at bank and in hand	17	<u>496,723</u>		<u>967,969</u>	
		<u>507,447</u>		<u>990,751</u>	
Creditors: amounts falling due within one year	18			<u>63,484</u>	
Net Current Assets (Liabilities)			475,907		927,267
Net Assets			<u>480,380</u>		<u>930,661</u>
Unrestricted funds					
General Funds - General Purposes			158,823		208,702
Restricted Funds	11		321,557		721,959
Total Charity Funds	10		<u>480,380</u>		<u>930,661</u>

Approved by the Board of Trustees on 5/12/2023 and signed on its behalf by:

Trusted 

Chair of Trustees Maurice D. Kell

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation, in accordance with applicable charity law

The financial statements have been in accordance with the Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Welcome Churches meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services, goods and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Debtors are included to represent amounts recognised as outstanding to the charity at the year end date.
- Cash and bank balances are stated as the amounts held at the Charity year-end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 – Continued

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:-

- Costs of generating funds comprise the costs associated with attracting grants income and donations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance & support costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the Independent Examination fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.
- Allocation of Support Costs – Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Tangible Fixed Assets

All fixed assets are capitalised at cost, where considered appropriate to capitalise. Those purchased by specific gifts and grants have been written off fully in the year of gift.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office Equipment	-	25% on cost
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Fund Balances

Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

Designated funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor and are subjected to restrictions of their expenditure imposed by the donor or through the terms of an appeal.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Contributions payable for the year are shown in the statement of financial activities.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2023 – Continued

Debtors

Debtors are recognised at the settlement amount owed to the Charity or prepaid.

Creditors

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

Financial Instruments

The Charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Judgement and Key Sources of Estimation Uncertainty

The preparation of accounts using generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period.

The key estimates and assumptions used in the Financial Statements are detailed in the accounting policies.

2. Grants, Donations and Legacies

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Government Grant	-	252,000	252,000	312,000
Consortium Funding	-	200	200	26,160
Grant Funding	16,450	100,232	116,682	257,830
Church Donations	14,994	-	14,994	28,868
General Donations	59,059	3,781	62,840	182,702
Emergency Appeals	-	-	-	502,052
	90,503	356,213	446,716	1,309,612

3. Income from Charitable Activities

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Other Income	440	-	440	507
Partner Churches	15,789	-	15,789	11,700
Events Income	4,445	3,997	8,442	9,022
	20,674	3,997	24,671	21,229

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2023 - Continued

4. Expenditure

	Unrestricted Expenditure £	Restricted Expenditure £	2023 Total £	2022 Total £
Fundraising Costs				
Fundraising Activities	21,657	438	22,095	1,875
Staff Costs	17,470	6,884	24,354	4,314
	<hr/> 39,127	<hr/> 7,322	<hr/> 46,449	<hr/> 6,189
Costs directly allocated to activities				
Staff Development and Recruitment Costs	4,506	600	5,106	7,392
Website and Systems Costs	6,522	17,184	23,706	26,745
Film, PR and Media	9,820	63,269	73,089	16,738
Other Project Expenditure	1,400	258,685	260,085	95,401
Travel and Refreshments	16,372	31,222	47,594	14,183
Staff Costs	66,342	270,366	336,708	208,924
Contractor Costs	8,100	25,924	34,024	77,078
	<hr/> 113,062	<hr/> 667,250	<hr/> 780,313	<hr/> 446,461
Support costs				
Office Space	-	8,650	8,650	5,159
Design Costs	-	388	388	422
Office and phone Costs	-	2,580	2,580	1,548
Insurance	-	1,303	1,302	260
Bank and Card Charges	1,825	41	1,867	5,770
Trustees' Expenses (meeting costs)	571	-	571	224
Staff Costs	-	60,271	60,271	23,062
IT and Software Costs	59	9,795	9,854	2,644
Payroll and Professional Fees	580	250	830	700
Audit and Accounting Fee	4,188	630	4,818	6,516
Miscellaneous Expenditure	594	2,133	2,727	560
Depreciation for the Period	2,219	-	2,219	1,485
	<hr/> 10,036	<hr/> 86,041	<hr/> 96,077	<hr/> 48,350

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 - Continued

5. Staff Costs and Numbers

	2023	2022
	£	£
Salaries	378,015	213,419
Pension Costs	18,650	10,208
Employer's National Insurance	23,326	12,673
	419,991	236,300
Average number of paid full and part time employees in the year	14	10
Average number within pension scheme	13	10
Total remuneration of key management personnel in the period	£137,754	£78,636

No employee received emoluments of more than £60,000 in the year.

6. Trustee Remuneration and Related Party Transactions

No emoluments were received by the Trustees either in their capacities as Trustees or as members of the Board of Trustees. There were expenses paid to Charity trustee from the funds of the Charity totalling £379 (2022: £224). Gifts were paid to all trustees in the period totalling £nil (2022: £50.50). Trustee giving in the financial year totalled £410 (2022: £530). There are no other related party transactions.

7. Taxation

As a Charity, Welcome Churches is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

8. Tangible Fixed Assets

Cost	Office Equipment £
Balance Brought Forward at 1 April 2022	5,933
Additions	3,299
At 31 March 2023	9,232
Depreciation	
Balance Brought Forward at 1 April 2022	2,539
Charge for the year	2,219
At 31 March 2023	4,758
Net Book Value	
At 31 March 2023	4,473
At 31 March 2022	3,394

There were no tangible assets donated during the year that were capitalised and all assets are held for the furtherance of the Charity's objectives.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 - Continued

9. Negligence Insurance

The Charity hold Trustee Indemnity Insurance and paid a premium of £897.47 in the year. The insurance cover is included within the whole policy for the charity which provides cover of up to £250,000.

10. Analysis of Net Assets between funds

<u>Year Ended 31 March 2023</u>	General Fund £	Restricted Fund £	Total Funds 2023 £	Total Funds 2022 £
Fixed Assets	4,473	-	4,473	3,394
Current Assets	174,575	332,872	507,447	990,751
Current Liabilities	(20,225)	(11,315)	(31,540)	(63,484)
Net Assets at 31 March 2023	158,823	321,557	480,380	930,661

<u>Year Ended 31 March 2022</u>	General Fund £	Restricted Fund £	Total Funds 2022 £	Total Funds 2021 £
Fixed Assets	3,394	-	3,394	1,635
Current Assets	228,336	762,415	990,751	99,391
Current Liabilities	(23,028)	(40,456)	(63,484)	(2,086)
Net Assets at 31 March 2022	208,702	721,959	930,661	98,940

11. Movements in Funds

<u>Year Ended 31 March 2023</u>	Balance b/fwd 1.4.22 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2023 £
Restricted funds					
DL UHC Government Grant	256,927	252,000	478,994	-	29,933
Hospitality Pledge	82,645	-	65,370	-	17,275
Afghan Emergency Appeal	367,740	3,781	139,783	-	231,738
Network Operations	-	14,500	14,500	-	-
Structural Growth	9,189	-	9,189	-	-
Trauma Training	-	-	-	-	-
Time to Shine	-	15,732	5,772	-	9,960
Communications	-	-	-	-	-
Welcome to Church	-	-	-	-	-
Refugees Online	-	-	-	-	-
UK HK Consortium	5,458	200	-	-	5,658
Welcome Conference	-	23,997	23,997	-	-
Church Engagement	-	50,000	23,007	-	26,993
	721,959	360,210	760,612	-	321,557

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 - Continued

11. Movements in Funds - continued

<u>Year Ended 31 March 2022</u>	Balance b/fwd 1.4.21	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2022
	£	£	£	£	£
<u>Restricted funds</u>					
DL UHC Government Grant	-	312,000	55,073	-	256,927
Hospitality Pledge	-	180,000	97,355	-	82,645
Afghan Emergency Appeal	-	512,465	144,725	-	367,740
Network Operations	3,600	4,500	8,227	(127)	-
Structural Growth	-	36,014	26,825	-	9,189
Trauma Training	1,858	-	1,858	-	-
Time to Shine	10,422	9,603	20,025	-	-
Communications	11,415	-	11,415	-	-
Welcome to Church	7,675	-	7,675	-	-
Refugees Online	8,435	-	8,435	-	-
UK HK Consortium	4,084	26,160	24,786	-	5,458
	47,489	1,080,742	406,399	127	721,959

DL UHC Government Grant – An amount brought forward of £256,927 and an additional Government grant totalling £252,000 was received during the year for helping new arrivals from Hong Kong to integrate, socially, educationally and into the workplace.

