

ANNUAL REPORT AND ACCOUNTS

20
23



Company Registration: 08763866
Registered charity number: 1160133
Registered office: 1 Hill Top, Coventry CV1 5AB



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CHAIR'S REPORT

for the year ended 31 December 2023

I've been on the Board of Together for Change (TFC) since the beginning of 2020, just before COVID hit. It gives me great pleasure to present my first report as chair, and to report that the charity not only survived lockdown and the cost-of-living crises, but has expanded its activity tackling adversity.



From its inception, TFC set out to make a real difference in some of the Diocese's poorest communities. The cost-of-living crisis has had an adverse impact on so many of the poorer communities our charity serves. So many families have been struggling to pay for the escalating cost of heating and eating. We were able to respond due to the generosity of our funders, who recognised the vital contribution we were making to vulnerable communities.

Our initiatives included the creation of a network of Winter Warm Spaces involving some forty locations across the Diocese, many with financial support from the Church Commissioners.

The value of these spaces means that ways were found to develop and keep them going, notably funds were raised to refit the kitchen at St Peters Hillfields, whilst TFC's Student Lounge in Saints Nuneaton is a huge success story – which will be told in the main part of this Report.

I would like to say a big "thank you" to our funders and partners who have stood with us during these challenging times. TFC has had continuing support of the Coventry Diocesan Board of Finance (CDBF) as a founding member, helped by the Benefact Trust. Their support has made possible the continuing employment of Jet Jones, Director of Regeneration and Community Transformation and lead officer for TFC, who has in this role led the day-to-day operation and management of TFC. TFC's relationship with CUF (our other founding member) continues through their facilitation of the Together Network (TN). This network provides opportunities for TFC to engage in a national network of faith-based organisations, seeking to transform vulnerable communities.

TFC's collaborative working with local authorities has really expanded in recent years, particularly through responding to the pandemic, cost of living crisis and developing Saints. We have partnered with Nuneaton & Bedworth Borough Council and Warwickshire County Council. Much work has been done on taking forward plans for the Phase 2 of Saints, which will see its usable space more than double. "Saints Nuneaton" involves the transformation of a redundant nightclub into a community hub serving particularly the youth and young families in the town. Considerable progress was made during the year with plans for Phase 2 of Saints, funded by the Towns Deal, which will lead to the renovation of the first-floor former ballroom and the basement – due to commence later in 2024.

TFC's intention is to be an organisation which acts as a catalyst to start new Church-led community projects, nurture them to sustainability, and release them to be led by the local parish or deanery. In line with that philosophy:-

- management of TCT Warwick passed in Autumn TFC to a new charity serving Warwick. Our work in that town was supported by the Warwick Team & Budbrooke Churches and the King Henry VIII Endowed Trust.
- Fresh Start (serving refugees), has been passed on to St Peters Hillfields. Refugees from a multitude of ethnicity and language, worship together with local people from St Peters.

None of this would be possible without the continuing dedication and flexibility of TFC staff and the fantastic volunteers from the many churches that have engaged with TFC. I would like to take this opportunity, along with my fellow Directors, to thank them all. I would also like to thank our many partner organisations without whom the work of TFC would not be possible.

TFC has continued to grow through recent national crises, so that it is no longer a small charity, but one with a medium-sized turnover, impacting the lives of many hundreds of people for good. Together for Change is living up to its name, transforming lives and communities, through harnessing the resources of local authorities and grant making charities, and combining this with the passion and enthusiasm of Churches and volunteers to see kingdom change in forgotten communities.



BARRY DUGMORE (CHAIR) JULY 2024

A WORD FROM OUR CEO

for the year ended 31 December 2023

November 2023 marked TFC's 10 year anniversary, followed shortly by my 10 year anniversary in post as CEO. Over the years, the charity has grown significantly starting with £50,000 per annum income while giving out micro grants to support churches. Now our income is approximately ten times this amount, but more importantly our impact is much greater too. Unsurprisingly however, it is the last three years that have been the most challenging, yet also the most rewarding.



