

TOGETHER IN ACTION TRUST

England & Wales · Charity number 1186531

Details

Other names	TIA (SHORT FOR TOGETHER IN ACTION)
Status	Registered
Legal form	CIO
Registered	2019-11-22
Register	View on the Charity Commission register

Contact

Address	5 West Avenue Coventry CV2 4DG
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Activities

Objects: (A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION; (B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY, INCLUDING IN DIFFERENT RELIGIOUS BELIEFS(C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS, INCLUDING PROMOTING KNOWLEDGE AND MUTUAL UNDERSTANDING AND RESPECT OF DIFFERENT RELIGIOUS FAITHS AND BETWEEN DIFFERENT RACIAL GROUPS; (D) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

Activities: To deliver and support action that enables people, groups and communities to live and progress together: with one another, with the environment; and with that which connects and embraces everything together.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£18,477	£32,354	-	-
2024-03-31	£33,822	£27,505	-	-
2023-03-31	£16,205	£32,313	-	-
2022-03-31	£68,862	£59,959	-	-
2021-03-31	£34,168	£39,546	-	-

Trustees

Name	Role	Appointed
Levent EYIPISIREN	Chair	2016-03-01
Kok Wing LAU		2016-03-01
MARK GIFFORD		2016-03-01
Sanil MODESSA		2016-03-01

TOGETHER IN ACTION TRUST

England & Wales - Charity number 1186531

Accounts

TOGETHER IN ACTION TRUST
CHRAITY REGISTRATION NUMBER 1186531

ANNUAL REPORT
APRIL 2024 / MARCH 2025

1: Overview

In a year when astronauts were stranded in space, elections took place in India, the world's largest democracy, and in the United States of America, the world's richest and most powerful country, a year marked by two major conflicts, the repercussions were naturally observed, experienced, and felt in the UK, the West Midlands, and Coventry, where Together in Action Trust (TiA) is based.

In the UK, the conflict in the Middle East led to a series of marches, acts of civil disobedience, and riots, followed in summer by similar 'clashes' with the 'far right' and tensions between Hindu and Muslim communities. In a year marked by such tensions, stress, and disharmony, the closure of the Interfaith Network for the United Kingdom after 35 years of service was and remains difficult to accept and understand.

However, with hope, friendship and deep sense of duty TiA Trust with its activists' volunteers, in partnership with other organisation's delivered range of projects that sort to be bring joy, learning and hope for diverse (e.g. religious, age, gender, backgrounds) range of people and communities, locally and nationally.

Activities: Examples of areas of work

Coventry Interfaith Pioneers

A series of six films celebrating and honouring the pioneers of interfaith work in Coventry since the 1960s. These films archive their courage, hope, and vision for a society where everyone can live in harmony, service, and mutual respect. These pioneers laid the foundations for communication, trust, and cooperation that future generations would build upon. The films document how people of different religious traditions in Coventry supported and collaborated, highlighting similar interfaith initiatives across the United Kingdom.

Coventry has a long and rich history of interfaith dialogue and cooperation. Its motto, *"Peace and Reconciliation"*, reflects the city's commitment to building bridges between faiths and communities.

Several factors have contributed to Coventry's thriving interfaith movement. One key factor is the city's diverse population, which includes people of various faiths such as Christianity, Islam, Hinduism, Sikhism, and Buddhism. This diversity has naturally fostered an interest in interfaith dialogue and mutual understanding.

The *Coventry Interfaith Pioneers* films serve as valuable educational resources and can be used in schools, colleges, places of worship, and community centres, including madrassas and Sunday schools. Additionally, they provide researchers and academics with essential historical documentation alongside other reports and records, helping to further their studies on interfaith cooperation.

Windrush

The Windrush Compensation Scheme was created to address injustices faced by the 'Windrush Generation'—Caribbean migrants who arrived in the UK between 1948 and 1973, often without proper citizenship documentation. Though the 'Windrush Scandal' mainly affected Black Caribbean communities, many South Asian families faced similar issues. Concerns arose that their experiences were being overlooked in the compensation process.

A grant enabled TiA Trust to run a pilot project, hosting an online meeting with community leaders from the Bangladeshi, Indian, and Pakistani communities in Coventry. The event aimed to:

- a) Gather 15-20 key individuals for awareness-raising and training on the Scheme.
- b) Equip participants to support applicants using insights from the Home Office's African and Caribbean liaison group.
- b) Prepare a report on the low awareness and uptake of services in South Asian communities.
- c) Foster relationships between Home Office staff and community leaders from the South Asian community.
- d) Ensure responsible use of resources.

A report with research findings, recommendations, and engagement strategies was submitted to the Home Office.

Having Faith in the Swanswell Park and Pool project

The Coventry Sacred Space Initiative is an umbrella title for supporting various activities, including the latest, "Having Faith in Swanswell Park and Pool." The project's aims and objectives were:

1. Enhancing Community Engagement
 - Foster collaboration among Coventry's diverse religious communities.
 - Engage volunteers from different faiths to strengthen interfaith relationships.
2. Promoting Cultural and Spiritual Understanding
 - Develop a Faith Trail showcasing Coventry's religious landmarks.
 - Celebrate the city's diverse beliefs and traditions.
3. Revitalising Swanswell Park and Pool
 - Create a welcoming and inclusive space that reflects community pride and cohesion.
 - Enhance residents' well-being by fostering connections and a sense of belonging.

4. Building Volunteer Capacity

- Recruit and support 20 volunteers from diverse faith backgrounds.
- Provide meaningful opportunities for skill development and community contribution.

5. Strengthening Community Pride

- Foster a sense of ownership and shared purpose.
- Promote broader community wellbeing and cohesion.

These objectives guided the project's success in enhancing the Coventry Sacred Space Initiative and creating a lasting positive impact. There were many new and challenging elements to the project. Two examples were to work with the same cohort of new arrivals into Coventry, their level of commitment and possibility to engage meaningfully, also the need to gain written permission for completing cleaning and small planting work in public park.

Our collaboration with the Severn Trent Community Fund team was a rewarding experience. Their professionalism and support were invaluable. However, we were unable to meet all expectations and, as a result, returned some funds—our first experience of such a request. This process provided valuable insights, helping us improve our delivery, reporting, and service. Lastly, for relatively small charity has always been difficult, however in the current climate – it is becoming much more challenging.

The Phoenix Way

In late November 2024, TiA Trust was commissioned by The Phoenix Way to complete research.

Challenges Facing Voluntary and Charitable Organizations in Coventry and Warwickshire, primarily in funding, sustainability, and capacity. Many rely on short-term public grants, leading to instability and competition. Smaller grassroots groups often struggle with access to resources and decision-making power. Skill gaps further hinder their ability to secure funding and collaborate effectively.

Opportunities and Concerns:

- Fair funding distribution: Ensuring smaller groups receive adequate support.
- Engagement and inclusion: Enabling grassroots involvement in decision-making.
- Capacity building: Enhancing skills and confidence for funding access.
- Systemic change: Addressing racial equity and social justice at regional and national levels.

By addressing these challenges and leveraging initiatives like the Phoenix Way, the sector can move towards a more equitable, sustainable, and effective future in serving communities.

2: PARTNERSHIPS:

Together in Action Trust & URI UK: Strengthening Interfaith Collaboration

Together in Action Trust partnered with United Religions Initiative UK (URI UK) to host an international delegation focused on interfaith engagement and cooperation. Key aspects of the

visit included attending places of worship, observing religious ceremonies, exploring exhibitions, and participating in five thematic conferences addressing religion-motivated violence, peacebuilding, and sustainable interfaith work.

Speakers, including interfaith leaders, clergy, policymakers, and academics, shared insights on fostering social cohesion and tackling societal challenges. Through discussions and shared meals, the programme encouraged meaningful connections and innovative approaches to interfaith engagement.

