

Company registration number: 13497678

Charity registration number: 1197918

# Northumbrian Industrial Mission Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2023

# **Northumbrian Industrial Mission Limited**

## **Contents**

Reference and Administrative Details	1
Trustee' Report	2 to 5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 to 14

## **Northumbrian Industrial Mission Limited**

### **Reference and Administrative Details**

<b>Chairman</b>	P E Southgate
<b>Trustee</b>	R Styring T Leach C H Knights
<b>Secretary</b>	T Leach
<b>Charity Registration Number</b>	1197918
<b>Company Registration Number</b>	13497678
<b>Registered Office</b>	The charity is incorporated in England and Wales. The Old Rectory The Broadway Houghton Le Spring Tyne & Wear DH4 4BB
<b>Independent Examiner</b>	Wellway Accountants Limited Borough Hall Wellway Morpeth Northumberland NE61 1BN

# **Northumbrian Industrial Mission Limited**

## **Trustee' Report**

The trustee, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 December 2023.

NIM Ltd is an ecumenical organisation of chaplains recruited from across our various Christian denominations who have a breadth of insight and skill in helping people who are experiencing difficulties in their everyday lives and working environments .

At the beginning of January 2023 , the process for 'incorporating' NIM Ltd as a Charitable Company Limited by Guarantee was completed . Having served many years as a purely Charitable organisation it was felt that it would be beneficial to become both a Charitable Company that was also registered with Companies House . The Aims and Objectives of the new organisation remained almost the same as the former charitable organisation Northumbrian Industrial Mission (NIM) but with added benefits . NIM Ltd provides chaplaincy support to people in their workplaces and fulfils the core work of mission on behalf of the various Christian Churches throughout the North East of England .

### **Objectives and activities**

#### ***Funding***

The charity does not use a professional fundraiser or commercial participator to raise funds. Any monies raised from the public follows all guidance set out by the Charities Commission and UK law in every respect. NIM Ltd respects the privacy and contact preferences of all public donors.

As always we are extremely grateful to our denominational sponsors and other funders for their support of this important mission 'beyond the walls of church'. It could not be maintained without their financial contributions. Regular support is vital to our existence, we rely heavily on our sponsors:

Church of England (Durham Diocese)  
Church of England (Newcastle Diocese)  
Newcastle International Airport  
Newcastle Methodist District  
Northern Baptist Association  
Roman Catholic Church (Hexham and Newcastle Diocese)  
United Reformed Church (Northern Synod)

We are also grateful for our grant funders in this ever-competitive environment for charitable support.

#### ***Public benefit***

Our Chaplains stand in a crucial place: often perceived as being outside of the mainstream yet in reality deeply involved in the everyday lives and concerns of people in their diverse communities, such as the North East Ambulance Service, Fire & Rescue Service, Metrocentre, Dalton Park, Asda, Newcastle International Airport, Department of Work and Pensions, Hexham Mart, Veterinary Practices and many other sundry others.

Chaplains must understand the institutions where they work, be sensitive to the challenges and pressures facing those they serve, learn the questions that most fundamentally concern people and witness to God's love in a maelstrom of competing forces. Chaplains build bridges of trust, understanding and critical friendship within society. This has been critical as we as a nation have navigated our way through the recent 'Covid' crisis and then continued to pick up the pieces of some very traumatised and broken people.

The trustee confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

# **Northumbrian Industrial Mission Limited**

## **Trustee' Report**

### ***Volunteers***

NIM Ltd would like to thank all of our volunteer Chaplains who make our work possible and also our Volunteer Co-ordinator who works tirelessly to keep the service going. We would also like to thank the companies and organisations who welcome us into their workplaces, allowing us to host our meetings and discussions with their workforce.

### ***Going concern***

The new organisation NIM Ltd was lucky enough to inherit a number of funds from our previous organisation NIM. It is fair to say that these funds are not sufficient to maintain the work of NIM Ltd indefinitely. Thankfully our sustainability is being maintained by donations from our various sponsoring churches and contracts with commercial companies. A great deal of effort is being made by our funding sub-committee to raise sufficient money to cover any shortfall. However, this is an ever-increasing challenge due to competing organisations bidding for ever-decreasing funds of the granting bodies. We have sufficient funds that are 'ring fenced' or restricted to honour any redundancy payments should they become necessary. We are confident that this fund will not be required.

### ***Trustees and officers***

The trustees and officers serving during the year and since the year end were as follows:

Trustee:	R Styring
	T Leach
	D A Herbert (resigned 14 August 2023)
	C H Knights (appointed 5 February 2024)

Chairman:	P E Southgate
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Secretary:	T Leach
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### ***Structure, governance and management***

#### ***Nature of governing document***

Northumbrian Industrial Mission Ltd (NIM Ltd) is constituted as a registered charity and company under guarantee in accordance with its revised Memorandum and Articles of Association, dated 13th January 2022.

#### ***Induction and training of trustee***

New trustees, undergo an induction process to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events.