The impact of COVID-19 and The Cost-of-Living crisis meant that charities across the UK were struggling to meet the increase in demands on services, with 40% of charities now reporting that they now have no reserves. Therefore, pressure for TFC to protect our reserves and obtain funding to pay the hike in food and energy prices was high. In addition, we were committed to supporting our staff and ensuring cost of living salary increases were met.

I believe that our charity's ability to deliver significant projects that work with churches, communities and statutory agencies alike, has meant that our partnerships have continued to flourish, and funding has therefore been secured. We can now look forward to multiplication in 2024, with planned expansion of the Saints projects in a further two locations and the continuation of our charity's objectives.

The next ten years may look very different to our first ten years, but in God's timing and in His will, working alongside the Coventry Diocese to 'transform communities', will remain at the heart of all we will continue to do.

JET JONES

JULY 2024

INTRODUCTION

The Trustees, who are also Directors for the purposes of company law, present their combined Trustees' and Directors' Report for Together for Change Coventry and Warwickshire ("TFC"), together with the financial statements, for the year ended 31 December 2023.

TFC operates in accordance with its Memorandum and Articles of Association which were amended by Special Resolution dated 11 December 2020. The Company was incorporated 6 November 2013 and formally registered with the Charity Commission on 23 January 2015.

Together for Change are now operating under new Articles of Association as of January 2021. Amendments provide for a different structure of trustees. Please refer to the structure and governance page of this report for confirmation of these amendments.

TFC operates from its registered office which is: Cathedral and Diocesan Offices, 1 Hill Top, Coventry, CV1 5AB.

The website address is <https://togetherforchange.org.uk>

The Trustees have pleasure in presenting the charitable company's report and financial statements for the year ended 31 December 2023.

OBJECTIVES AND ACTIVITIES

TFC's objectives are for the benefit of the public:

- a) to promote the efficiency and effectiveness of Christian based charities in the furtherance of their objects or any one of them, mainly but not exclusively by the provision of information, advice, support and infrastructure provision, and;
- b) the relief of financial hardship, either generally or individually, through the provision of grants, goods or services.

TFC's focus is to help transform communities within the 20% most deprived parishes.

The Trustees have had due regard to the Charity Commission's public benefit guidance when reviewing and deciding what activities the charity should undertake.

STRUCTURE AND GOVERNANCE

TRUSTEES

The charity was set up as a joint venture between the Church Urban Fund (“CUF”) and the Coventry Diocesan Board of Finance. The original Memorandum and Articles of Association determine that the Board of Trustees (“the Board”) was made up of up to nine trustee Directors of whom five were nominated by CUF and four nominated by the Bishop of Coventry/CDBF.

The revised Articles of Association reduce CUF’s nominations, reflecting their reduced financial input. The revised Articles state:

“There shall be a maximum number of nine Trustees, up to three being nominated by the Church Urban Fund (“the CUF Trustees”), up to three being nominated by the DBF (“the DBF Trustees”) and up to three being appointed by the Board (“Co-opted Trustees”).”

Trustees are selected based on having the necessary skills and expertise to contribute to the charity’s activities and to be able to discharge their obligations as Trustees. As at the date of signing this report the TFC Trustees are as follows:



Andy Kennedy
YWAM Youth and Family Ministry
Convener, Youth Worker



Ven. Barry Dugmore
Archdeacon Missioner for the
Diocese of Coventry



Rev. Gareth Irvine
Vicar of St Laurence's and
Area Dean for Coventry North



Joyce Woodings
Director of Hope4 Rugby &
Benn Partnership



Stephen Wyatt
Chartered Engineer and
General Manager



Michael Vincent
Retired Charity CEO and
Marketing Director



In September 2023 we appointed Ven. Barry Dugmore to the position of Chair of the Board of Trustees. Since his appointment to the Board of Trustees in 2020, Barry has brought his passion for supporting our Diocesan purpose to worship God, make new disciples and transform communities to support TFC's work in our most deprived communities. We are grateful for the vision and heart that Barry will bring to his role as Chair of the Board.

Photo: Archdeacon Barry meeting Aslan at Saints Nuneaton during our Narnia based mission in 2021

In 2023, we were also delighted to appoint Michael Vincent to the Board of Trustees. Michael brings a wealth of experience from his former roles as Charity CEO and Multinational Company Marketing Director. We are very excited to have him as part of our Board of Trustees to provide valuable skills and advice to help further our mission of positively transforming communities.