The visit reinforced TiA Trust commitment to interfaith collaboration, providing opportunities to advance partnerships, promote violence prevention strategies, and support lasting community initiatives.

3: HUMAN RESOURCES &

- a) Mr Deepak Naik (MBE, FRSA, PDip) is the Executive Director. Costs relating to TiA base, administration, travel and communication are recompensed. To ensure financial security of TiA Trust, Deepak Naik salary was reduced to less than half.
- b) Core services from organisations such as Birmingham Voluntary Services Council, annually, over six people from different backgrounds, abilities and professions volunteer to help with the delivery of projects and the operation of TiA.
- c) TiA secures support from known, respected organisations such as Faith in Society and other experienced professionals who help develop and or deliver projects; they often give time and energy but are paid for core work at discounted fee rates.

4: RISK MANAGEMENT: TiA's key risks are:

- a) Lack of capacity to raise funds resulted in reduced number of applications for funding for projects. Naturally, our effort during the first 3 months of 2025 - 2026 is reserved for the purpose converting ideas for projects into applications for funding.
- b) In late 2024, TiA Trust contacted the Charity Commission to inquire why its annual reports were marked as "late" on the Commission's website. This prompted the Commission to review TiA Trust's filings since its registration as a charity in 2019.

Following their review, the Commission concluded that TiA Trust's annual reports had been misfiled internally under the incorrect reporting year since its inception. This administrative error persisted in subsequent years, resulting in the first report appearing to be several hundred days overdue. While this is inaccurate, TiA Trust must reluctantly accept the Commission's position.

Despite the limitations of the Commission's system, TiA Trust acknowledges that it is ultimately responsible for ensuring its annual reports are correctly submitted. It is worth noting that TiA Trust has contacted the Commission each year to seek assistance with the filing process.

Unfortunately, due to the “late filing” status displayed on the Charity Commission website, a potential funding body has declined to consider TiA Trust’s application any further.

We respectfully ask other funding bodies to consider the full context and substance of our work, rather than rely solely on administrative records that may not accurately reflect our compliance or commitment.

5: STRUCTURE, GOVERNANCE AND MANAGEMENT:

- a) The Board has four members and has held two meetings via telephone and online. To make progress, Board Members have actively contributed considerable time, skills, and experience to help deliver projects, raise funds, and provide administrative support.

6: FINANCE

- a) Consultancy fees remained an excellent source of TiA's income during the year. Statutory bodies and agencies value the experience, skills and knowledge of the TiA,
- b) 3 Funding applications were submitted, two were declined, and no application where approved. However, 3 applications for projects/funding are likely to result in approval. Our work as gained interest from a donor, this may provide financial stability into the future.

7: INCOME AND EXPENDITURE ACCOUNTS

Number	Expenditure	
1	Area	Amount
2	Activity costs	2,897.00
3	TiA Trusts Office	6,000.00
4	Consultancy	15,637.00
5	Administration & Equipment	1,070.00
6	Salary	6000.00
7	Tax and National Insurance	750.00
8	Total Funds expended in 2024 - 2025	32,354.00
	Income	
1	Earned Income	14,144.00
2	Grants	4,333.00
	Total Funds Generated in 2024 - 2025	18,477.00
	Balance	
1	Carry Forward from 2023 - 2024	29,517.00
2	Income Generated in 2024 -2025	18,477.00
	Grand Total	47,994.00
	Expenditure 2024 - 2025	32,354.00
	Carry Forward 2025 - 2026	15,640.00

Note:

- a) An overpayment of National Insurance by TiA Trust is likely to result in a recovery of approximately £500.00.

In-kind Support

- a) Volunteers (directly and via supporting organisations) contributed over 16,500 hours
- b) Voluntary services from professionals provided over 1700 hours of service
- c) The value of volunteer services is £22,500

Notes:

- A: TiA Trusts Trustees made no claims and were not remunerated.

- B: Reserves of the Trusts ensured delivery of activities, obligations at hand and its planned functions.

9: TiA TRUST BACKGROUND:

A group conceived TiA of friends/young adults from different countries of Europe coming together in Coventry in 2016. Collectively throughout the evening, while sharing food, the Group sensed the need for people, families, and communities to be welcoming towards others in need of shelter, peace and opportunity.

The Group committed to working together, combining their resources of time, skills, experience, and knowledge, and applying these to establish an organisation. This would proactively work across diverse communities and areas of interest. Together create the means and methods that instil and assure fairness, promote a sense of belonging and citizenship, and enthuse a life of hope for all.

TiA Trust Charitable Purpose

Charitable Category Human rights/ Religious & racial harmony/ Equality & diversity

- (a) The elimination of discrimination on race, gender, disability, sexual orientation or religion.
- (b) Advancing education and raising awareness of equality and diversity, including in different religious beliefs
- (c) Promoting activities to foster understanding between people from diverse backgrounds, including promoting knowledge and mutual understanding and respect of different religious faiths and other racial groups.
- (d) Cultivating a sentiment in favour of equality and diversity

10: CONTACT DETAILS

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TOGETHER IN ACTION TRUST
CHARITY REGISTRATION NUMBER 1186531
ANNUAL REPORT
2023 -2024

The Together in Action Trust emerged from a powerful recognition that everyone longs to live in hope and happiness. Challenges are not feared but embraced because trust, respect and a sense of fairness are real.

TiA Trust, with its people of volunteers, partnerships, and management team, works to create innovative and meaningful actions that help create a safe space for inspiring and enquiring words and actions. It enables people from all backgrounds to connect and, with encouragement and support, design, plan, and deliver activity, interfaith, community cohesion, and social justice projects in Coventry, West Midlands and building partnerships nationally.

TiA normally run four to five projects a year, with anything between a dozen and several hundred participants. Our purpose is to deliver and support action that enables people, groups, and communities to live and progress together in a way that honours community differences and the natural environment.

Our network includes people from all key faiths and people without religious beliefs: we are not a proselytising organisation, and our activities do not include religious worship.

1: OVERVIEW

2023/2024 was characterised by unexpected events, challenges addressed, and positive results secured. It was a period where we collectively navigated through various experiences. Early in the year, we focused on developing projects, drafting action plans, and submitting funding applications. In the second half of the year, we secured funding and began delivery. Subsequently, the financial stability of TiA Trust. Examples of some projects in the year include:

- a. The 'Coventry Faiths Covenant/Partnership' was pre-launched in January 2024 due to collective efforts and later formally launched on Tuesday, 14th March 2024, with the support of Faith Action. Deputy Leader Cllr Abdul Khan had launched the Coventry Faiths Covenant/Compact, while Rt Hon Stephen Timms, Chair of Faith Covenant Forum, welcomed Coventry to the Forum. Cllr Abdul Khan expressed gratitude to Together in Action Trust for its initiative and ongoing effort via Coventry Sacred Space Initiative to aid in developing the process for the Coventry Faiths Covenant/Compact.
- b. Baobab Foundation TiA Trust was selected to join the Baobab Foundation Steering Group, a new initiative aimed at exploring and addressing issues related to colonisation.
- c. Call for Evidence: 10-Year Mental Health Plan In response, TiA Trust produced a Faith and Beliefs Perspective Report, reflecting the views of

individuals from minority faiths and belief backgrounds. Approximately 30 individuals with diverse cultural and religious backgrounds were engaged in the process, with the Coventry Sacred Space Initiative's work on 'Social Prescribing' being presented and welcomed. The report was submitted to the NHS.

- d. Places of Worship Efforts were made to utilise volunteers' resources better to ensure their value and attract more volunteers. Sharing resources to utilise existing building facilities for various activities was encouraged.
- e. Health and Wellbeing Faith-based organisations were crucial during the pandemic, providing essential services such as food banks and emotional support. Initiatives were developed to bridge communications between diverse communities and address health and well-being needs.

