

**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](https://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 ..... 5<sup>th</sup> 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').

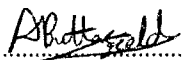
I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### 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 £
<b>Income</b>							
JRS Furlough Grant		-	-	-	-	-	-
<b>Grants, Donations &amp; Legacies</b>	2	90,503	356,213	446,716	230,250	1,079,362	1,309,612
<b>Income from charitable activities:</b>	3	20,674	3,997	24,671	21,229	-	21,229
<b>Fundraising</b>		1,171	-	1,171	500	1,380	1,880
<b>Total Incoming Resources</b>		<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>
<b>Expenditure</b>							
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>
<b>Total Expenditure</b>		<u>162,226</u>	<u>760,612</u>	<u>922,839</u>	<u>94,601</u>	<u>406,399</u>	<u>501,000</u>
<b>Net Income/Expenditure and Net Movement in Fund</b>		(49,879)	(400,402)	(450,280)	157,378	674,343	831,721
<b>Reconciliation of Funds</b>				-			
Transfer between funds		-	-	-	(127)	127	-
<b>Balance Brought Forward 1 April 2022</b>		<u>208,702</u>	<u>721,959</u>	<u>930,661</u>	<u>51,451</u>	<u>47,489</u>	<u>98,940</u>
<b>Total Fund Balances Carried Forward 31 March 2023</b>	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	£
<b>Fixed Assets</b>							
Tangible Assets	8			4,473			3,394
<b>Current Assets</b>							
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>31,540</u>			<u>63,484</u>		
<b>Net Current Assets (Liabilities)</b>				475,907			927,267
<b>Net Assets</b>				<u>480,380</u>			<u>930,661</u>
<b>Unrestricted funds</b>							
General Funds - General Purposes				158,823			208,702
<b>Restricted Funds</b>	11			321,557			721,959
<b>Total Charity Funds</b>	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
------------------	---	-------------

#### **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 £
<b>Fundraising Costs</b>				
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
<b>Costs directly allocated to activities</b>				
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
<b>Support costs</b>				
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
	<u>419,991</u>	<u>236,300</u>
 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	 <u>£137,754</u>	 <u>£78,636</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 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	<u>9,232</u>
 <b>Depreciation</b>	
Balance Brought Forward at 1 April 2022	2,539
Charge for the year	2,219
At 31 March 2023	<u>4,758</u>
 <b>Net Book Value</b>	
At 31 March 2023	<u>4,473</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 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>	<b>General Fund</b>	<b>Restricted Fund</b>	<b>Total Funds 2023</b>	<b>Total Funds 2022</b>
	£	£	£	£
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>	<b>General Fund</b>	<b>Restricted Fund</b>	<b>Total Funds 2022</b>	<b>Total Funds 2021</b>
	£	£	£	£
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>	<b>Balance b/fwd 1.4.22</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 March 2023</b>
	£	£	£	£	£
<b><u>Restricted funds</u></b>					
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>	<b>Balance b/fwd 1.4.21</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 March 2022</b>
	£	£	£	£	£
<b><u>Restricted funds</u></b>					
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
	<b>47,489</b>	<b>1,080,742</b>	<b>406,399</b>	<b>127</b>	<b>721,959</b>

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>