Trustees' responsibilities for reporting, accounting records and stewardship of assets

The Trustees (who are also the Directors of TFC for the purposes of company law) are responsible for preparing the Trustees' and Directors' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year which 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 the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgments and estimates that are reasonable and prudent;
- d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) 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 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 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. They are also responsible for the maintenance and integrity of TFC's corporate and financial information included on TFC's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Staffing and Volunteers

Instrumental to the delivery of TFCs objectives is a small team of mainly part-time staff on temporary contracts, largely paid for by external funding. Whilst the TFC HQ is the Diocesan Office at Hill Top in Coventry City Centre, nearly all staff work from bases in the community such as at Saints Nuneaton, including Saints Student Lounge and parish churches. We want to extend a big thank you to all of our incredibly dedicated and hard-working staff team and volunteers, without you we simply wouldn't be able to serve our poorest communities, in the way that we have been able to in 2023. We are so very grateful and value each and every member of our amazing TFC team!



Tenfold Growth over a Decade

There has been a tenfold increase in our income since TFC started out a decade ago, with the range of projects we facilitate changing significantly. Once successfully established, many of our projects (notably Family Link Work, Fresh Start and Warwick) have been passed on to other charities).

We set out with an annual grant of £50k per annum from CUF, split between paying for admin costs and providing micro-grants to our most deprived parishes. They told us not to keep all our financial eggs in one basket, as their contribution would taper. We quickly diversified our income streams, including a significant contribution from the Diocese of Coventry. These donations from CUF and the Diocese provided the mainstay of our unrestricted funding.

Meanwhile our restricted funding built up, notably through partnerships with schools delivering Family Link Work, with the King Henry VIII Endowed Trust in relation to Warwick & Budbrooke, and with HOPE Coventry & Coventry City Council in relation to Good Neighbours. We also developed relationships with foundations, including the Heart of England Community Foundation and Rank Foundation, which included significant support for our Fresh Start work with refugees (reaching nearly 2,000 clients). TFC facilitated major regeneration projects, including securing planning permission and funding for a new church building for St Catherine's, Stoke Aldermoor. As we moved into the 2020s, we secured substantial grants from the Government (much in collaboration with Nuneaton & Bedworth Borough Council and Warwickshire County Council), particularly to run activities responding to COVID-19 and then Cost of Living Crisis (helping cushion the surge in energy costs for scores of parishes).

Nearly £2m capital resource was secured for Saints Nuneaton renovations through the Government's Towns Deal, with financial management led by the Borough Council, so is on top of what is covered in these TFC accounts. Rental is also set to grow at Saints, which will widen our income base.

Total annual income is now close to £0.5 million. In 2024-26, resource is being bolstered by grants received from the WCC Social Fabric Fund for Saints Bar Pool, and for capital regeneration projects through LINC'S (Lower Income Communities) in the parishes of Foleshill St Laurence and Camp Hill Nuneaton.

Funders and Partners

In 2023, TFC were privileged to work with a range of funders and partners to support our work in bringing community transformation in our most deprived parishes in Coventry and Warwickshire. In particular, we would like to give a special thanks to the following funders and partners for their support:

- 29th May 1961
- Aviva Community Fund (& Coop Warm Spaces Funding Boost)
- Benefact Trust
- Bernard Sunley
- Church Commissioners
- Citizen Local Fund
- Coalfield Regeneration Trust
- Coventry Refugee and Migrant Centre
- Church Urban Fund
- Dame Leigh's Almhouse Charity
- Diocese of Coventry
- Edward Cadbury Trust
- Good Neighbours Coventry (HOPE Coventry)
- HAF
- Heart of England Community Foundation
- King Henry VIII Endowed Trust
- National Lottery Community Fund
- Nuneaton and Bedworth Borough Council
- Passionists UK
- PET-XI
- The Big Lottery Reaching Communities
- Think Higher
- Transforming Communities Together Warwick
- Warwickshire CAVA
- Warwickshire County Council

Church Partners

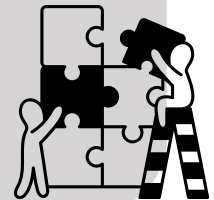


- All Saints, Allesley
- All Saints, Leamington
- St Mary and St John, Camphill
- St James Styvechale
- St Oswald's, Tile Hill
- St Peter's, Hillfields

Plus the many other churches who engaged with our Warm Hubs Programme.