2: HELPING BUILD CAPACITY

TiA Trust supported the Coventry Gidda Group for the first time. It helped plan, design and deliver the event. The event was initially planned to honour and celebrate International Women's Day (8th March 2023). However, due to rain – it was postponed to May 20.

Along with health, fitness and well-being workshops and activities, including the production of a short film to promote the above, with particular attention to meeting the needs of physical and mental health and well-being of women.

Consultation with the Hindu, Sikh and Asian Churches and Faith communities identified the need and agreed collectively to plan, design, and manage the event and possibly repeat the activity in the future. Therefore, establishing sustainability was conceived as people and communities working together from diverse faiths and beliefs.

The event was the first multicultural, multifaith, outdoor Ladies' Festival in Bedworth and the first in this country. Three hundred local people, mainly women, attended. The event began by calling the audience using the 'Dhol'. The Christian and Sikh Punjabi Communities performed this.

Our Christian Indian Group provided the "blessing" in keeping with Indian tradition, wishing all artists and the audience spiritual and mental well-being as part of the performance.

Some "Spinoffs"

- Five women from the Islamic community have considered becoming lifeguards at Bedworth Leisure Centre to run women-only swimming sessions.
- Introduction of modesty swimming costumes
- Mainstream sports organisation increases their awareness of the range of minority groups in their area and the differing ways to engage with them.
- Over 60 years made aware that Passport to Leisure activities is free or at a very reduced price.
- Networking and a range of contacts established for use in future events.

3: NEW PROJECTS (developed in 2023, to be delivered in. 2024/2025)

a) Windrush

To increase knowledge of the Windrush Scheme and Windrush Compensation Scheme among communities of Indian, Pakistani, and Bangladeshi ethnicity across the West and East Midlands regions and London.

It is based on the principle that these communities will not grow in awareness of these Schemes, and take-up will only increase if respected and effective religious/community leaders and activists champion them. The Windrush Compensation Scheme is available to people of all ages and nationalities, including those from African, Asian and Caribbean backgrounds.

b) Seven Trent

The project aims to foster collaboration among diverse groups to enhance a green space central to the community, promoting environmental conservation through grassroots interventions. This initiative strengthens bonds of fellowship and cooperation and fosters respect for differences and resilience against extremist messaging. The symbolic value of individuals from various faiths improving the natural surroundings of different places of worship underscores the project's inclusive ethos.

The proposal aims to revitalise the green spaces surrounding Swanswell Pool, a prominent feature in Coventry City Centre, through enhancements such as tidying waterside signage, installing flower beds and shrubs, and addressing issues like litter and graffiti. By restoring the pool's appeal, the project seeks to provide enjoyment for city residents and attract visitors, thereby contributing to the local economy.

This effort aligns with the broader Coventry Sacred Space initiative, developed in collaboration with the City Council and other partners, to foster community cohesion and well-being.

c) Coventry Interfaith Pioneers

After many years of development, the Coventry Interfaith Pioneers project will be developed and delivered, supported by the Heritage Lottery. This project aims to celebrate the trailblazers of interfaith work in Coventry since the Second World War, inspiring young people and adults to participate actively in interfaith dialogue.

The project entails creating a series of five short films, each running between 10 to 12 minutes, and collectively forming a one-hour documentary.

- Episode 1: Rebuilding Coventry - 'Father Forgive'

- Episode 2: Communities at Prayer – Transforming Old Buildings into New Places of Worship
- Episode 3: Unity in Diversity – Tracing Footsteps to Friendship
- Episode 4: Coventry's Interfaith Success - From Words to Actions
- Episode 5: Interfaith – Exploring What's New

These films aim to promote understanding, unity, and community cohesion. They can be utilised for educational purposes, such as classroom lessons, workshop sessions, or online platforms like YouTube, to showcase the story of Coventry Interfaith Pioneers and their impactful journey.

The project also involves training young individuals in media skills, enabling them to conduct interviews with the Pioneers and assist in the film editing process.

d) Let's talk about Long Covid

Long COVID, also known as post-COVID-19 syndrome, refers to the lingering symptoms experienced by some individuals even after they have recovered from the acute phase of COVID-19. While many people recover within a few weeks, some continue to experience symptoms that can persist for months.

These symptoms can vary widely and may affect different parts of the body, including the respiratory, cardiovascular, neurological, and others. The exact cause of long COVID is still under investigation. Still, it involves a combination of factors, including the body's immune response to the virus, inflammation, and possible damage to organs and tissues.

Some individuals who experience severe acute COVID-19 illness are at a higher risk of developing long COVID, but it can also occur in people with mild or asymptomatic cases.

It's essential for individuals experiencing persistent symptoms after COVID-19 to seek medical attention and support.

- We produced six awareness-raising films in ethnic languages with community members to encourage people from the Sikh and Hindu communities to talk with.
- We designed posters/illustrations to promote the films and encouraged Places of Worship to watch the films.
- To assemble a small group of people to help us deliver the project and help us ensure its continuing mission to raise awareness and encourage action to understand Long Covid and how it can be addressed.

e) International Interfaith Events (United Religions Initiative)

During the weekend of March 1st to 4th, 2024, Together in Action Trust (a Co-operation's circle of URI), in collaboration with the United Religions Initiative (URI Europe and International), is hosting five international interfaith conferences in London, Leicester, Coventry, Sandwell, Birmingham.

The purpose of this visit by URI representatives to the UK is to address global challenges by promoting cooperation among diverse religious and spiritual communities. These conferences will serve as platforms to explore innovative ideas and tools for interfaith engagement, drawing from impactful examples worldwide.

Additionally, URI representatives will introduce a health approach model to prevent violence and showcase key figures such as Preeta Bansal, Chair of Global Council, Jerry White, URI Executive Director, and Alice Swett, Director of Global Programs, to the UK interfaith community.

These initiatives are aligned with URI's Purpose of fostering enduring interfaith cooperation, ending religiously motivated violence, and nurturing cultures of peace, justice, and healing for all living beings.

4: COMMUNICATION

Together in Action Trust (TIA) uses its website as its primary media outlet to share information about its charity projects. While TIA also uses social media platforms like YouTube, its website is where you can find the most in-depth information about its work.

This includes text, videos, and photographs. Recent projects include Let's Talk about Long COVID, where videos were produced in ethnic languages to get people to understand and take better care of themselves. Other projects with vital media-led elements have included the Swanswell Festival and Sacred Music Festival, amongst others.

In addition to producing its content, TIA collaborates with other organisations to provide media expertise and advice. For example, TIA has worked with community leaders and other charities to help them develop effective media strategies. This includes working with community leaders needing media advice and other charities like the United Religions Initiative.

Overall, TIA uses media to empower communities and improve lives. However, it avoids getting lost in the noise of social media competition, preferring to use its website as a central hub for all its important information.

5: HUMAN RESOURCES & PARTNERSHIPS:

a) Mr. Deepak Naik (MBE, FRSA, PDip) was the part-time Executive Director. Deepak Naik's salary was reduced by half to ensure good financial management.

b) Core services were provided by organisations such as the Birmingham Voluntary Services Council, with over ten volunteers from diverse backgrounds assisting in project delivery and operations.

c) TiA secured support from respected organisations and professionals, often receiving discounted fee rates for their Consultancy work. This included helping to develop projects, draft plans, and write papers to ensure good communication.

6: RISK MANAGEMENT:

- a) Focusing excessively on the delivery of specific initiatives, resulting in neglect of other areas of work and interests,
- b) Needs a broader base of financial resourcing, people, and leadership.
- c) It is dependent on its Executive Director working part time.

7: STRUCTURE, GOVERNANCE, AND MANAGEMENT:

- a) The Board, comprising four members, held two meetings via telephone and online, actively contributing time, skills, and experience to project delivery, fundraising, and administrative tasks.
- b) The Board met informally to plan projects, complete management duties, and imagine the future role and vision of the Trust.