Hospitality Pledge – Donations totalling £82,645 were brought forward from the previous year in order to promote and encourage radical hospitality across the UK church.

Structural Growth – Donations totalling £9,189 were brought forward from the prior year for strengthening our core systems infrastructure, building our fundraising capacity and providing additional capacity for church engagement and support, in the light of the large increase in churches joining the Welcome Network.

Afghan Emergency Appeal – An Emergency Appeal for supporting Afghan refugees fleeing from Kabul following the Taliban takeover in 2021 raised £512,465 in the previous year and £3,781 in the current year. This included practical logistical support and the provision of wrap-around care for Afghans in hotels, promoting integration and social cohesion.

Time to Shine Project – Donations totalling £15,732 over the year were donated for the ‘Time to Shine’ project funding an internship for a refugee leader as a Digital Champions Coordinator. All monies spent during the year.

UKHK Consortium – An amount brought forward of £5,458 and additional donations totalling £200 were received during the year for the UKHK project for the employment of a UKHK Communications Officer and for the development of a website for welcoming new arrivals from Hong Kong. A balance of £5,658 is carried forward.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 - Continued

Welcome Conference – A grant for running a Welcome Conference for refugees and churches plus ticket sales for the event.

Church Engagement – A grant for funding the Head of National Development and developing the Church Engagement Team.

12. Donated Assets

Office space worth £880 was donated for the use of Kerry Fee by Windsor Baptist Church, Belfast.

Further office space worth £360 was donated for the use of Samuel Luak by his church.

This gave a total of donated assets over the year of £1,240.

13. Related Party

There are no related party transactions over the period.

14. Pension Commitments

The charity operates a defined contributions pension scheme. The assets are held separately from those of the charity in independently administered funds.

The pension cost charge represents contributions payable by the charity to the funds and amounts to £34,525 (2022: £10,208). At the year end date an amount of £3,158 (2022: £2,061) was outstanding, payable to the company scheme after the year end date.

15. Financial Commitments

At the year end, the charity was continuing to rent office space from Reach Events Management at the equivalent of £7,200 per annum, but subsequently decided to end this agreement since most of the staff are working from home at locations all around the country.

The charity will continue to maintain the same registered office address as before.

The charity has entered into a three year service contract with Sales Force. At the year end the charity has a further £8,772 committed spend over the next two years.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2023 - Continued

16. Debtors

	<u>2023</u>	<u>2022</u>
	<u>£</u>	<u>£</u>
Trade debtors	1,221	8,884
Prepayments	9,503	2,636
Other debtors	-	11,262
	<u>10,724</u>	<u>22,782</u>

17. Cash at bank and in hand

Included within cash at bank and in hand are the following balances held in fixed term deposit accounts.

£85,000 in Santander 45 day notice account.

£85,000 in Sainsburys 3 month notice account.

£85,000 in Nationwide 6 moth notice account.

18. Creditors

	<u>2023</u>	<u>2022</u>
	<u>£</u>	<u>£</u>
Trade creditors	9,972	43,758
Accruals	11,302	12,016
Other creditors	10,266	7,710
	<u>31,540</u>	<u>63,484</u>

WELCOME CHURCHES

England & Wales - Charity number 1177344

Accounts

WELCOME CHURCHES
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
CHARITY NO: 1177344

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are pleased to present their annual Directors Report together with the financial statements of the charity for the year ended 31 March 2022.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

CHAIR'S REPORT

This has been a year of unprecedented change and growth for Welcome Churches. In April 2021, Luke Goss stepped down from his role as CEO due to personal reasons, at which point Emily Holden and Sue Butler took over the role as joint CEOs. They have overseen the exponential growth of the Welcome Network to over 900 refugee-welcoming churches, alongside the development of our National Development Team to support churches across the UK. We have continued to provide support through the UKHK initiative welcoming BN(O) visa holders from Hong Kong. We have also responded to the catastrophic events in Afghanistan and Ukraine, launching multi-lingual, refugee-facing websites to provide direct practical support, as well as developing training and resources to ensure that churches are equipped and mobilised to provide a welcome. Across the year, we have seen over 5700 refugees and people seeking asylum receive a welcome from UK churches, with over 1100 people receiving training. Financially, the charity has seen a significant increase in funding, rising to more than £1.3m. This has included government funding towards UKHK from the Department for Levelling Up, Housing and Communities of £312,000 to develop a range of training, resources and events for people arriving from Hong Kong. We also saw incredible generosity from individuals, churches and organisations, raising over £500,000 in response to the needs of Afghan refugees arriving at such short notice. We are honoured and humbled by the trusting response and generosity of the UK public and the Church as we continue to develop innovative programmes that provide the best possible support to refugees, as they rebuild their lives.

Chair of Trustees

OUR PURPOSES AND ACTIVITIES

Our Objectives

The objects of the charity are:-

1. The promotion of social inclusion among people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position.
2. The advancement of the Christian faith in such ways as the Charity Trustees may from time to time decide.

Welcome Churches carries out these objectives by:-

1. Developing and delivering a range of training and tools to enable churches to welcome and support newly arrived refugees and asylum seekers.
2. Helping refugees connect quickly to one of the churches in our network via the Welcome Network online platform.
3. Establishing and supporting Welcome Boxes projects in churches around the country, including running an online referral and feedback web platform.
4. Providing ongoing support, capacity building and training to churches working with refugees and asylum seekers to aid social inclusion.
5. Developing and providing training and resources to churches for refugees who want to explore the Christian faith.
6. Assist churches to include refugees in all aspects of church life.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 - Continued

Strategy and Activities

Our activities included:

1. Educating churches and other parties about the need to welcome and support refugees and people seeking asylum arriving in their communities,
2. Providing training, resources and ongoing support to churches to effectively welcome and support the integration of refugees and people seeking asylum, and
3. Networking churches together across the UK who are welcoming refugees and enabling refugees to connect with them.

How was this achieved?

At the heart of our work is the **Welcome Network**, a growing nationwide network of refugee-welcoming churches. These are churches that are exploring refugee ministries, or are seeking ways to support refugees and people seeking asylum that are arriving in their communities. Churches are included on our interactive map that allows refugees, agencies, churches and individuals to find a welcoming, local church for any refugee or person seeking asylum moving into a new area.

Our flagship project is **Welcome Boxes**, which is offered by churches to refugees and people seeking asylum arriving in their area. This provides the churches with intentional ways to connect with the new neighbours. Through training, resources and ongoing support, churches are equipped to respond to the needs of refugees in their communities in a trauma-informed, cross-culturally aware way.

Our **UKHK Network** was launched to respond to the needs of Hong Kong BN(O) visa holders arriving in the UK. Hundreds of 'Hong Kong Ready' Churches across the UK are part of the Network, ensuring that no matter where in the UK people from Hong Kong are choosing to settle, they are able to find a welcoming church community.

Welcome Churches helped to establish **Afghan Welcome**, a coalition of charities aiming to provide wrap-around support to the thousands of people who were evacuated from Afghanistan after the fall of Kabul in Summer 2021. We provided practical, high-quality training to churches, and worked with the Home Office and local councils to facilitate connections with hotels accommodating Afghans. As a result, we have seen thousands of new arrivals welcomed and provided with immediate and longer-term care.

Following the invasion of Ukraine, our **Ukraine Welcome** project was launched to provide practical information for Ukrainians looking to travel to the UK and provide a way for them to connect with welcoming church communities. Trauma-aware, culturally-sensitive training was provided to hundreds of people as communities sought to open their homes and offer a welcome.

