

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.

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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 Saeed

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.

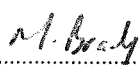
Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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		257,106	148,420	405,526	115,817	272,647	388,464
Expenditure							
Raising Funds	4	39,737	132	39,869	78,791	314	79,105
Charitable							
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		135,522	248,658	384,180	199,817	402,069	601,886
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		68,369	198,589	266,958	158,823	321,557	480,380
Total Fund Balances Carried Forward	10 & 11	190,862	97,442	288,304	68,369	198,589	266,958
31 March 2025							

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	14,469			27,115	
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. S. J.
Chair of Trustees Maureen D. 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
	<u>243,867</u>	<u>140,370</u>	<u>384,237</u>	<u>358,261</u>

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
	<u>13,144</u>	<u>6,048</u>	<u>19,192</u>	<u>30,164</u>

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
	<u>309,927</u>	<u>400,330</u>
 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	 <u>£143,523</u>	 <u>£136,687</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 £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	<u>9,232</u>
 Depreciation	
Balance Brought Forward at 1 April 2024	6,771
Charge for the year	1,636
At 31 March 2025	<u>8,407</u>
 Net Book Value	
At 31 March 2025	<u>825</u>
At 31 March 2024	<u>2,461</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 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

Restricted funds

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>