Overall, it was believed that the coming decade would see the country facing new social needs and tough challenges, demanding fresh approaches and resources to address public health, social care, education, employment support, and community inclusion issues.

These challenges necessitated identifying new resources, including unlocking the potential of every segment of society to contribute towards solutions. Supporting faith-based organisations to collaborate constructively and effectively with local authorities as part of civil society was seen as an important resource.

- c) The recovery of TiA Trust Secretary Marcus Lau resulted in the drafting of minutes and participating in TiA Trust and other activities.

8: FINANCE:

- a) During the 2023/2023, 12 funding applications were submitted, 5 applications were successful. Funds from these were obtained in late 2023. Therefore, TiA Trust will deliver projects during 2024 - 2025.

Expenditure		
	Area	Amount
1	Activity costs	711.00
2	TiA Trust Office	6,291.00
3	Consultancy	13,143.00
4	Administration & Equipment	-
5	Salary	6,000.00
6	Tax & national Insurance	875.00
7	Operating costs	484.00
	Total Funds expended in 2022 - 2023	27,504.00
Income		
	Source	Amount
1	Earned Income	2,322.00
2	Grants	31,500.00
	Total Funds Generated in 2023 - 2024	33,822.00
	Balance	Amount
1	Carry forward from 2022 - 2023	23,200.00
2	Income Generated 2023 - 2024	33,822.00
	Total	57,022.00

	Expenditure - 2023 - 2024	27,505.0 0
	Carry Forward 2022/2023	29,517.0 0

Notes:

- 1: The carry forward sum represents mostly for delivering projects during 2024/2025
- 2: Activity costs may seem low; however, delivering projects/activities requires time, energy and experience/skills of 'consultancy'.
- 3: Office costs include use, e.g. room, storage, access to meeting space, communication, utilities
- 4: The Executive Officer provided a substantial number of hours of work, dedication, and leadership to TiA Trust

In-kind support of (1) professional unpaid work, (2) use of space and (3) materials, (4) volunteers time, and (5) refreshments would be valued at more than £15,000.

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ANNUAL REPORT
APRIL 2022 / MARCH 2023

1: Overview

Summer sunshine in January and heavy snow in March 2023 is a good example of the 2022/2023 year.

Unexpected events, addressing challenges and securing results positively were the experiences we journeyed through the in the last 12 months.

As an example, because of collective work 'Coventry Faiths Covenant/Partnership' was pre-launched in January 2023 and later on Tuesday 14th March 2023 formally launched with the support of Faith Action.

Deputy Leader Cllr Abdul Khan launched the Coventry Faiths Covenant/Compact. Rt Hon Stephen Timms Chair of Faith Covenant Forum welcomed Coventry to the Forum and an Officer of Faith Action shared experiences of other Cities with Faith Covenants. Cllr Abdul Khan thanked Together in Action Trust for its initiative and continued effort via Coventry Sacred Space Initiative to help develop the process for the Coventry Faiths Covenant/Compact.

Overall, it is believed: The coming decade will see the country facing new social needs and tough new challenges. There will be fresh demands on public health, social care, education, employment support and community inclusion.

These challenges will require the identification of a new set of resources. We will need to unlock the potential of every part of our society to contribute towards solutions.

We believe that one important resource can be realised by supporting faith-based organisations to work with local authorities constructively and effectively, as part of civil society.

Activities: Examples of areas of work

- 1: In support of Shara Coventry Ltd and its work with over 50 BAME elderly, TiA Trust assisted the Groups work in November 2022. This included fitness & mental and physical well-being, collectively the Group celebrated its work with food, refreshments and other fun activities, thus helping people recover from COVID 19 related issues.
- 2: Freedom to believe – Free to act.

TiA Trust supported United Religions Initiative (UK) and University of Coventry to organise a national seminar to discuss Freedom of Religion and Belief (FoRB) on Thursday June 30th 2023.

The seminar featured contributions from an academic speaker specialising in FoRB, and a speaker with lived experience of their freedom of religion and belief being under attack. The remainder of the seminar focused on designing specific tools for defending FoRB, such as use of social media, lobbying politicians, and effective messaging.

The seminar was formally accredited as part of the Fringe programme for an International Inter-Ministerial Conference on FoRB, taking place in London in early July.

The international FoRB conference was held in July, the findings of seminar in Coventry aided response from the participation of 30 people from diverse faiths and wide range of backgrounds such as Politics, Media, Academic, Community Leaders and activists.

3: Baobab Foundation

TiA Trust was selected to become Member of the Baobab Foundation Steering Group. The Baobab Foundation is new and fresh initiative to explore and address matters, issues and effects related to Colonisation.

5: Call for Evidence: 10 Year Mental Health Plan

In response TiA Trust produced Faith and Beliefs Perspective Report, reflecting the views of people from a Faith and Belief Perspective mainly from minority faiths and beliefs backgrounds.

Overall, approximately 30 people from diverse cultural/religious backgrounds with experience and expertise were engaged in this process. The work of the Coventry Sacred Space Initiative specifically into 'Social Prescribing' was presented, discussed and welcomed.

The core elements of research were The Role of Places of Worship, : Faith, belief, and spirituality, COVID 19, 5: Faiths & Beliefs and Spirituality and the Health Service, Raising Awareness. To ensure participants views were fairly reflected and a draft Report was circulated. The Report was submitted to NHS.

6: Neighbourhood Watch for Places of Worship

A possible new model for the rest of Places of Worship to ensure a greater level of security for themselves and others, including residents/community.

This learning and development of the model can be shared nationally. This model can help reduce crime, act as a sanctuary for young people, and promote cooperation and action between local diverse faith groups with training and support.

7: Mental and Physical Wellbeing

As we emerge out of the pandemic, the manifestation of physical and mental issues/challenges is becoming evident. We have taken basic steps in providing temporary solutions such as family activity bags and fit for summer bags for local communities.

8: Places of Worship:

Use their precious resource of volunteers significantly better and meaningfully. This will ensure volunteers feel valued and respected for their time and efforts. This could then lead to attracting more volunteers. There has been a shortfall due to the pandemic, and volunteers' numbers and time need to be effectively managed.

By sharing resources, we can better use the existing building facilities for sports, workshops, and activities such as coffee morning, elderly care, children's nursery, employment, and education.

It is essential to build the capacity of volunteers, Trustees and Management/Activists of Places of Worship, faith (including the Humanist, Pagan, and other people with no religion) and BAME based community organisations.

This will ensure human, financial, assets and experience are used well, to the maximum benefit. Also, it is necessary to ensure the mental and physical wellbeing of those engaged, especially volunteers.

To ensure people and organisations operate to their maximum best, a diverse range of training and awareness-raising activities are required, and resources are made available.

9: Health and Wellbeing

The coronavirus pandemic displayed the work of faith-based organisations. Local places of worship provided and continue to provide essential services such as foodbank, emotional support and immediate support for people and families in great need.

The initiative's work helped bridge communications between the diverse faith and BAME communities and with activities such as the Family Activity packs (disseminated 1200 packs with a range of equipment to promote physical fitness and reduce stress to combat issues like domestic violence).

This work led to developing a health and well-being strand, to 'social prescribing. Collectively, we designed and developed a project and prepared an application for funding. After research, consultation, and networking, we established that we should become a Partner in an application submitted by a consortium.

3: HUMAN RESOURCES & PARTNERSHIPS:

- a) Mr Deepak Naik (MBE, FRSA, PDip) is the Executive Director on a part-time and casual basis. Costs relating to TiA base, administration, travel and communication are recompensed. To ensure good financial management Deepak Naik salary was reduced by half.
- b) Core services from organisations such as Birmingham Voluntary Services Council, annually, Over ten people from different backgrounds, abilities and professions volunteer to help with the delivery of projects and the operation of TiA.
- c) TiA secures support from known, respected organisations such as Faith in Society and other experienced professionals who help develop and or deliver projects; they often give time and energy but are paid for core work at discounted fee rates.