The **Hospitality Pledge** began as a partnership between Krish Kandiah and Welcome Churches with a vision to inspire the UK Church to offer welcome and hospitality to all those seeking refuge in the UK. It aims to inspire a passion for hospitality by encouraging the UK Church to speak up for asylum seekers, help persecuted Christians and mobilise Christian hospitality. This was achieved through the 'Radical Hospitality' Summit in November 2021 and a series of Lent devotionals broadcast on Radio 4.

Public Benefit

These activities extend the social inclusion of refugees and asylum seekers. Thus, the trustees confirm that they have complied with their duties under Section 17 of the Charities Act 2011 with regard to public benefit.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 – Continued

Financial Review

The income for the year to 31 March 2022 was £1,332,721 (2021: £199,790). After costs, the charity generated a surplus for the period of £831,721 (2021: £66,186). Total funds carried forward at 31 March 2022 were £930,661 (2021: £98,940) of which £721,959 were restricted funds.

Reserves Policy

Brief Statement of the Charity's Policy on Reserves

The trustees of Welcome Churches recognise the importance of a reserves policy to help demonstrate good stewardship and financial management and to manage its reputation.

Our policy is to retain sufficient reserves:

- To ensure that the Welcome Churches has sufficient funds to meet its financial commitments;
- To demonstrate that the Welcome Churches is sustainable into the future;
- To ensure that the Welcome Churches is able to manage future unforeseen financial difficulties;
- To ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

Welcome Churches aims to maintain a minimum of 3 months' free reserves for unrestricted expenditure at all times. This is reviewed by the trustees on a quarterly basis, and in accordance with our reserves policy.

Amount held in reserves

At the end of the reporting period the charity held £208,702 or approximately 7 months' worth of reserves taking a conservative view of outgoing expenditure in the event of no core costs being covered by restricted project funding. The trustees consider that this is a reasonable level of reserves given the plans for structural growth of the charity that started in the second half of the financial year and will continue in 2022-23.

Investment Policy

There is very little fixed investment in the charity at the current stage of the charity's growth. Depending on the success of programmes and the increase in refugee numbers in the UK, it may become desirable to own property to further meet the charity's objectives. The charity is currently reviewing options for spreading risk across different banks and generating higher interest on funds held.

Fundraising

Our fundraising plans are approved by trustees and monitored by the leadership team. The majority of our income is generated through charitable donations that we receive from individuals, churches and trusts.

We are committed to the highest standards of fundraising and follow the Code of Fundraising Practice. We are regulated by the Fundraising Regulator. There were no failures to comply with this Code of Practice. We do not sell, trade or swap data with other charities or organisations. We do not make cold telephone calls to the general public or use SMS as part of our fundraising portfolio. This year, we received no complaints related to our fundraising.

During this financial year Welcome Churches did not engage the services of professional fundraisers as defined by section 58 of the Charities Act 1992.

Funding Sources

We are incredibly grateful for the generous donations of all of our supporters and for the work that they do in bringing our shared vision to fruition.

Each of these individuals, churches and grant making trusts plays a valuable role in offering a welcome to refugees and people seeking asylum in the UK. Welcome Churches could not exist without their generosity.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 – Continued

Future Plans - The Year Ahead

Developing nationwide support

Following a year of such tremendous growth across the **Welcome Network**, we plan to build on the momentum that we are seeing throughout the UK Church to offer a welcome to refugees.

We will continue to focus on engaging new churches to join the Welcome Network, aiming to see 1200 churches nationwide, as well as developing deeper relationships with existing churches to provide the best possible support. We will do this through the continued expansion of our **National Development Team** across the country who can provide localised, specialist support and training to churches.

As more and more churches join the Network and establish intentional outreach and support programmes to refugees and people seeking asylum, we are aiming for 5% of Welcome Network churches to run the **Welcome Boxes** project. This will provide a strong foundation for continued growth, ensuring a dedicated, responsive core of church communities can provide support should an emergency arise, and a caring welcome beyond the crisis.

UKHK

With the receipt of funding from the Department of Levelling Up, Housing and Communities (**DLUHC**), we are excited to be launching a range of **UKHK** projects run in partnership with **OMF** and **COCM** to help local churches to connect with new arrivals from Hong Kong and help them to feel welcome in their new home.

Social Integration projects will include **The Welcome Course**, a six-part course for churches welcoming people from Hong Kong, and a series of **Friendship Festivals** around the country. **Professional Integration** projects will include the hosting of an online job fair and a series of **Skills to Work** webinars helping people from Hong Kong to adapt to the UK job market.

Finally, our **Educational Integration** projects will produce and distribute a Welcome Magazine to primary school age children across the country as well as running an online **Every Child Welcome** event to help schools and families to better understand how to support Hong Kong children in the UK school system.

Beyond the Crisis - Supporting Afghan and Ukrainian refugees

With many thousands of Afghans still living in hotels, we will continue to train and equip churches throughout the UK as they provide direct support to councils, hotels and Afghan communities.

We will also continue to provide guidance for churches welcoming Afghan families as they move into more permanent housing.

Likewise, with thousands of Ukrainian refugees living with short-term hosts and potentially seeking longer-term homes, we will develop programmes that provide practical support to churches and meet the direct needs of refugee families. **Welcome Homes**, which has developed from the **Hospitality Pledge**, will work with the UK Church and socially-minded Christian landlords to identify and provide long-term housing solutions in their local area.

Funding and Sustainability

With a growing number of churches receiving support across the Welcome Network, an increasing number of refugee groups receiving direct support, and the resulting need for an expansion of the Welcome Churches team, we will continue to develop new and existing income streams including trust funding, government grants, and regular support from individuals and churches. This is vital to ensure that Welcome Churches continues to meet the growing needs of the 1000+ churches in the Welcome Network.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 - Continued

REFERENCE AND ADMINISTRATIVE DETAILS:

Charity Number: 1177344

Registered Office: Bridge House
Riverside Court
Pride Park
Derby
DE24 8HY

Our Advisors

Senior Statutory Auditor: Mrs D J Lockwood FCCA/FCA/ATT (Fellow)
Haines Watts (East Midlands) Ltd
Chartered Accountants and Registered Auditor
10 Stadium Business Court
Millennium Way
Pride Park
Derby
DE24 8HP

Bankers: The Co-operative Bank
Service Team
PO Box 250
Skelmersdale
WN8 6WT

TRUSTEES

The trustees who served during the year were as follows:-

Trustees: Mark Mumford
Marion Knell
Patrick Johnstone
Shna Oleszczuk (resigned 08.06.2021)
Alex Jones
Andrew Reed (appointed 8.12.2021)
Hendrika Cooke (appointed 8.12.2021)
Jonathan Dyson (appointed 8.12.2021)
George Haddad (appointed 8.12.2021)

Responsible for day to day running of the Charity: Emily Shepherd (nee Holden) and Sue Butler (Joint CEOs)

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 - Continued

STRUCTURE, GOVERNANCE & MANAGEMENT

Governing Document

The Charity was set up by a Trust Deed as a charitable organisation registered with the Charity Commission on 27 February 2018.

Appointment of Trustees and Training

Four additional trustees were appointed during the year and one resigned. All trustees are given a clear role description upon appointment and we discussed the roles and responsibilities of a trustee as outlined on the charity commission website. We will ensure ongoing training for trustees is carried out during the year.

Organisation / Running of the Charity

The Board of Trustees convenes at least four times per year. At these meetings, the directors agree the strategy, policies and areas of activity and monitor performance and risk. The management of day to day activities is delegated to the joint Chief Executive Officers. The Trustees give their time voluntarily and receive no benefits.

Related Parties and Cooperation with Other Organisations

Coalitions:

Welcome Churches is grateful to the partnerships that have helped to shape and deliver key projects this year.

