

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 2024

Northumbrian Industrial Mission Limited

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Northumbrian Industrial Mission Limited

Reference and Administrative Details

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

Northumbrian Industrial Mission Limited

Trustees' Report

The trustees, 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 2024.

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.

The Aims and Objectives of the NIM Ltd are that it 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

Objectives, strategies and activities

The charity organises the activities of one paid Chaplain Team Leader and 21 Volunteer Chaplains who

- a) engage directly with people in their places of work.
- b) work collaboratively with ministries in other sectors, with local churches and with other agencies.
- c) represent to those in authority, peoples' experiences and perception of work, and raise questions with those who make decisions.

The charity offers chaplaincy services to a range of industrial and commercial enterprises on a voluntary basis. Many people have suffered traumatic experiences in their lives and it is recognised that emotional and mental health have increased nationally in recent years and the charity tries to support those in need. The organisation's chaplains are active in many 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, Newcastle Cathedral and many other sundry others. The charity selects and trains individuals who have the right attributes and partners them with organisations that they are familiar with and have some connection.

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.

Northumbrian Industrial Mission Limited

Trustees' Report

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 the diverse communities in which they operate. They 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 by offering support to people in need.

The trustees 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.

Volunteers

NIM Ltd would like to thank all of our volunteer Chaplains who make our work possible and also our salaried 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 members of their workforce.

Achievements and performance

The charity, like many other organisations continued to suffer from the effects of the Covid pandemic. Industrial and commercial establishments adopted different styles of engagement and methods of working. Thankfully the situation improved during the period and former relationships were re-established, by the end of the year the friendly 'sympathetic ear' service that the charity offers returned to almost normal.

Financial review

Policy on reserves

The charity holds sufficient reserves in a separate CCLA account to meet its obligations in the event of any redundancy payments and closing down costs of the organisation. Day to day running costs are held in a separate Virgin Money account and the Trustees regularly meet to discuss fund raising activities to meet the needs of the organisation.

Going concern

It is fair to say that NIM Ltd, like other charitable organisations has struggled to raise sufficient funds to support its work 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:

Trustees:	C H Knights (appointed 5 February 2024)
	T Leach
	P E Southgate
	R Styring

Northumbrian Industrial Mission Limited

Trustees' Report

Secretary:

T Leach

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 trustees

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 salaried 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.

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 trustees' responsibilities

The trustees (who are also the directors of Northumbrian Industrial Mission Limited for the purposes of company law) are responsible for preparing the trustees' 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 trustees to prepare financial statements for each financial year. Under company law the trustees 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 trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;

Northumbrian Industrial Mission Limited

Trustees' Report

- 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 trustees 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 trustees 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.

The annual report was approved by the trustees of the charity on 24 September 2025 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 trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees 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

24 September 2025

Northumbrian Industrial Mission Limited

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2024 £
Income and Endowments from:			
Donations and legacies	3	23,915	23,915
Investment income	4	<u>1,556</u>	<u>1,556</u>
Total income		<u>25,471</u>	<u>25,471</u>
Expenditure on:			
Charitable activities	5	<u>(34,559)</u>	<u>(34,559)</u>
Total expenditure		<u>(34,559)</u>	<u>(34,559)</u>
Net expenditure		<u>(9,088)</u>	<u>(9,088)</u>
Net movement in funds		(9,088)	(9,088)
Reconciliation of funds			
Total funds brought forward		<u>52,551</u>	<u>52,551</u>
Total funds carried forward	14	<u>43,463</u>	<u>43,463</u>
	Note	Unrestricted funds £	Total 2023 £
Income and Endowments from:			
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>
Expenditure on:			
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>
Reconciliation of funds			
Total funds carried forward	14	<u>52,551</u>	<u>52,551</u>

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

The funds breakdown for 2023 is shown in note 14.

The notes on pages 9 to 15 form an integral part of these financial statements.

Northumbrian Industrial Mission Limited

(Registration number: 13497678)
Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	422	839
Current assets			
Debtors	11	213	-
Cash at bank and in hand	12	45,983	53,572
		46,196	53,572
Creditors: Amounts falling due within one year	13	(3,155)	(1,860)
Net current assets		43,041	51,712
Net assets		43,463	52,551
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		43,463	52,551
Total funds	14	43,463	52,551

For the financial year ending 31 December 2024 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 15 were approved by the trustees, and authorised for issue on 24 September 2025 and signed on their behalf by:

.....
R Styring
Trustee

The notes on pages 9 to 15 form an integral part of these financial statements.

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees 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

These financial statements were authorised for issue by the trustees on 24 September 2025.

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 trustees 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 trustees meetings and reimbursed expenses.

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

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.

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

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 trustees 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.

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

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	23,785	23,785
Total for 2024	23,915	23,915
Total for 2023	29,630	29,630

4 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	1,556	1,556
Total for 2024	1,556	1,556
Total for 2023	1,200	1,200

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total funds £
Staff costs		25,262	25,262
Allocated support costs		5,980	5,980
Governance costs		3,317	3,317
Total for 2024		34,559	34,559
Total for 2023		31,128	31,128

In addition to the expenditure analysed above, there are also governance costs of £3,317 (2023 - £3,419) which relate directly to charitable activities. See note for further details.