4: RISK MANAGEMENT: TiA's key risks are:

- a) The delivery of the Coventry Sacred Space Initiative resulted in a lack of attention to other areas of work and interest. This resulted in securing funds for 2022/23.

5: STRUCTURE, GOVERNANCE AND MANAGEMENT:

- a) The Board has four members and has held two meetings via telephone and online. To make progress, Board Members have actively contributed considerable time, skills, and experience to help deliver projects, raise funds, and provide administrative support.

6: FINANCE

- a) Consultancy fees remained an excellent source of TiA's income during the year. Statutory bodies and agencies value the experience, skills and knowledge of the TiA,
- b) Six Funding applications were submitted, two were declined, and 3 application was approved. Some funding proposals required re-submission before approval.

7: INCOME AND EXPENDITURE ACCOUNTS

Number	Expenditure	
1	Area	Amount
2	Activity costs	2,384.99
3	TiA Trusts Office	8,630.16
4	Consultancy	3,723.57
5	Administration & Equipment	-
6	Salary	12,167.07
7	Tax and National Insurance	5,407.23
8	Total Funds expended in 2022 - 2023	32,313.02
	Income	
1	Earned Income	12,789.79
2	Grants	3,416.00
	Total Funds Generated in 2022 - 2023	16,205.79
	Balance	
1	Carry Forward from 2021 - 2022	39,307.47
2	Income Generated in 2022 -2023	16,205.79
	Grand Total	55,513.26
	Expenditure 2022 - 2023	32,313.02
	Carry Forward 2023 - 2024	23,200.24

Note:

- a) An overpayment by TiA Trust is likely to lead to recover of approximately £1000.00.
- b) In the year 2021/2022, invoices were not cleared and therefore carried in expenditure to the year 2022– 2023.

In-kind Support

- a) Volunteers (directly and via supporting organizations) contributed over 13,500 hours
- b) Voluntary services from professionals provided over 1700 hours of service
- c) The value of volunteer services is £18,500

Notes:

- A: TiA Trusts Trustees made no claims and were not remunerated.
- B: Costs of TiA Office reflected the increased costs of working from home.
- C: Reserves of the Trusts ensured delivery of activities, obligations at hand and its planned functions.
- D: TiA Trust provided financial and other support to the United Religions Initiative (UK).

9: TiA TRUST BACKGROUND:

A group conceived TiA of friends/young adults from different countries of Europe coming together in Coventry in 2016. Collectively throughout the evening, while sharing food, the Group sensed the need for people, families, and communities to be welcoming towards others in need of shelter, peace and opportunity.

The Group committed to working together, combining their resources of time, skills, experience, and knowledge, and applying these to establish an organisation. This would proactively work across diverse communities and areas of interest. Together create the means and methods that instil and assure fairness, promote a sense of belonging and citizenship, and enthuse a life of hope for all.

TiA Trust Charitable Purpose

Charitable Category Human rights/ Religious & racial harmony/ Equality & diversity

- (a) The elimination of discrimination on race, gender, disability, sexual orientation or religion.
- (b) Advancing education and raising awareness of equality and diversity, including in different religious beliefs
- (c) Promoting activities to foster understanding between people from diverse backgrounds, including promoting knowledge and mutual understanding and respect of different religious faiths and other racial groups.
- (d) Cultivating a sentiment in favour of equality and diversity

10: CONTACT DETAILS

Deepak Naik MBE FRSA P.dip
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5 West Avenue
Coventry, CV2 4DG

Email: deepak.naik@ntlworld.com
Website: <https://tiacommunity.com>

TOGETHER IN ACTION TRUST

England & Wales - Charity number 1186531

Accounts

TOGETHER IN ACTION TRUST
CHRAITY REGISTRATION NUMBER 1186531
ANNUAL REPORT
APRIL 2021 / MARCH 2022

1: Overview

The Coventry Sacred Space Initiative, supported by the National Lottery for one year of piloting, testing and development, required total commitment of available time of the organisation and its consultants and friends. Some additional work "consultancy" required commissioning work to external sources.

Therefore, The TiA Trust Annual Report for 2021 / March 2022 primarily reflects completed work for the Coventry Sacred Space Initiative.

A: The Coventry Initiative has produced the following outcomes:

A1: A comprehensive database of the BAME community and voluntary organisations in Coventry with 'Coventry in Focus' branding.

<https://coventryinfocus.org.uk/Home.aspx>

We invite and continue to invite people from the community, voluntary sector, and other organisations to join for events and registration on the database. We are compliant with confidentiality and GDPR.

A2: A detailed Action plan for the further development of the 'Coventry Sacred Space Initiative' including proposals for working with the business sector in the city.

We plan to ensure that the Development Plan uses the SMART (Specific, Measurable, Attainable, Realistic, Time based) principles. There are five key initiatives:

- a. **Neighbourhood Watch for Places of Worship** – A possible new model for the rest of Places of Worship to ensure a greater level of security for themselves and others, including residents/community.
- b. **Swanswell Park** - We have completed two cleaning activities with the local community: Eden Girls schools and volunteers from Places of worship. Our vision is to help transform the Park/Pool into an amenity that attracts day and night activity concerning the surrounding nature and the environment. It needs to be attractive to families with easy accessibility.
- c. **Mental and Physical Wellbeing** – As we emerge out of the pandemic, the manifestation of physical and mental issues/challenges is becoming evident. We

have taken basic steps in providing temporary solutions such as family activity bags and fit for summer bags for local communities.

d. Capacity Building – Places of Worship are keen to build their capacity to:

- Use their precious resource of volunteers significantly better and meaningfully. This will ensure volunteers feel valued and respected for their time and efforts. This could then lead to attracting more volunteers. There has been a shortfall due to the pandemic, and volunteers' numbers and time need to be effectively managed.
- By sharing resources, we can better use the existing building facilities for sports, workshops, and activities such as coffee morning, elderly care, children's nursery, employment, and education.

e. Activities – Organization of activities between groups, including:

- Management and congregations of diverse Places of Worship
- Local residences/communities
- Families that build and maintain cohesion and promote a sense of joy and celebration. Doing so help remove negative attitude and behaviour, thus reducing crime and criminal behaviour.

A3: Creating an Advisory Committee to reflect the whole BAME community and with other key stakeholders

We want to ensure that the initiative is locked into crucial decision making and policy formation platforms and processes. There is a need to establish an Advisory Committee that brings leaders from local authorities, Coventry University, the Cathedral, and other like-minded organisations.

The BAME communities are reflected well with three Members (rotation) of the Reference Committee included in the Meeting of the Advisory Group. A 'Term of Reference' was developed collectively with Members of the Advisory Committee and the Reference Group. Please see attached appendix.

A4: A fundraising strategy to secure funding from diverse sources

The strategy is being developed on the following basis:

- The Reference Group has agreed to develop key areas such as identifying funding possibilities and establishing working groups to submit funding applications.
- A new national Baobab Foundation plans to allocate funds to support the infrastructure organisations from the 'African Black Heritage' and other BAME community-based organisations. Members of the Initiative have supported the Foundation establishment and are honoured to be on the Board.

A5: A group of 5 volunteers from diverse backgrounds and experiences will focus on the further development of the 'Coventry Sacred Space Initiative.'

We have established the 'Reference Committee', which reflects people/communities from all backgrounds, beliefs, and no beliefs. A Terms of Reference helps members understand and value their role in making decisions, acting, and anchoring the initiative's development.

We have established a Working Group with more than five active members. This Group is leading the work to take the initiative forward. Members of the Working Group are people with a proven commitment to the initiative.