These include:

UKHK Coalition - OMF, COCM, Dr Krish Kandiah

Afghan Welcome Coalition - Baby Basics, Dr Krish Kandiah

Memberships:

Welcome Churches is a member of the following groups:

Evangelical Alliance,

NACCOM,

Global Connections

We are committed to working in partnership with others and have also been part of a number of working groups to respond to different issues such as the UK government's Nationality and Borders Bill and new refugee crises.

Risk Management

The trustees will periodically review important areas of financial risk. Other areas are regularly reviewed, such as skills and financial procedures.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022 - Continued

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provision of the Trust Deed require the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure of the Charity for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the appropriate charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation; and

The Trustees are responsible for maintaining the proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Account and Reporting by Charities.

Approved by the Board of Trustees on 13/11/2022 and signed on its behalf by

Chair Mr. Mumford
MARK MUMFORD

WELCOME CHURCHES

Report of Independent Auditors to the Trustees of Welcome Churches

Opinion

We have audited the financial statements of Welcome Churches for the year ended 31 March 2022 which comprise the Statement of Financial Activities (including Income and Expenditure Account), the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of the incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the report and financial statements, other than the financial statements and our Auditors report thereon. The Trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WELCOME CHURCHES

Report of Independent Auditors to the Trustees of Welcome Churches

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page seven, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below;

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements. Specifically reviewing compliance with Charities SORP FRS102.
- Performing detailed testing of income receivable in the year and agreeing a sample to supporting documentation and gaining an understanding of any restrictions associated with the income.
- Performing substantive testing over a selection of journal entries made in the period, to address the risk of fraud due to management override of controls.
- Assessing material accounting estimates to determine if there are indications of management bias.

WELCOME CHURCHES

Report of Independent Auditors to the Trustees of Welcome Churches

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Despite, the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to the inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of Report

This report is made solely to the Company's Trustees members, as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

P. J. Lockwood

.....
Mrs D J Lockwood, FCA, FCCA, ATT – Senior Statutory Auditor
For and on behalf of Haines Watts East Midlands Ltd - Statutory Auditors
10 Stadium Business Court
Millennium Way
Pride Park
Derby
DE24 8HP

Date: 16.11.2022

WELCOME CHURCHES

Statement of Financial Activities (including Income and Expenditure Account) for the Year Ended 31 March 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Income							
JRS Furlough Grant		-	-	-	6,614	-	6,614
Grants, Donations & Legacies	2	230,250	1,079,362	1,309,612	92,461	83,805	176,266
Income from charitable activities:	3	21,229	-	21,229	7,480	9,200	16,680
Fundraising		500	1,380	1,880	230	-	230
Total Incoming Resources		251,979	1,080,742	1,332,721	106,785	93,005	199,790
Expenditure							
Raising Funds		5,031	1,158	6,189	-	-	-
Charitable Activities	4	78,100	368,361	446,461	39,494	69,339	108,833
Support Costs	4	11,470	36,880	48,350	24,312	459	24,771
Total Expenditure		94,601	406,399	501,000	63,806	69,798	133,604
Net Income/Expenditure and Net Movement in Fund		157,378	674,343	831,721	42,979	23,207	66,186
Reconciliation of Funds							
Transfer between funds		(127)	127	-	499	(499)	-
Balance Brought Forward 1 April 2021		51,451	47,489	98,940	7,973	24,781	32,754
Total Fund Balances Carried Forward 31 March 2022	10	208,702	721,959	930,661	51,451	47,489	98,940

WELCOME CHURCHES

Balance Sheet as at 31 March 2022

		2022		2021	
	Notes	£	£	£	£
Fixed Assets					
Tangible Assets	8		3,394		1,635
Current Assets					
Debtors	18	22,782		6,675	
Cash at bank and in hand		967,969		92,716	
		990,751		99,391	
Creditors: amounts falling due within one year	19			2,086	
		63,484		2,086	
Net Current Assets (Liabilities)			927,267		97,305
Net Assets			930,661		98,940
 Unrestricted funds					
General Funds - General Purposes			208,702		51,451
Restricted Funds	11		721,959		47,489
Total Charity Funds	10		930,661		98,940

Approved by the Board of Trustees on 13/11/22 and signed on its behalf by:

Trustee..... A. J. Deed
anora reg

Chair of Trustees..... M. Mumford
maric mumford

WELCOME CHURCHES

Cash Flow Statement as at 31 March 2022

	<u>Notes</u>	<u>2022</u> £	<u>2021</u> £
Net Cash Flow from Operating Activities	20	878,497	61,743
Capital Expenditure and Financial Investments:			
Purchase of Tangible Fixed Assets		(3,244)	(1,507)
		<u>875,253</u>	<u>60,236</u>
Net Cash Inflow/(Outflow)		<u>875,253</u>	<u>60,236</u>
Increase/(Decrease) in Cash in the Year		875,253	60,236
Net Cash Resources at 1 April 2021		<u>92,716</u>	<u>32,480</u>
<u>Net Cash Resources at 31 March 2022</u>		<u>967,969</u>	<u>92,716</u>

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation, in accordance with applicable charity law

The financial statements have been in accordance with the Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Welcome Churches meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Details regarding the legal form of the Charity, base of operation and other details are included on page 5 of the Trustees Report under Reference and Administrative Details.

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services, goods and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Debtors are included to represent amounts recognised as outstanding to the charity at the year end date.
- Cash and bank balances are stated as the amounts held at the Charity year-end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 – Continued

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:-

- Costs of generating funds comprise the costs associated with attracting grants income and donations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance & support costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the Independent Examination fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.
- Allocation of Support Costs – Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Tangible Fixed Assets

All fixed assets are capitalised at cost, where considered appropriate to capitalise. Those purchased by specific gifts and grants have been written off fully in the year of gift.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office Equipment	-	25% on cost
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Fund Balances

Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

Designated funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor and are subjected to restrictions of their expenditure imposed by the donor or through the terms of an appeal.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Contributions payable for the year are shown in the statement of financial activities.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2022 – Continued

Debtors

Debtors are recognised at the settlement amount owed to the Charity or prepaid.

Creditors

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

Financial Instruments

The Charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Judgement and Key Sources of Estimation Uncertainty

The preparation of accounts using generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period.

The key estimates and assumptions used in the Financial Statements are detailed in the accounting policies.

2. Grants, Donations and Legacies

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Government Grant	-	312,000	312,000	-
Consortium Funding	-	26,160	26,160	4,500
Grant Funding	27,712	230,118	257,830	133,805
Church Donations	28,868	-	28,868	250
General Donations	173,670	9,032	182,702	37,711
Emergency Appeals	-	502,052	502,052	-
	230,250	1,079,362	1,309,612	176,266

3. Income from Charitable Activities

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Other Income	507	-	507	-
Partner Churches	11,700	-	11,700	6,225
Events Income	9,022	-	9,022	10,455
	21,229	-	21,229	16,680

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2022- Continued

4. Expenditure

	Unrestricted Expenditure £	Restricted Expenditure £	2022 Total £	2021 Total £
Fundraising Costs				
Fundraising Activities	717	1,158	1,875	-
Staff Costs	4,314	-	4,314	-
	5,031	1,158	6,189	-
Costs directly allocated to activities				
Film, PR and Media	-	16,738	16,738	-
Staff Development and Recruitment Costs	7,392	-	7,392	-
Website and Systems Costs	2,000	24,745	26,745	687
Other Project Expenditure	41	95,360	95,401	6,008
Travel and Refreshments	7,229	6,954	14,183	1,025
Staff Costs	57,530	151,394	208,924	101,113
Contractor Costs	3,908	73,170	77,078	-
	78,100	368,361	446,461	108,833
Support costs				
Office Space (see note 12)	-	5,159	5,159	1,440
Design Costs	-	422	422	429
Phone and Office Costs	-	1,548	1,548	2,225
Insurance	108	152	260	977
Bank and Card Charges	2,437	3,333	5,770	754
Trustees' Expenses (meeting costs)	224	-	224	35
Staff Costs	-	23,062	23,062	15,837
IT and Software Costs	-	2,644	2,644	688
Payroll and Professional Fees	700	-	700	310
Audit and Accounting Fee	6,516	-	6,516	1,380
Miscellaneous Expenditure	-	560	560	25
Depreciation for the Period	1,485	-	1,485	671
	11,470	36,880	48,350	24,771
<u>Note</u>	Audit Fee		4,200	
	Accounts Preparation fee		2,316	
			£6,516	

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 - Continued

5. Staff Costs and Numbers

	2022	2021
	£	£
Salaries	213,419	106,459
Pension Costs	10,208	5,361
Employer's National Insurance	12,673	5,130
	<u>236,300</u>	<u>116,950</u>
Average number of paid full and part time employees in the year	10	6.5
Average number within pension scheme	10	5.5
Total remuneration of key management personnel in the period	<u>£78,636</u>	<u>£68,434</u>

No employee received emoluments of more than £60,000 in the year.