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

6 Trustees remuneration and expenses

No trustees, 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:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	24,580	23,540
Pension costs	682	724
	<u>25,262</u>	<u>24,264</u>

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:

	2024 No	2023 No
Average number of persons employed	<u>1</u>	<u>1</u>

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

8 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>1,494</u>	<u>1,080</u>
Other fees to examiners		
All other services	<u>582</u>	<u>1,230</u>

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

9 Taxation

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

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 January 2024	1,257	1,257
At 31 December 2024	1,257	1,257
Depreciation		
At 1 January 2024	418	418
Charge for the year	417	417
At 31 December 2024	835	835
Net book value		
At 31 December 2024	422	422
At 31 December 2023	839	839

11 Debtors

	2024 £
Other debtors	213

12 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	45,983	53,572

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals	3,155	1,860

14 Funds

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Balance at 31 December 2024 £
Unrestricted funds				
General	<u>52,551</u>	<u>25,471</u>	<u>(34,559)</u>	<u>43,463</u>
	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds				
General	<u>30,830</u>	<u>(31,128)</u>	<u>52,849</u>	<u>52,551</u>

15 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 December 2024 £
Tangible fixed assets	422	422
Current assets	46,196	46,196
Current liabilities	<u>(3,155)</u>	<u>(3,155)</u>
Total net assets	<u>43,463</u>	<u>43,463</u>
	Unrestricted funds General £	Total funds at 31 December 2023 £
Tangible fixed assets	839	839
Current assets	53,572	53,572
Current liabilities	<u>(1,860)</u>	<u>(1,860)</u>
Total net assets	<u>52,551</u>	<u>52,551</u>

16 Analysis of net funds

	At 1 January 2024 £	Financing cash flows £	At 31 December 2024 £
Cash at bank and in hand	<u>53,572</u>	<u>(7,589)</u>	<u>45,983</u>
Net debt	<u>53,572</u>	<u>(7,589)</u>	<u>45,983</u>

Northumbrian Industrial Mission Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

	At 1 January 2023 £	Financing cash flows £	At 31 December 2023 £
Cash at bank and in hand	-	53,572	53,572
Net debt	-	53,572	53,572

Northumbrian Industrial Mission Limited

Statement of Financial Activities by fund for the Year Ended 31 December 2024

Unrestricted Funds

	Total Unrestricted Funds 2024 £	Total Unrestricted Funds 2023 £
Income and Endowments from:		
Donations and legacies	23,915	29,630
Investment income	<u>1,556</u>	<u>1,200</u>
Total income	<u>25,471</u>	<u>30,830</u>
Expenditure on:		
Charitable activities	<u>(34,559)</u>	<u>(31,128)</u>
Total expenditure	<u>(34,559)</u>	<u>(31,128)</u>
Net expenditure	(9,088)	(298)
Transfer of assets from unincorporated charity	<u>-</u>	<u>52,849</u>
Net movement in funds	(9,088)	52,551
Reconciliation of funds		
Total funds brought forward	<u>52,551</u>	<u>-</u>
Total funds carried forward	<u><u>43,463</u></u>	<u><u>52,551</u></u>

Northumbrian Industrial Mission Limited

Detailed Statement of Financial Activities for the Year Ended 31 December 2024

	Total 2024 £	Total 2023 £
Income and Endowments from:		
Donations and legacies (analysed below)	23,915	29,630
Investment income (analysed below)	1,556	1,200
Total income	<u>25,471</u>	<u>30,830</u>
Expenditure on:		
Charitable activities (analysed below)	<u>(34,559)</u>	<u>(31,128)</u>
Total expenditure	<u>(34,559)</u>	<u>(31,128)</u>
Net expenditure	(9,088)	(298)
Transfer of assets from unincorporated charity (analysed below)	<u>-</u>	<u>52,849</u>
Net movement in funds	(9,088)	52,551
Reconciliation of funds		
Total funds brought forward	<u>52,551</u>	<u>-</u>
Total funds carried forward	<u><u>43,463</u></u>	<u><u>52,551</u></u>

Northumbrian Industrial Mission Limited

Detailed Statement of Financial Activities for the Year Ended 31 December 2024

	Total 2024 £	Total 2023 £
<i>Donations and legacies</i>		
Appeals and donations	130	130
Grants receivable	23,785	29,500
	<u>23,915</u>	<u>29,630</u>
<i>Investment income</i>		
Interest on cash deposits	1,556	1,200
	<u>1,556</u>	<u>1,200</u>
<i>Charitable activities</i>		
Wages and salaries	(24,580)	(23,540)
Staff pensions (Defined contribution) - pension scheme 1	(682)	(724)
Telephone and fax	(1,662)	-
Printing, postage and stationery	(400)	-
Sundry expenses	(1,726)	(1,659)
Travel and subsistence	(1,775)	(1,368)
Depreciation of office equipment	(417)	(418)
Insurance	(512)	(505)
Accountancy fees	(582)	(1,230)
Independent examiner's fee	(1,494)	(1,080)
Legal and professional fees	(628)	(597)
Bank charges	(101)	(7)
	<u>(34,559)</u>	<u>(31,128)</u>
<i>Transfers between funds</i>		
Funds - Transfer from another fund	-	52,849