#### ***Organisational structure***

Day to day management is vested in the Volunteer Co-ordinator of the charity, who regularly meets with the Board of Trustees. The Volunteer Co-ordinator meets regularly with the Chair (in addition to the formal meetings) and appraises him of any significant issues that arise between meetings.

# **Northumbrian Industrial Mission Limited**

## **Trustee' Report**

### ***Major risks and management of those risks***

#### ***Risk Policy***

The trustees are responsible for assessing the major risks to which the charitable company is exposed, and for establishing systems to mitigate those risks, they have considered risks which could have a negative effect on the charitable company's ability to pursue its aims, both in terms of the likelihood of these occurring and probable impact of such events. The trustees continue to review and monitor these risks, and the adequacy of the systems in place to reduce them.

### **Financial instruments**

#### ***Objectives and policies***

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

### **Statement of trustee' responsibilities**

The trustee (who are also the directors of Northumbrian Industrial Mission Limited for the purposes of company law) are responsible for preparing the trustee' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustee to prepare financial statements for each financial year. Under company law the trustee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustee are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustee are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustee are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Northumbrian Industrial Mission Limited**

### **Trustee' Report**

The annual report was approved by the trustee of the charity on ..... and signed on its behalf by:

.....  
R Styring  
Trustee

## **Northumbrian Industrial Mission Limited**

### **Independent Examiner's Report to the trustees of Northumbrian Industrial Mission Limited ('the Company')**

I report to the charity trustee on my examination of the accounts of the Company for the year ended 31 December 2023.

#### **Responsibilities and basis of report**

As the charity's trustee of the Company (and also its directors for the purposes 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').

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.

#### **Independent examiner's statement**

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

1. accounting records were not kept in respect of Northumbrian Industrial Mission Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. 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 (FRS 102)].

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.

.....

Borough Hall  
Wellway  
Morpeth  
Northumberland  
NE61 1BN

Date:.....



# Northumbrian Industrial Mission Limited

## Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2023 £
<b>Income and Endowments from:</b>			
Donations and legacies	3	29,630	29,630
Investment income	4	<u>1,200</u>	<u>1,200</u>
Total income		<u>30,830</u>	<u>30,830</u>
<b>Expenditure on:</b>			
Charitable activities	5	<u>(31,128)</u>	<u>(31,128)</u>
Total expenditure		<u>(31,128)</u>	<u>(31,128)</u>
Net expenditure		(298)	(298)
Transfer of assets from unincorporated charity		<u>52,849</u>	<u>52,849</u>
Net movement in funds		<u>52,551</u>	<u>52,551</u>
<b>Reconciliation of funds</b>			
Total funds carried forward	13	<u>52,551</u>	<u>52,551</u>
		Note	Total 2022 £
<b>Income and Endowments from:</b>			
<b>Expenditure on:</b>			
Net income/(expenditure)			<u>-</u>
Net movement in funds			<u>-</u>
<b>Reconciliation of funds</b>			
Total funds carried forward		13	<u>-</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 13.

The notes on pages 9 to 14 form an integral part of these financial statements.

# Northumbrian Industrial Mission Limited

(Registration number: 13497678)  
Balance Sheet as at 31 December 2023

	Note	2023 £
<b>Fixed assets</b>		
Tangible assets	10	839
<b>Current assets</b>		
Cash at bank and in hand	11	53,572
<b>Creditors: Amounts falling due within one year</b>	12	<u>(1,860)</u>
<b>Net current assets</b>		<u>51,712</u>
<b>Net assets</b>		<u>52,551</u>
<b>Funds of the charity:</b>		
<b>Unrestricted income funds</b>		
Unrestricted funds		<u>52,551</u>
<b>Total funds</b>	13	<u>52,551</u>

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

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 7 to 14 were approved by the trustee, and authorised for issue on .....  
and signed on their behalf by:

.....  
R Styring  
Trustee

The notes on pages 9 to 14 form an integral part of these financial statements.

# **Northumbrian Industrial Mission Limited**

## **Notes to the Financial Statements for the Year Ended 31 December 2023**

### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustee is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Old Rectory  
The Broadway  
Houghton Le Spring  
Tyne & Wear  
DH4 4BB

[Authorised for issue date](#)

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Statement of compliance**

The financial statements have been prepared in accordance with 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 (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

#### **Basis of preparation**

Northumbrian Industrial Mission Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

#### **Going concern**

The trustee consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee meetings and reimbursed expenses.

# Northumbrian Industrial Mission Limited

## Notes to the Financial Statements for the Year Ended 31 December 2023

### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

### Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	3 year straight line basis

### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

### Fund structure

Unrestricted income funds are general funds that are available for use at the trustee discretion in furtherance of the objectives of the charity.

### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Donations from individuals	130	130
Grants, including capital grants;		
Grants from other charities	29,500	29,500
<b>Total for period ended 31 December 2023</b>	<b>29,630</b>	<b>29,630</b>

# Northumbrian Industrial Mission Limited

## Notes to the Financial Statements for the Year Ended 31 December 2023

### 4 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	1,200	1,200
<b>Total for period ended 31 December 2023</b>	<b>1,200</b>	<b>1,200</b>

### 5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total funds £
Staff costs		24,264	24,264
Allocated support costs		3,445	3,445
Governance costs		3,419	3,419
<b>Total for period ended 31 December 2023</b>		<b>31,128</b>	<b>31,128</b>

In addition to the expenditure analysed above, there are also governance costs of £3,419 (2022 - £Nil) which relate directly to charitable activities. See note for further details.