6. Trustee Remuneration and Related Party Transactions

No emoluments were received by the Trustees either in their capacities as Trustees or as members of the Board of Trustees. There were expenses paid to Charity trustees from the funds of the Charity totalling £224 (2020: NIL). Gifts were paid to all trustees in the period totalling £50.50 (2021: £19). Trustee giving in the financial year totalled £530 (2021: £410). There are no other related party transactions.

7. Taxation

As a Charity, Welcome Churches is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

8. Tangible Fixed Assets

Cost	Office Equipment £
Balance Brought Forward at 1 April 2021	2,689
Additions	3,244
At 31 March 2022	<u>5,933</u>
Depreciation	
Balance Brought Forward at 1 April 2021	1,054
Charge for the year	1,485
At 31 March 2022	<u>2,539</u>
Net Book Value	
At 31 March 2021	<u>1,635</u>
At 31 March 2022	<u>3,394</u>

There were no tangible assets donated during the year that were capitalised and all assets are held for the furtherance of the Charity's objectives.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 - Continued

9. Negligence Insurance

The Charity hold Trustee Indemnity Insurance and paid a premium of £260 in the year. The insurance cover is included within the whole policy for the charity which provides cover of up to £250,000.

10. Analysis of Net Assets between funds

<u>Year Ended 31 March 2022</u>	General Fund	Restricted Fund	Total Funds 2022	Total Funds 2021
	£	£	£	£
Fixed Assets	3,394	-	3,394	1,635
Current Assets	228,336	762,415	990,751	99,391
Current Liabilities	(23,028)	(40,456)	(63,484)	(2,086)
Net Assets at 31 March 2022	208,702	721,959	930,661	98,940

Year Ended 31 March 2021

	General Fund	Restricted Fund	Total Funds 2021	Total Funds 2020
	£	£	£	£
Fixed Assets	1,635	-	1,635	799
Current Assets	51,902	47,489	99,391	33,727
Current Liabilities	(2,086)	-	(2,086)	(1,772)
Net Assets at 31 March 2021	51,451	47,489	98,940	32,754

11. Movements in Funds

<u>Year Ended 31 March 2022</u>	Balance b/fwd 1.4.21	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2022
	£	£	£	£	£
<u>Restricted funds</u>					
DL UHC Government Grant	-	312,000	55,073	-	256,927
Hospitality Pledge	-	180,000	97,355	-	82,645
Afghan Emergency Appeal	-	512,465	144,725	-	367,740
Network Operations	3,600	4,500	8,227	(127)	-
Structural Growth	-	36,014	26,825	-	9,189
Trauma Training	1,858	-	1,858	-	-
Time to Shine	10,422	9,603	20,025	-	-
Communications	11,415	-	11,415	-	-
Welcome to Church	7,675	-	7,675	-	-
Refugees Online	8,435	-	8,435	-	-
UK HK Consortium	4,084	26,160	24,786	-	5,458
	47,489	1,080,742	406,399	127	721,959

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 - Continued

11. Movements in Funds - continued

<u>Year Ended 31 March 2021</u>	Balance b/fwd 1.4.20	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2021
	£	£	£	£	£
<u>Restricted funds</u>					
Online Refugee Referral System	1,655	-	1,655	-	-
Welcome Network	1,361	9,200	6,961	-	3,600
Discipleship Programme	14,643	-	14,643	-	-
Trauma Training	72	5,000	3,214	-	1,858
Time to Shine Project (Rank Foundation)	7,050	25,305	21,933	-	10,422
Communications	-	25,000	13,086	(499)	11,415
Welcome to Church	-	10,000	2,325	-	7,675
Refugees Online	-	14,000	5,565	-	8,435
UK HK	-	4,500	416	-	4,084
	24,781	93,005	69,798	(499)	47,489

DL UHC Government Grant – A Government grant totalling £312,000 was received during the year for helping new arrivals from Hong Kong to integrate, socially, educationally and into the workplace.

Hospitality Pledge – Donations totalling £180,000 were received during the year in order to promote and encourage radical hospitality across the UK church.

Structural Growth – Donations totalling £36,014 were received during the year for strengthening our core systems infrastructure, building our fundraising capacity and providing additional capacity for church engagement and support, in the light of the large increase in churches joining the Welcome Network.

Afghan Emergency Appeal – An Emergency Appeal for supporting Afghan refugees fleeing from Kabul following the Taliban takeover in 2021 raised £512,465. This included practical logistical support and the provision of wrap-around care for Afghans in hotels, promoting integration and social cohesion.

Network Operations – An amount brought forward of £3,600 and additional donations totalling £4,500 over the year were received for the ongoing development and operation of the Welcome Network. All monies spent during the year.

Time to Shine Project – An amount brought forward of £10,422 and additional donations totalling £9,603 over the year were donated for the ‘Time to Shine’ project funding an internship for a refugee leader as a Digital Champions Coordinator. All monies spent during the year.

Trauma Training:- An amount brought forward of £1,858 which was donated for the development of trauma training and the production of videos of this training for churches and refugees. All monies spent during the year.

Communications – An amount brought forward of £11,415 which was donated for the employment of a Communications Officer. All monies spent during the year.

Welcome to Church – An amount brought forward of £7,675 which was donated for the development of a Welcome to Church video and production of this in 5 languages. All spent in the year.

Refugees Online – An amount brought forward of £8,435 which was donated for the Refugees Online project. All monies spent during the year.

UKHK Consortium – An amount brought forward of £4,084 and additional donations totalling £26,160 were received during the year for the UKHK project for the employment of a UKHK Communications Officer and for the development of a website for welcoming new arrivals from Hong Kong. A balance of £5,458 is carried forward.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 - Continued

12. Donated Assets

East Midlands Christian Fellowship (a related party) – donated to Welcome Churches office space including services and utilities totalling £1,600 in the year (2021: £1,440). This is treated as a donation and expense in these accounts.

An individual provided the Afghan welcome website, without charge a total of £2,000 is treated as a donation and expenses in these accounts.

13. Related Party

M Mumford was a trustee of East Midlands Christian Fellowship (now Reach Derby) until 8 July 2021 and of this charity.

Reach Events Management, a linked company, rents to Welcome Churches office space (see note 17).

There are no other related party transactions.

14. Pension Commitments

The charity operates a defined contributions pension scheme. The assets are held separately from those of the charity in independently administered funds.

The pension cost charge represents contributions payable by the charity to the funds and amounts to £10,208 (2021: £5,361). At the year end date an amount of £2,061 (2021: £954) was outstanding, payable to the company scheme after the year end date.

15. Taxation

The charitable entity is exempt from Corporation Tax on its charitable activities. The Trustees have reviewed the charities activities and are confident that they fulfil charitable aims and as such are considered to be for primary purpose.

16. FRC Ethical Standard – Provisions Available for Small Entities

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statement.