Saints Steering Group and Partner Churches

- Heath End Church
- Manor Court Baptist Church
- Nuneaton URC Church
- St Nicolas Parish Church
- Holy Trinity Attleborough
- All Saints Chilvers Coton
- St Pauls Stockingford
- YWAM The Kings Lodge



SAINTS NUNEATON

2023 quickly became our most activity-filled year of operation, as the demand on our services to support families in crises rose substantially.



Most of our support centred on helping people meet their most basic of needs by providing a place of warmth, providing free or subsidised warm meals and essential items such as blankets, school shoes and coats. The Saints building, for many, became a place of sanctuary. A place for our local community to build new friendships, form a community or just have some rest bite.

EST



2020

We would like to give particular thanks to the Warwickshire Country Council Social Impact Fund, Big Lottery Reaching Communities Fund and the National Lottery Community Organisations Cost of Living Fund for recognising the impact of the cost of living crisis on the demand for our services and enabling Together for Change to respond to needs of our local Nuneaton community.

A Training Café

We support the people of Nuneaton by levelling up their work skills, generating work experience which can boost a CV/job application, and offering hands-on training and support opportunities in our friendly café.



This year we began running our own Barista Training courses, training up to 12 new Baristas aged 16+.

We take on work experience placements from all walks of life, but we do have a particular passion for supporting young people and young adults who are currently not in employment or full-time education! This year we have supported placements through Oakwood SEN School, the Princes Trust, the Nuneaton job centre, local schools and more!

We have supported 10 people with placements this year, the majority of which are under 25, and more than half of who have additional needs. We aim to create a safe environment for people to learn and thrive in, with the hope of working towards applying for jobs in the hospitality sector.

ALEX, on a long term Work Experience placement with us after volunteering with us during a Princes Trust course said; "Working at Saints is a great experience. It's a very calm safe environment for both staff and customers alike."

SAINTS NUNEATON

Feeding the Community

No one should have to go hungry. This year we have run a variety of support options for people struggling to get enough to eat.



In 2023, we provided hot meals for the subsidised price of £1 - £1.50. Our aim was to provide support for those who are struggling, whilst helping to maintain independence for our local community.

From February to June 2023 we gave out 735 food hampers, feeding on average around 100 people a week, with 40 hampers available per week. The demand for support was so high, that when the booking system was made live one week, all 40 hampers were reserved within 5 minutes!

During the summer holidays, we offered fresh fruit and veg bags to families in need.

We included in the bags some easy recipes for meals and snacks to make. We gave out 125 of these bags over 5 weeks in the

summer, feeding on average 95 people a week. We also provided a total of 480 breakfasts to local children during the school holidays.



IN 2023

We've given out a total of 4340 free meals and food hampers and We've served a total of 343 subsidised meals

Support with Essentials

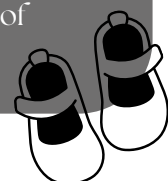


Partnering with Nuneaton Warm Blanket Appeal, we distributed over 70 free blankets. We have seen a great 'coming together' of people from across the community to support this initiative including involving members of the community in knitting/crocheting squares to make into more blankets. We even had two people doing a 24-hour Stitch-a-thon to raise money for our warm space projects, and make more blankets to give away!

Recognising that this is an expense that many parents/carers struggle to afford, we asked agencies and community project that we know to refer to us those who would benefit from a warm coat or new school shoes. We were able to purchase high quality shoes and coats for 18 children under the age of 18.

IN 2023

We supported 18 children and young people with a brand-new coat or pair of school shoes.



SAINTS NUNEATON

Activities for Families

Throughout the year we run a variety of activities for families with children, from holiday clubs to parent support groups and more! Family days out and holiday activities can often cost the earth, and that can mean families who are struggling with their finances often miss out. We want to try and make free fun experiences that the whole family can enjoy.