A6: A website that reflects TiA's work fully and supports BAME organisations to deliver their work better.

The TiA.org website is built on the WordPress platform, one of the most popular and flexible content management systems for websites. This, together with a Divi theme, makes the maintenance of the website much easier whilst allowing much creativity. The website is hosted by GoDaddy, which gives us technical support and ongoing maintenance.

The Sacred Space Initiative is currently within the Tia.org website, and for now, it is perhaps better to keep it here. However, the Sacred Space section can easily be separated into a stand-alone website in the future.

B: The Initiative has developed the following strands of work.

B1: Neighbourhood Watch for Places of Worship

With the support of John Hayward-Cripps, CEO of Neighbourhood Watch Network, and Officers of the Local Police and Violence Reduction Unit, Local Authority, we have developed Neighbourhood Watch for Places of Worship.

This would be a new model of cooperation between diverse faith-based organisations with a building(s) and with the Faith-Based organisations and key police and crime reduction agencies.

This learning and development of the model can be shared nationally. This model can help reduce crime, act as a sanctuary for young people, and promote cooperation and action between local diverse faith groups with training and support.

B2: Health and Wellbeing

The coronavirus pandemic displayed the work of faith-based organisations. Local places of worship provided and continue to provide essential services such foodbank, emotional support and immediate support for people and families in great need.

The initiative's work helped bridge communications between the diverse faith and BAME communities and with activities such as the Family Activity packs (disseminated 1200 packs with a range of equipment to promote physical fitness and reduce stress to combat issues like domestic violence).

This work led to developing a health and well-being strand, to 'social prescribing. Collectively, we designed and developed a project and prepared an application for funding. After research, consultation, and networking, we established that we should become a Partner in an application submitted by a consortium.

B3: Building Capacity

It is essential to build the capacity of volunteers, Trustees and Management/Activists of Places of Worship, faith (including the Humanist, Pagan, and other people with no religion) and BAME based community organisations.

This will ensure human, financial, assets and experience are used well, to the maximum benefit. Also, it is necessary to ensure the mental and physical wellbeing of those engaged, especially volunteers.

To ensure people and organisations operate to their maximum best, a diverse range of training and awareness-raising activities are required, and resources are made available.

B4: Faiths Compact

Coventry City Council is leading on work to agree on A 'Faiths Compact' - an agreement of understanding between faith and other communities and the Local Authority and other key stakeholders.

This work is a result of the

- Members of the initiative's activities and actions, and the quality relationships between different layers of Officers and elected Members.
- The work of faith communities/organisations during the coronavirus pandemic showcased the strength and ability of faith-based organisations to mobilize volunteers and coordinate and deliver a variety of services effectively.

The potential to work together (Local Authority and the Faith-based organisations) effectively and the subsequent positive results that could be achieved is the bases of the Faiths Compact

B5: Unity in Diversity and Action: Everyone working together for social cohesion, promoting understanding, and celebrating 'diversity.'

By identifying gaps in design and initiating dialogue, we can move forward by:

- Helping to plan topics that address issues such as the environment and nature.
- Issues that cut across different communities such as substance misuse,
- Deliver and build capacity to address educational and health inequities.
- Help build trust in and between BAME communities and beliefs and no belief.

B6: Coventry Multi-Faith Forum

The Coventry Multi-Faith Forum (CMFF) is in its 30th year. It came into being following a series of meetings initiated by the (Late) Bishop Simon Barrington-Ward in the late 1980s.

With the development of the city centre on a large scale as part of the millennium efforts, mainly from European funding, creating a dedicated Multi-Faith space was crystallised, and the city council attracted funding to construct such a facility. Coventry Cathedral made available an area near the cathedral ruins, and Coventry City Council engaged representatives of diverse faith community organisations to contribute to the design and layout of the intended building. Upon completion, this became the physical base for the administration and delivery of inter-faith activities in the city centre in conjunction with places of worship across the city and beyond.

CMFF has created opportunities for people, communities, and organisations from diverse faiths and no faith traditions to design and deliver activities. These promote harmony, help address social issues of concern, and engage with other stakeholders to ensure that they effectively deliver services and programmes. Many active members of the Coventry Sacred Space Initiative are also Members of the Coventry Multi-faith Forum.

The Coronavirus damaged organisational ability in ways the nation had never anticipated. CMFF's ability to operate fully was also impacted, and sadly, many stalwarts of inter-faith engagement and empowerment are no longer with us.

However, their legacy is still current and serves as a source of inspiration that energises people of faith and secularism to continue engaging and empowering communities to be cohesive and supportive in addressing societal challenges.

Due to the combined passion and commitment of CMFF Member organisations, the renewed efforts of the voluntary and community sector, as well as the experience and strong track record of collaborative working over the years and the successful delivery of past and most recent TIA activities.

CMFF is well placed to recover quickly from impacts of the pandemic and be proactive in delivering projects of community benefit in partnership with key institutions and individuals. Therefore, CMFF is suitable to act as an anchor to lead the next stage of development of the Coventry Sacred Space Initiative.

To ensure a smooth transfer:

- a) Members of the Initiative and the Coventry Multi-Faith Forum have, after consultation, accepted that this would be productive.

- b) The development plan and its strategies are being discussed; after referencing with critical stakeholders, including the Local Authority, plans and actions will be mutually agreed.
- c) Efforts to secure funding for this transition will be sought from the Lottery and other sources.
- d) A transition group has been established for this purpose; Together in Action Trust will support the Group meet its goal.

C: Working Collaboratively

TiA collaborates with a broad group of people and organisations, including the CMFF, whom we prefer to continue the Coventry Sacred Space Initiative.

There are too many members to mention in this report, but to give you some recent examples. We have Manjit Kaur, a co-chair of the Coventry and Warwickshire SACRE, an active member of the Advisory Group. Manjit and other Members of the SACRE ensure the work remains on track and is connected to further developments and opportunities in the city.

Our project with Coventry University's Centre for Peace, Trust and Reconciliation, working closely with Dr Sariya Cheruvallil-Contractor on a four-year interfaith research project.

Cllr Abdul Khan, chair of the Advisory Committee for the initiative, has ensured the industry is connected to the life of Coventry City Council. As always supported the industry by providing strategic advice and attending meetings, taking part in information and awareness-raising films and projects,

Voluntary Action (Coventry) Sue, Chief Executive as a member of the Advisory Group, has provided advice on the development of the initiative and supported the initiative to participate in meetings of the Advisory Group. The initiative has benefitted from Ruth Burdett's experience and skills in developing a quality tool for the initiative.

With the networks we have built, we provided faith leaders from different communities for the Coventry Cathedral's Community event to thank COVID heroes.

Concluding Summary

TiA is honoured to have worked on the Coventry Sacred Space Initiative and will continue to support it with CMFF, who will lead the next stage of development.

In addition, TiA will continue to support the development of a Coventry BAME Hub and explore the possibility of developing an interfaith heritage project. Our work with Coventry University continues and Coventry Faiths Compact (B4).

We want to thank all our supporters and friends.

3: HUMAN RESOURCES & PARTNERSHIPS:

- a) Mr Deepak Naik (MBE, FRSA, PDip) is the Executive Director on a part-time and casual basis. Costs relating to TiA base, administration, travel and communication are recompensed.
- b) Core services from organisations such as Birmingham Voluntary Services Council, annually, Over ten people from different backgrounds, abilities and professions volunteer to help with the delivery of projects and the operation of TiA.
- c) TiA secures support from known, respected organisations such as Faith in Society and other experienced professionals who help develop and or deliver projects; they often give time and energy but are paid for core work at discounted fee rates.

4: RISK MANAGEMENT: TiA's key risks are:

- a) The delivery of the Coventry Sacred Space Initiative resulted in a lack of attention to other areas of work and interest.