17. Rental Commitment

There is currently an agreement in place to rent office space from Reach Events Management at an annual fee of £6,048, the agreement was signed on 9 August 2021, and commenced on 6 September 2021 for a 12 month period.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2022 - Continued

18. Debtors

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Trade debtors	8,884	-
Prepayments	2,636	-
Other debtors	11,262	6,675
	22,782	6,675

19. Creditors

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Trade creditors	43,758	109
Accruals	12,016	1,020
Other creditors	7,710	957
	63,484	2,086

20. Cash Flow Statement

Reconciliation of net movement in funds to net cash flows from operating activities:

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Net incoming resources	831,721	66,186
Adjustments:		
Depreciation Charges	1,485	671
(Increase)/ Decrease in Debtors	(16,107)	(5,428)
Increase/ (Decrease) in Creditors	61,398	314
	878,497	61,743

WELCOME CHURCHES

England & Wales - Charity number 1177344

Accounts

WELCOME CHURCHES
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

CHARITY NO: 1177344

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The Trustees are pleased to present their annual Directors Report together with the financial statements of the charity for the year ended 31 March 2021.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

CHAIR'S REPORT

The past year has been a year like no other, with the COVID-19 pandemic completely transforming the way that Welcome Churches operates as an organisation. We are pleased to say that we saw significant growth during the year - being able to reach more people and churches through the move to online working and the appetite for 'Zoom' training. Welcome Churches has continued to advocate widely the opportunity and responsibility for UK churches to welcome and support refugees fleeing conflict and persecution. At the beginning of 2021 we also saw a new opportunity to engage with welcoming people coming to the UK from Hong Kong, following the UK government's new BN(O) visa scheme. Through our involvement with the UKHK initiative, we have started to see exponential growth in the first few months of 2021, with 347 churches either in our Welcome Network (to welcome refugees) or UKHK network (to welcome people from Hong Kong) or both by the end of March 2021. We anticipate this growth to continue throughout 2021. Throughout the year we were able to provide training to over 200 people from 145 churches, which was a significant increase for us. Our activities saw over 740 refugees and asylum seekers receive a welcome from their local church and we were able to provide online support to refugees through the Covid pandemic too. Financially the charity has raised a significantly increased amount of funds totalling more than £190,000. In December Karina Martin stepped down as our CEO, and Luke Goss was appointed as the new CEO in January. In April 2021, Luke needed to step down from the role due to personal reasons, at which point Emily Holden and Sue Butler took over the role jointly as the new CO- CEO's.

Chair of Trustees

OUR PURPOSES AND ACTIVITIES

The objects of the charity are:-

1. The promotion of social inclusion among people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position.
2. The advancement of the Christian faith in such ways as the Charity Trustees may from time to time decide

Welcome Churches carried out these objects by:-

1. Developing and delivering a range of training and tools to enable churches to welcome and support newly arrived refugees and asylum seekers.
2. Helping refugees connect quickly to one of the churches in our network via the Welcome Network online platform.
3. Establishing and supporting Welcome Boxes projects in churches around the country, including running an online referral and feedback web platform.
3. Providing ongoing support, capacity building and training to churches working with refugees and asylum seekers to aid social inclusion.
4. Developing and providing training and resources to churches for refugees who want to explore the Christian faith.
5. Assist churches to include refugees in all aspects of church life.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021 – Continued

Strategy and Activities

Our activities include: Educating churches and other parties about the need to welcome and support refugees and asylum seekers arriving in their communities. Providing training, resources and ongoing support to churches to effectively welcome and support the integration of refugees and asylum seekers. Networking churches together across the UK who are welcoming refugees and enable refugees to connect with them.

Our activities this year include:-

Welcome Boxes An additional 10 churches trained and supported to run our Welcome Boxes project, equipping local people to welcome and support newly arrived refugees and asylum seekers. This year approximately 180 Welcome Boxes were delivered by our partner churches, welcoming around 540 refugees and asylum seekers as they arrived in the local area.

Development of new tools and resources This included continuing to develop our Trauma Hub Training to help churches understand the impact of Trauma on refugees, launching ‘Welcome to the Word’ discipleship tool, to help churches to read the Bible with refugees, training on supporting refugees during the Covid-19 pandemic and running legal-awareness training to help churches navigate the asylum legal process in the UK.

Welcome Network We continued to invest in the development of the online Welcome Network which saw over 740 refugees and asylum seekers welcomed by their local church. We have also provided multiple training events online to the Welcome Network to provide support to them during the Covid-19 pandemic.

UKHK We launched the UKHK initiative, in partnership with Dr [Krish Kandiah](#) and other partners. This was based on our Welcome Network, which was replicated and improved for a Hong Kong audience. This is now being used to help new arrivals to the UK from Hong Kong to be connected with local churches who are ready to welcome them.

Awareness raising and Church engagement We have started to run regular online prayer meetings for people from across the UK. We have seen hundreds of people engage with these events, particular on World Refugee Day in June. We provided resources for churches for Refugee Sunday in June, including a film called ‘Starting Again’ looking at what we can learn from refugees during the COVID-19 pandemic.

Team The Welcome Churches Team includes 3 full time and 3 part time employees. Three of the team can speak languages used by UK refugees. We have 4 trustees.

Financial Review

The income for the year to 31 March 2021 was £199,790 (2020: £115,516). After costs, the charity generated a surplus for the period of £66,186 (2020: £8,443). Total funds carried forward at 31 March 2021 were £98,940 (2020:£32,754) of which £47,489 were restricted funds .

Investment Policy

There is very little fixed investment in the charity at present. The use of property has been donated by others in the charity sector. Depending on the success of programmes and the increase in refugee numbers in the UK, it may become desirable to own or rent property to further meet the charity’s objects.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021 - Continued

Reserves Policy

Brief Statement of the Charity's Policy on Reserves

Welcome Churches was registered as an independent charity on 27 February 2018. Therefore, it is still in its early stages of growth and is currently establishing itself in regards to income, reputation and reach. We are investing in growth, working towards a diverse portfolio of funding streams and establishing reserves of three months operating costs.

Context: What Are "Reserves"?

Reserves are the amount of money that a charity holds unspent as a buffer against those "rainy days" where, for a variety of reasons, the charity finds that its payments are outstripping its receipts in a way that, without reserves, the charity would be unable to pay its bills on time.

There are four different types of reasons why a charity should hold reserves to cover:

1. Contingency : unexpected expenditure in the event of an emergency;
2. Cash-flow : situations where a bill has to be paid before the money to cover it has been received;
3. Commitment : a commitment to expenditure which cannot be covered by the annual income;
4. Closure : the charity becomes financially unsustainable and has to be wound up.

This Reserves Policy aims to explain what money Welcome Churches aims to have within the bank, and what will happen if this amount falls below the reserves amount intended.

Amount held in reserves

Welcome Churches aims to have three months of operating costs in the bank account at all times. Should the amount in the bank account fall below this figure, then measures will be taken to limit expenditure. After consulting with staff how to go about this, this will include asking staff if they are happy to delay some of their salary each month, until future funding has come in. Every effort will then be made to rebuild 3 months of operating costs as quickly as possible.

Additional unrestricted funding

It is our intention that, as Welcome Churches becomes more established, we will get to a point where we can start to build financial resilience by building reserves. This policy will be reviewed annually, in line with annual budgets. Should we have more than one year's funding in the bank account, this policy will be reviewed in order to start to build resilience as an organisation.

Plans for the Future

In the coming year, Welcome Churches will focus on the following strategic areas:-

Sustainability: Continue to establish a range of income streams, including donations from churches and individuals, trust funding, contracts and services, in order to meet the growing demand from churches.

Church Engagement: Engage and equip new churches so that we have a Welcome Church in every dispersal and resettlement area in the UK

The Welcome Network: Increase the number of refugee referrals to churches, through the online Welcome Network

Church Support: Improve the quality of our support for churches

Refugee Integration: Increase the involvement of refugees in local churches

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021 - Continued

UKHK: We will continue to be part of the UKHK initiative, launched in January 2021, to help welcome new arrivals from Hong Kong to the UK. This will involve continued investment in the UKHK online network, to help new arrivals from Hong Kong to find a local church who will welcome them to the local community.