### 6 Trustee remuneration and expenses

No trustee, nor any persons connected with them, have received any remuneration from the charity during the year.

### 7 Staff costs

The aggregate payroll costs were as follows:

	2023 £
<b>Staff costs during the year were:</b>	
Wages and salaries	23,540
Pension costs	724
	<b>24,264</b>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

## Northumbrian Industrial Mission Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023

	<b>2023</b>
	<b>No</b>
Average number of persons employed	<u>1</u>

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

#### **8 Independent examiner's remuneration**

	<b>2023</b>
	<b>£</b>
Examination of the financial statements	<u>1,080</u>
<b>Other fees to examiners</b>	
All other services	<u>1,230</u>

# Northumbrian Industrial Mission Limited

## Notes to the Financial Statements for the Year Ended 31 December 2023

### 9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

### 10 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
Additions	1,257	1,257
At 31 December 2023	1,257	1,257
<b>Depreciation</b>		
Charge for the year	418	418
At 31 December 2023	418	418
<b>Net book value</b>		
At 31 December 2023	839	839

### 11 Cash and cash equivalents

	2023 £
Cash at bank	53,572

### 12 Creditors: amounts falling due within one year

	2023 £
Accruals	1,860

### 13 Funds

	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
<b>Unrestricted funds</b>				
General	30,830	(31,128)	52,849	52,551

### Unrestricted funds

Net assets introduced from unincorporated charity in the financial period total £52,849.

# Northumbrian Industrial Mission Limited

## Notes to the Financial Statements for the Year Ended 31 December 2023

### 14 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 December 2023 £
Tangible fixed assets	839	839
Current assets	53,572	53,572
Current liabilities	(1,860)	(1,860)
Total net assets	<u>52,551</u>	<u>52,551</u>

### 15 Analysis of net funds

	At 1 January 2023 £	Financing cash flows £	At 31 December 2023 £
Cash at bank and in hand	-	53,571	53,571
Net debt	-	53,571	53,571
		At 1 August 2022 £	At 31 December 2022 £
Net debt		-	-



# Northumbrian Industrial Mission Limited

## Statement of Financial Activities by fund for the Year Ended 31 December 2023

### Unrestricted Funds

	<b>Total Unrestricted Funds 2023 £</b>	<b>Total Unrestricted Funds 2022 £</b>
<b>Income and Endowments from:</b>		
Donations and legacies	29,630	-
Investment income	<u>1,200</u>	<u>-</u>
Total income	<u>30,830</u>	<u>-</u>
<b>Expenditure on:</b>		
Charitable activities	<u>(31,128)</u>	<u>-</u>
Total expenditure	<u>(31,128)</u>	<u>-</u>
Net expenditure	(298)	-
Transfer of assets from unincorporated charity	<u>52,849</u>	<u>-</u>
<b>Reconciliation of funds</b>		
Total funds carried forward	<u><u>52,551</u></u>	<u><u>-</u></u>

# Northumbrian Industrial Mission Limited

## Detailed Statement of Financial Activities for the Year Ended 31 December 2023

	Total 2023 £	Total 2022 £
<b>Income and Endowments from:</b>		
Donations and legacies (analysed below)	29,630	-
Investment income (analysed below)	1,200	-
Total income	<u>30,830</u>	<u>-</u>
<b>Expenditure on:</b>		
Charitable activities (analysed below)	(31,128)	-
Total expenditure	<u>(31,128)</u>	<u>-</u>
Net expenditure	(298)	-
Transfer of assets from unincorporated charity (analysed below)	<u>52,849</u>	<u>-</u>
<b>Reconciliation of funds</b>		
Total funds carried forward	<u><u>52,551</u></u>	<u><u>-</u></u>

# Northumbrian Industrial Mission Limited

## Detailed Statement of Financial Activities for the Year Ended 31 December 2023

	Total 2023 £	Total 2022 £
<i><b>Donations and legacies</b></i>		
Appeals and donations	130	-
Grants receivable	29,500	-
	<u>29,630</u>	<u>-</u>
<i><b>Investment income</b></i>		
Interest on cash deposits	1,200	-
	<u>1,200</u>	<u>-</u>
<i><b>Charitable activities</b></i>		
Wages and salaries	(23,540)	-
Staff pensions (Defined contribution) - pension scheme 1	(724)	-
Sundry expenses	(1,659)	-
Travel and subsistence	(1,368)	-
Depreciation of office equipment	(418)	-
Insurance	(505)	-
Accountancy fees	(1,230)	-
Independent examiner's fee	(1,080)	-
Legal and professional fees	(597)	-
Bank charges	(7)	-
	<u>(31,128)</u>	<u>-</u>
<i><b>Transfers between funds</b></i>		
Funds - Transfer from another fund	52,849	-