5: STRUCTURE, GOVERNANCE AND MANAGEMENT:

- a) The Board has four members and has held three meetings via telephone and online. To make progress, Board Members have actively contributed considerable time, skills, and experience to help deliver projects, raise funds, and provide administrative support.

6: FINANCE

- a) Consultancy fees and grant applications remained an excellent source of TiA's income during the year. Statutory bodies and agencies value the experience, skills and knowledge of the TiA, e.g. research and development work for Active Black Country. Consultancy income is unrestricted and therefore used to support otherwise unfunded work.
- b) Four Partnership funding applications were submitted, two were declined, and one application was approved. The remainder is approved; however, TiA Trust will not receive income.

7: INCOME AND EXPENDITURE ACCOUNTS

Expenditure		
Number	Area	Amount
1	Activity costs	12,482.88
2	TiA Trust Office	4,000.00
3	Consultancy	11,469.11
4	Administration & Equipment	120.00
5	Salary	17,943.58
6	Tax & National Insurance	8,944.40
	Total Funds expended in 2021 – 2022	54,959.97
Income		
Number	Source	Amount
1	Earned Income	18,862.50
2	Grants	50,000
3	Gift Aid - claim from previous years	0
	Total Funds Generated in 2020 – 2021	68,862.50
Balance		
Number		Amount
1	Carry forward 2021 – 2022	26,866.78
2	Income Generated 2021 – 2022	68,862.50
	Total	95,729.28

In-kind Support

- Volunteers (directly and via supporting organizations) contributed over 17,500 hours
- Voluntary services from professionals provided over 3500 hours of service
- The value of volunteer services is £26,500

Notes:

- TiA Trusts Trustees made no claims and were not remunerated.
- Costs of TiA Office reflected the increased costs of working from home.
- Reserves of the Trusts ensured delivery of activities, obligations at hand and its planned functions.
- TiA Trust provided financial and other support to the United Religions Initiative (UK).

8: INDEPENDENT EXAMINATION

INTRODUCTION

This is an independent voluntary review of the TIA accounts. It was undertaken by myself [Steve Stewart]. Whilst I am not a fully qualified accountant, I have significant knowledge and experience in accounts and business.

COMMENT

- All income is accounted for, and sources of income are identified.
- Expenditure is accounted for, and receipts from suppliers are provided.
- Staff wages and costs are clearly explained.

SUMMARY

I am satisfied with the accounts and have not identified any issues of significance that need further action.

Steve Stewart OBE

9: TiA TRUST BACKGROUND:

A group conceived TiA of friends/young adults from different countries of Europe coming together in Coventry in 2016. Collectively throughout the evening, while sharing food, the Group sensed the need for people, families, and communities to be welcoming towards others in need of shelter, peace and opportunity.

The Group committed to working together, combining their resources of time, skills, experience, and knowledge, and applying these to establish an organisation. This would proactively work across diverse communities and areas of interest. Together create the means and methods that instil and assure fairness, promote a sense of belonging and citizenship, and enthuse a life of hope for all.

TiA Trust Charitable Purpose

Charitable Category Human rights/ Religious & racial harmony/ Equality & diversity

- (a) The elimination of discrimination on race, gender, disability, sexual orientation or religion.
- (b) Advancing education and raising awareness of equality and diversity, including in different religious beliefs
- (c) Promoting activities to foster understanding between people from diverse backgrounds, including promoting knowledge and mutual understanding and respect of different religious faiths and other racial groups.
- (d) Cultivating a sentiment in favour of equality and diversity

10: CONTACT DETAILS

Deepak Naik MBE FRSA P.dip
Executive Director
5 West Avenue
Coventry, CV2 4DG

Email: deepak.naik@ntlworld.com
Website: <https://tiacommunity.com>

TOGETHER IN ACTION TRUST

England & Wales - Charity number 1186531

Accounts



Together in Action Trust
REPORT November 2019/ March 2021

This report is combination of two annual reports.
November 2019 – 31 March 2020 and March 2020 to March 2021

REVIEW OF 2019/20

Registration of Charity

In November 2019, after four years of work, with relief and joy TiA Trust was accepted by the Charity Commission to be a Charity, with the registration number 1186531.

Safety and Security of Places of Worship

TiA organised eight awareness-raising and training workshops across England and with the cooperation and support of Community Service Trust and Faith Forum for London, TiA lead work to deliver six workshops. In Coventry, the process of organising and managing the Coventry workshops led to the establishment of the Coventry and Safety and Security Working Group.

This initial work of the Coventry Safety and Security Working Group was recognised by many as being innovative, effective and productive. Following the delivery of the workshops, the Group imagined the idea of the Sacred Mile, and this developed into the Coventry Sacred Space Initiatives.

The Coventry Sacred Space Initiative

TiA has developed this initiative into a significant opportunity for the City of Coventry. It offers life to the City's 'One Coventry' vision. The Initiative acts as an umbrella and encompasses many streams including sectors, (e.g. Health, Education), communities, (e.g. religious, cultural), and areas of interest, (e.g. environment, youth programmes and projects.)

At the Summit in January 2020, 80 people attended from diverse communities, organisations, local/ national government and statutory sector bodies, collectively approved the Coventry Sacred Space Initiative. They adopted the development plans, (e.g. three business plan) and agreed its model of delivery beyond 2020.

TiA with the support of Coventry City Council and the Coventry Safety and Security Working Group and others have worked successfully to implement the development plans up until early March 2020 when the emergence of the Corona virus has severely hampered progress. The Board of TiA and others who support the Initiative have taken steps to ensure continued progress, e.g. subscribing to video conferencing for communications and to maintain engagement.

We have also launched a 'Health-Check' for faith-based organisations and a completion 'my sacred space is' for young people.

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Sharing Our Lives

TiA with the support of Manjit Kaur and Coventry SEVA School, have developed a learning module to honour, celebrate and to learn about the 350th birth anniversary of the revered Sikh leader – Sri Guru Gobindji. The Module was created and placed onto the website. A new module 'what is sacred' is also being developed.

Training and Capacity Building

- a) TiA organised four workshops for people and small groups based in the community, with fertile grassroots connections and interest. These workshops created the possibility for people to support each and work more effectively together.
- b) TiA supported efforts by the African Caribbean and Black Led Churches to establish a Network in Coventry, similarly for new people and new emerging youth groups combatting gang and gun culture.

PARTNERSHIPS AND NETWORKS

- 1: TiA was invited to eight conferences and many other consultations meeting locally and nationally, e.g. Sports for All – Sport England, One Coventry ‘Building a Coventry that Works for All’ and Meet the Funder.
- 2: Networks – TiA is member of 7 networks, and an active member of, e.g. Britain Stronger - Better Together, the Coventry Community Forum, Coventry Resilience Forum, West Midlands Stop and Search Forum and the United Religions Initiative UK. TiA is a Board Member of URI Europe.
- 3: Partnership Working – The Coventry Sacred Space Initiative has over 30 organisations that are working together locally in Coventry. The Places of Worship training with Community Services Trust is an example.
- 4: TiA is working together with Warwickshire County Council, Active Black Country, Community Service Trust (CST) and others to deliver work that is also generating income for TiA.

GOVERNANCE

The TiA Trust Board held four meetings during 2019/2020.

PROMOTION AND MARKETING

The TiA website is challenging to maintain and update. However, Mr Paresh Solanki, our volunteer with over 30 years’ experience, is managing and developing online and other communication tools and resources.

RAISING FUNDS

- a) In total, seven applications for funding were submitted. A funding application to European Cultural Foundation for a project titled Democracy was not successful. Two applications to Active Citizens were submitted, of which one was successful. Similarly, an Awards for All application to explore issues relating to Hate Crime and ways to increase reporting of hate crime was initially declined. However, after some adjustments and refocusing, the application was approved.