REFERENCE AND ADMINISTRATIVE DETAILS:

Charity Number: 1177344

Registered Office: Bridge House
Riverside Court
Pride Park
Derby
DE24 8HY

Our Advisors

Independent Examiner: Mrs D J Lockwood FCCA/FCA/ATT (Fellow)
Haines Watts
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

Bankers: The CoOperative Bank
Service Team
PO Box 250
Skelmersdale
WN8 6WT

TRUSTEES

The trustees who served during the year were as follows:-

Trustees: Mark Mumford
Daniel Lane (resigned 10.12.2020)
Marion Knell
Patrick Johnstone
Milad Arbash (resigned 10.03.2021)
Shna Oleszczuk (resigned 08.06.2021)
Alex Jones (appointed 10.12.2020)

Responsible for day to day running of the Charity: Karina Martin (resigned 31.12.2020)
Luke Goss (appointed 4.1.2021)

STRUCTURE, GOVERNANCE & MANAGEMENT

Governing Document

The Charity was set up by a Trust Deed as a charitable organisation registered with the Charity Commission on 27 February 2018.

WELCOME CHURCHES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021 - Continued

Appointment of Trustees and Training

As a new charity our original trustees were appointed on 27th February 2018, one additional trustee was appointed during the year and two have resigned. All trustees are given a clear role description upon appointment and we discussed the roles and responsibilities of a trustee as outlined on the charity commission website. We will ensure ongoing training for trustees is carried out during the year.

Organisation / Running of the Charity

The Board of Trustees convenes at least four times per year. At these meetings, the directors agree the strategy, policies and areas of activity and monitor performance and risk. The management of day to day activities is delegated to the Chief Executive Officer. The Trustees give their time voluntarily and receive no benefits.

Related Parties and Cooperation with Other Organisations

Mark Mumford is also a trustee of EMCF who also employ Karina Martin (Welcome Churches Chief Executive Officer) 2 days a week.

Risk Management

The trustees will periodically review important areas of financial risk. Other areas are regularly reviewed, such as skills and financial procedures.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.


The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provision of the Trust Deed require the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure of the Charity for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the appropriate charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standard have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation; and

The Trustees are responsible for maintaining the proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Account and Reporting by Charities.

Approved by the Board of Trustees on 8 - 12 - 2021 and signed on its behalf by

Chair 

WELCOME CHURCHES

Independent Examiner's report to the Trustees of Welcome Churches

I report on the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

Responsibilities and Basis of Report

As the charity's trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent Examiner's Statement

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

- 1) Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2) The accounts do not accord with those records; or
- 3) The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirements that the accounts 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 accounts to be reached.

D. J. Lockwood

.....
D J Lockwood FCA, FCCA, ATT (Fellow)
Chartered Accountant

Dated *13.12.2021*

Haines Watts
Chartered Accountants
Cliffe Hill House
22-26 Nottingham Road
Stapleford
Nottingham
NG9 8AA

WELCOME CHURCHES

**Statement of Financial Activities (including Income and Expenditure Account)
for the Year Ended 31 March 2021**

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Income							
JRS Furlough Grant		6,614	-	6,614	-	-	-
Grants, Donations & Legacies	2	92,461	83,805	176,266	49,992	47,502	97,494
Income from charitable activities:	3	7,480	9,200	16,680	8,167	4,500	12,667
Fundraising		230	-	230	5,355	-	5,355
Total Incoming Resources		<u>106,785</u>	<u>93,005</u>	<u>199,790</u>	<u>63,514</u>	<u>52,002</u>	<u>115,516</u>
Expenditure							
Raising Funds		-	-	-	1,586	-	1,586
Charitable Activities	4	39,494	69,339	108,833	52,440	29,102	81,542
Support Costs	4	24,312	459	24,771	21,826	2,119	23,945
Total Expenditure		<u>63,806</u>	<u>69,798</u>	<u>133,604</u>	<u>75,832</u>	<u>31,221</u>	<u>107,073</u>
Net Income/Expenditure and Net Movement in Fund		42,979	23,207	66,186	(12,338)	20,781	8,443
Reconciliation of Funds							
Transfer between funds		499	(499)	-	-	-	-
Balance Brought Forward 1 April 2020		<u>7,973</u>	<u>24,781</u>	<u>32,754</u>	<u>20,311</u>	<u>4,000</u>	<u>24,311</u>
Total Fund Balances Carried Forward 31 March 2021	10	<u><u>51,451</u></u>	<u><u>47,489</u></u>	<u><u>98,940</u></u>	<u><u>7,973</u></u>	<u><u>24,781</u></u>	<u><u>32,754</u></u>

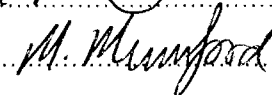
WELCOME CHURCHES

Balance Sheet as at 31 March 2021

	Notes	2021	2020
		£	£
Fixed Assets			
Tangible Assets	8	1,635	799
Current Assets			
Debtors		6,675	1,247
Cash at bank and in hand		<u>92,716</u>	<u>32,480</u>
		<u>99,391</u>	<u>33,727</u>
Creditors: amounts falling due within one year		<u>2,086</u>	<u>1,772</u>
Net Current Assets (Liabilities)		97,305	31,955
Net Assets		<u>98,940</u>	<u>32,754</u>
Unrestricted funds			
General Funds - General Purposes	11	51,451	7,973
Restricted Funds	11	47,489	24,781
Total Charity Funds	10	<u>98,940</u>	<u>32,754</u>

Approved by the Board of Trustees on 8-12-21 and signed on its behalf by:

Trustee.....  Patrick Johnson

Chair of Trustees.....  Mark Munford

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2021

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation

The financial statements have been in accordance with the Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Welcome Churches meets the definition of a public benefit entity under FRS102.

GOING CONCERN

Covid19 Update

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

The move to online working and increase in video meetings was a huge benefit to Welcome Churches. We were able to connect with more churches across the UK, more efficiently, which led to huge growth for the organisation throughout the year. We made the most of the government's furlough scheme at the beginning of the year, however by July this was no longer needed and all staff came back to working their normal hours. We are now continuing to work from home, and will likely do a hybrid model of home and office working, following government guidelines going forward.

The financial statements are presented in sterling (£).

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services or facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Debtors are included to represent amounts recognised as outstanding to the charity at the year end date.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2021 – Continued

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:-

- Costs of generating funds comprise the costs associated with attracting grants income and donations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance & support costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the Independent Examination fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.
- Allocation of Support Costs – Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Tangible Fixed Assets

All fixed assets are capitalised at cost, where considered appropriate to capitalise. Those purchased by specific gifts and grants have been written off fully in the year of gift.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Office Equipment	-	25% on cost
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Fund Balances

Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

Designated funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor and are subjected to restrictions of their expenditure imposed by the donor or through the terms of an appeal.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Contributions payable for the year are shown in the statement of financial activities.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2021 – Continued

Debtors

Debtors are recognised at the settlement amount owed to the Charity or prepaid.

Creditors

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

Financial Instruments

The Charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Donated Services, Good and Facilities

Donated services or facilities are recognised as income when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Judgement and Key Sources of Estimation Uncertainty

The preparation of accounts using generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period.

The key estimates and assumptions used in the Financial Statements are detailed in the accounting policies.

2. Grants, Donations and Legacies

	Unrestricted	Restricted	2021	2020
	£	£	Total	Total
			£	£
UK HK	-	4,500	4,500	-
Communications	-	25,000	25,000	-
Welcome to Church	-	10,000	10,000	-
Refugees Online	-	14,000	14,000	-
Church Donations	250	-	250	2,255
General Donations	37,711	-	37,711	30,137
Non Specific Project Funding	54,500	-	54,500	17,600
Discipleship Programme	-	-	-	28,479
Trauma Training	-	5,000	5,000	7,000
Time to Shine Project (Rank Foundation)	-	25,305	25,305	12,023
	92,461	83,805	176,266	97,494

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year 31 March 2021- Continued

3. Income from Charitable Activities

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Other Income	-	-	-	645
Church Training	-	-	-	2,077
Partner Churches	6,225	-	6,225	5,445
Refugee Referral System	-	-	-	2,000
Welcome Network	1,255	9,200	10,455	2,500
	<u>7,480</u>	<u>9,200</u>	<u>16,680</u>	<u>12,667</u>

4. Expenditure

	Unrestricted Expenditure £	Restricted Expenditure £	2021 Total £	2020 Total £
Costs directly allocated to activities				
Training and Development	687	-	687	1,917
Project Expenditure	1,521	2,540	4,061	2,993
Travel and Refreshments	989	36	1,025	1,646
Staff Costs	36,297	64,816	101,113	70,014
Time to Shine Expenses	-	1,947	1,947	4,972
	<u>39,494</u>	<u>69,339</u>	<u>108,833</u>	<u>81,542</u>

Support costs

Office Space (see note)	1,440	-	1,440	300
Domain Name	-	-	-	-
Marketing Costs (inc. conferences, travel and refreshments)	-	-	-	1,169
Design and Exhibition Costs	103	326	429	574
Printing, Postage and Office Costs	970	133	1,103	979
Telephone, Broadband and Mobile Phones	830	-	830	904
Insurance	977	-	977	-
Bank and Card Charges	754	-	754	306
Trustees' Expenses (meeting costs)	35	-	35	407
Staff Costs	15,837	-	15,837	17,009
IT Costs	688	-	688	204
Payroll and Professional Fees	310	-	310	280
Independent Examination Fee	1,380	-	1,380	858
Subscriptions	292	-	292	285
Miscellaneous Expenditure	25	-	25	375
Depreciation for the Period	671	-	671	295
	<u>24,312</u>	<u>459</u>	<u>24,771</u>	<u>23,945</u>

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2021 - Continued

5. Staff Costs and Numbers

	2021	2020
	£	£
Salaries	106,459	75,638
Pension Costs	5,361	4,760
Employer's National Insurance	5,130	3,072
Staff Development Costs	-	3,553
	116,950	87,023
 Average number of paid full and part time employees in the year	 6.5	 5
Average number within pension scheme	5.5	4
 Total remuneration of key management personnel in the period	 £68,434	 £52,021

No employee received emoluments of more than £60,000 in the year.

6. Trustee Remuneration and Related Party Transactions

No emoluments were received by the Trustees either in their capacities as Trustees or as members of the Board of Trustees. There were no other emoluments or expenses paid to any other Charity trustee, or persons connected with such a trustee directly or indirectly from the funds of the Charity or from the property of any body connected with the Charity. Gifts were paid to 1 trustees in the period totalling £19.25 (2020:£23). Trustee giving in the financial year totalled £410 (2020:£220). There are no other related party transactions.

7. Taxation

As a Charity, Welcome Churches is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

8. Tangible Fixed Assets

Cost	Office Equipment £
Balance Brought Forward at 1 April 2020	1,182
Additions	1,507
At 31 March 2021	2,689
 Depreciation	
Balance Brought Forward at 1 April 2020	383
Charge for the year	671
At 31 March 2021	1,054
 Net Book Value	
At 31 March 2021	1,635
At 31 March 2020	799

There were no tangible assets donated during the year that were capitalised and all assets are held for the furtherance of the Charity's objectives.

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2021 - Continued

9. Negligence Insurance

The Charity hold Trustee Indemnity Insurance and paid a premium of £479.89 after the year end date in the year. The insurance cover is included within the whole policy for the charity which provides cover of up to £250,000.

10. Analysis of Net Assets between funds

<u>Year Ended 31 March 2021</u>	General Fund £	Restricted Fund £	Total Funds 2021 £	Total Funds 2020 £
Fixed Assets	1,635	-	1,635	799
Current Assets	51,902	47,489	99,391	33,727
Current Liabilities	(2,086)	-	(2,086)	(1,772)
Net Assets at 31 March 2021	<u>51,451</u>	<u>47,489</u>	<u>98,940</u>	<u>32,754</u>

<u>Year Ended 31 March 2020</u>	General Fund £	Restricted Fund £	Total Funds 2020 £	Total Funds 2019 £
Fixed Assets	799	-	799	266
Current Assets	8,946	24,781	33,727	25,341
Current Liabilities	(1,772)	-	(1,772)	(1,297)
Net Assets at 31 March 2020	<u>7,973</u>	<u>24,781</u>	<u>32,754</u>	<u>24,311</u>

11. Movements in Funds

<u>Year Ended 31 March 2021</u>	Balance b/fwd 1.4.20 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2021 £
<u>Restricted funds</u>					
Online Refugee Referral System	1,655	-	1,655	-	-
Welcome Network	1,361	9,200	6,961	-	3,600
Discipleship Programme	14,643	-	14,643	-	-
Trauma Training	72	5,000	3,214	-	1,858
Time to Shine Project (Rank Foundation)	7,050	25,305	21,933	-	10,422
Communications	-	25,000	13,086	(499)	11,415
Welcome to Church	-	10,000	2,325	-	7,675
Refugees Online	-	14,000	5,565	-	8,435
UK HK	-	4,500	416	-	4,084
	<u>24,781</u>	<u>93,005</u>	<u>69,798</u>	<u>(499)</u>	<u>47,489</u>

<u>Year Ended 31 March 2020</u>	Balance b/fwd 1.4.19 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2020 £
<u>Restricted funds</u>					
Online Refugee Referral System	4,000	2,000	4,345	-	1,655
Welcome Network	-	2,500	1,139	-	1,361
Discipleship Programme	-	28,479	13,836	-	14,643
Trauma Training	-	7,000	6,928	-	72
Time to Shine Project (Rank Foundation)	-	12,023	4,973	-	7,050
	<u>4,000</u>	<u>52,002</u>	<u>31,221</u>	<u>-</u>	<u>24,781</u>

WELCOME CHURCHES

Notes forming part of the Financial Statements for the Year Ended 31 March 2021 - Continued

Online Refugee Referral System – An amount brought forward of £1,655, all used in the year.

Welcome Network – An amount brought forward of £1,361 and additional donations totalling £7,200 over the year were received for the ongoing development of the Welcome Network. A balance of £3,600 is carried forward.

Rank Foundation – An amount brought forward of £7,050 and additional donations totalling £25,305.20 over the year were donated for Time to Shine project. A balance of £10,422.03 is carried forward.

Discipleship Programme – An amount of £14,643 brought forward, all spent in the year.

Trauma Training:- An amount brought forward of £72 and an additional donation of £5,000 which has been donated this year for the development of trauma training and production of videos of this training. A balance of £1,857.95 is carried forward.

Communications - Donations totalling £25,000 over the year were received for the employment of a Communications Officer. A balance of £11,414.72 is carried forward.

Welcome to Church – A donation of £10,000 was received during the year for the development of a Welcome to Church video and production of this in 5 languages. A balance of £7,675.51 is carried forward.

Refugees Online – A donation of £14,000 was received during the year for the Refugees Online project. A balance of £8,435.19 is carried forward.

UKHK – A donation of £4,500 was received during the year for the UKHK project to develop a website for welcoming new arrivals from Hong Kong. A balance of £4,083.94 is carried forward.

12. Donated Assets

East Midlands Christian Fellowship (a related party) – donated to Welcome Churches office space including services and utilities totalling £1,440 in the year (2020: £300). This is treated as a donation and expense in these accounts.

13. Related Party

Karina Martin is a paid employee of East Midlands Christian Fellowship (now Reach Derby) of which M. Mumford and P Johnstone are trustees. Karina left the charity in December 2020.

There are no other related party transactions.

14. Pension Commitments

The charity operates a defined contributions pension scheme. The assets are held separately from those of the charity in independently administered funds.

The pension cost charge represents contributions payable by the charity to the funds and amounts to £5,361 (2020: £4,760). At the year end date an amount of £954 (2020: £619) was outstanding, payable to the company scheme after the year end date.