HUMAN RESOURCES & PARTNERSHIPS:

Mr Deepak Naik (MBE, FRSA, PDip) is the Executive Officer on a part-time and casual basis. Costs relating to administration, travel and communication are recompensed. Also, TiA pays for services from organisations such as Birmingham Voluntary Services Council, Faith in Society. Additionally, TiA secures support from a known and experienced professional, some of whom are paid to help deliver projects. Over ten people from different backgrounds abilities and professions volunteer to help with the delivery of projects and the operation of TiA.

RISK MANAGEMENT:

TiA key risks are:

- 1: The growth of TiA - means activities and income generation during 2020 – 2021 is expected to increase significantly, thereby requiring independent inspection of books-keeping and accounts. TiA is actively seeking to identify a person with the necessary qualifications, knowledge, experience and skills to ensure a higher level of financial management and recording is achieved.
- 2: Ability to meet demand - therefore failing to meet expectations of people, communities, voluntary/ community organisations that are new locally. This issue has been raised in Board meetings; we have agreed that a meaningful process is undertaken with Board Members and invited guests to consider carefully how the work of TiA could be expanded safely. This action will result in a new 3 to 5-year development plan with a sincere commitment by all to participate actively and to establish a new working relationship.
- 3: The Coronavirus – this will impact the work of TiA and its ability to support others with training and other support. To sustain the Coventry Sacred Space Initiative is a concern. The Board plan to monitor its progress frequently and help the Executive Officer through this uncertain time.

BACKGROUND:

TiA was conceived by a group of young adults from different countries of Europe coming together in Coventry. Collectively over the course of the evening, while sharing food, the Group sensed the need for people, families and communities to be welcoming towards others in need of a home, shelter, peace and opportunity to live a life in hope.

TIA TRUST PURPOSES

Charitable Category Human rights/ Religious & racial harmony/ Equality & diversity

- (a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
- (b) Advancing education and raising awareness in equality and diversity, including in different religious beliefs
- (c) Promoting activities to foster understanding between people from diverse backgrounds, including promoting knowledge and mutual understanding and respect of different religious faiths and between different racial groups;
- (d) Cultivating a sentiment in favour of equality and diversity

STRUCTURE, GOVERNANCE AND MANAGEMENT:

The Board has 4 Members and as held meetings via telephone and face to face, to make progress Board Members have actively contributed considerable time, skills and experience to help and enable TiA to deliver projects, raise fund and provide administrative support

REPORT March 2020 to 31st March 2021

The Coronavirus comprehensively impacted Together in Action Trust's Annual Plan of Action for 2020/2021. On 22 January 2020 we hosted the opening conference of the Coventry Sacred Space initiative; this allowed us to design and agree a realistic roadmap for making the Sacred Space a reality by the end of 2020. This area of work was to be central to TiA Trust's work for the year. However, the arrival of the pandemic then brought the work on the Sacred Space and other projects to an abrupt stop.

However, we adapted to the circumstances and a number of activities were delivered, as set out below. We are grateful for the support of many willing individuals, community organisations and bodies that financially supported our work. The Trust's Annual Plan for 2021/22 is currently being drafted and will be approved by the Board in early March.

Coventry Sacred Space initiative

- Nine monthly Sacred Lunches were held, providing a regular opportunity for the city's faith communities and other BAME organisations to exchange information and share concerns
- We supported the delivery of three online 'Eid in the Park' celebrations, plus activities to mark Diwali and other days of religious significance
- Five online meetings enabled the City of Culture to engage with faith groups in order to plan a special faith and belief programme in September 2021
- 1,000 Family Activity Packs were assembled and distributed to families at risk of domestic abuse during lockdown
- Coventry and Warwick University's research project on 1960s immigration patterns got underway
- We established close links with the Jewish Synagogue and Central Methodist Church
- Swanswell Park and Pool was tidied and cleaned within Coronavirus restrictions.
- Three online workshops were held to help places of worship and other BAME-led community organisations to access Safety and Security funding

BAME Hub

- A constructive relationship with the Birmingham 2022 Commonwealth Games was put in place; we are contributing to discussions on how Coventry will be involved
- As the voice of BAME communities in Coventry we participated in many meetings and webinars about the impacts of Coronavirus on BAME people,
- Three Social Prescribing partnership applications (Coventry, Warwickshire and Gloucester) were submitted

Training and development

- Five online Coronavirus Workshops were held for Places of Worship, to explain government requirements and support sharing of good practice, facilities and activities between faith and BAME communities

Communications and networking

- Four short "Together We Can" films (Voices of Faiths, Stop Hate Speech, Sort it COV-19 and Inspired to Act) were produced and disseminated widely, and TiA Trust acquired its own channel on YouTube

- We cemented our excellent partnership with Coventry City Council, with the consistent and strong support of Cllr Abdul Khan, Deputy Leader; our activities benefitted from the Council's high quality advice and participation
- Andy Street, the Mayor of the West Midlands Combined Authority, supported our projects by participating in activities such as online seminars
- Government Departments (Home Office and Ministry for Housing, Communities and Local Government) frequently invited our representation or approached us for information and suggestions
- We engaged with key people in the Coventry City of Culture Trust and are helping to develop the 'faith' element of the City of Culture year
- We developed a relationship with the Baobab Foundation, a new national initiative that supports BAME-led organisations to develop their systems, practices and capabilities to serve their communities and areas of interest fully
- We became a member of Coventry and Warwickshire Champions, in recognition of the quality of their work across the community and their potential and commitment to serve the City

Other activities

- As the TiA Trust was a founder member of the United Religions Initiative (UK) 20 years ago, the Board agreed to lead work to re-establish and reconstitute URI (UK)
- Stop Hate - a short information and training film was produced; so far 5,000 people have viewed this on YouTube and there have been over 50 positive comments

Finance

Consultancy fees and grant applications were the main sources of TiA's income during the year. Statutory bodies, agencies and foundations value the experience, skills and knowledge of the TiA Trust and commissioned work, for example research and development work for Active Black Country what and Community Services Trust. This income was unrestricted and was therefore used to support otherwise unfunded work and organisational development.

To support our activities, 11 applications for funding were also submitted, of which seven were successful. The National Lottery Community Fund awarded a grant of £50,000 to support the development of the Coventry Sacred Space initiative and the BAME Hub.

7: INCOME AND EXPENDITURE ACCOUNTS

Expenditure

Number	Area	Amount
1	Activity costs	9,924.05
2	TiA office	4,000.00
3	Consultancy	1,910.00
4	Administration & equipment	3,189.50
5	Salary	14,190.96
6	Tax & National Insurance	6,331.66
	Total funds expended in 2020-2021	39,546.17

Income

Number	Source	Amount
1	Earned income	5,690.00
2	Furlough (HMRC)	6,398.00
3	Grants	18,580.00
4	Gift Aid - claim from previous years	3,500.00
	Total funds generated in 2020-2021	34,168.00

Balance

Number		Amount
1	Carry forward 2019-2020	32,244.95
2	Income generated 2020-2021	34,168.00
	Total	66,412.95
	Expenditure 2020-2021	39,546.17
	Carry forward 2021-2022	26,866.78

In-kind Support:

- Volunteers (directly and via supporting organisations) contributed over 13,500 hours.
- Professionals provided over 1,000 hours of voluntary support.
- The monetary value of volunteer services is estimated at £16,500.

Notes:

- TiA's Trustees made no claims and were not remunerated.
- The costs of TiA's office reflected the increased cost of working entirely from home.
- TiA's reserves ensured delivery of activities, obligations and functions.

8: INDEPENDENT EXAMINATION

This is an independent voluntary review of the TiA Trust's accounts. It was undertaken by myself, Steve Stewart. Whilst I am not a qualified accountant, I have significant experience of running a business and understanding accounts.