Every school holiday this past year we ran holiday clubs, with free activities for children. At Christmas last year, we hosted 129 children and their parents/carers for our 'Wonderful Winter' family fun days, using Holiday Activities and Food funding (HAF). We partnered with a local Escape Room company to offer a Santa themed escape room aimed at children. We also had lots of other free Christmas activities, food and even a visit from Santa! During the half terms, Easter and summer breaks we continued on this theme, offering free children's activities and family fun days.



Parents Coffee Club

We have also run Parent's Coffee Club every Thursday morning across the year, providing free hot drinks and breakfast for struggling parents with babies and toddlers.

Feedback from local parents:



"I have been taking my three children to Saints ever since they opened after Covid and I am so thankful for the cafe especially the parent's group. The group sessions are run by incredibly supportive staff who have been there for me and my children in so many ways. They offer good advice, support, and it's so wonderful knowing that every Thursday morning there is a warm happy place I can go to where the children are happy and I can have a coffee and pastry break. My whole family loves Saints and it is a very special place in the heart of Nuneaton!"

"Saints is the nicest coffee place in town, by far! (in my opinion at least). They came up with this amazing idea for mum's to gather together every Thursday morning. I have joined this group while back, when my boy was little, I was spending way too much time at home, on my own. This group was the saviour for me! I was able to go out and talk to mums, my boy could play with other children, I could actually drink a HOT coffee! I've met so many amazing people there, made friends for life. I'll be forever grateful! Amazing place with amazing people! Thank you."

SAINTS STUDENT LOUNGE

On Tuesdays and Thursdays, young people ages 11-18 can come to Student Lounge for study space (with tutors available), a range of workshops, free food and drinks and hangout space.

THE CAFE LOUNGE OPEN FROM 3PM-5PM



Young people attending get a free meal and hot or cold drink. Food ranges from chilli and rice to nachos, pizza and pasta to hotdog day!

THE STUDY LOUNGE OPEN FROM 3PM-5PM



We have laptops available for young people to make use of, as well as a printer, study supplies and Wi-Fi. We have a tutor available to offer support with homework and revision.

THE BREAKOUT LOUNGE OPEN FROM 4PM-5PM



We offer a range of activities, from life skills workshops, open chat sessions on key issues facing young people, creative activities and sports.

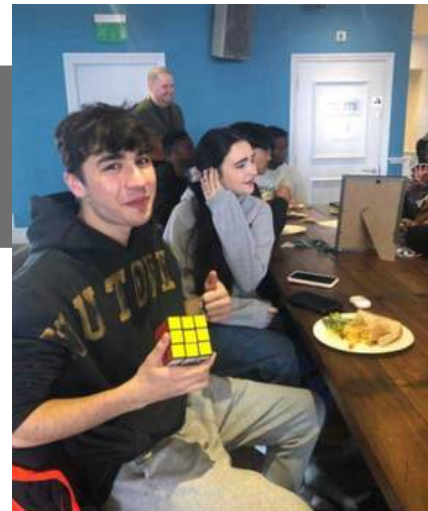


IN 2023

We had a total of 1792 attendees at Saints Student Lounge!

NATIONALLY RECOGNISED

Saints was recognised this year with a National Youth Anti-Violence Educational Award. The recognition was for our 'Positive impact upon Nuneaton and Warwickshire', and our support towards the UK Tour of the National Monument Against Violence and Aggression 'The Knife Angel'. A great achievement for Student Lounge!



HEARING FROM OUR YOUTH

"It's a really friendly environment, where I have met lots of friends and took part in a range of fun games. The staff are really friendly. It's something to look forward to!"

"Student Bake Off is my favourite activity. Jewellery making, fabric painting and coaster making were also good. The staff are caring, and they care about their wellbeing. They ask which activities we'd like to do, and make it fun."

TFC ASSISTED PROJECTS

TFC is delivering community transformation in our most deprived parishes across the Coventry Diocese on behalf of the CDBF. This includes supporting our Strategic Development Funded Church Plants in areas of significant deprivation, to better support their local communities.

TFC provide support to our parishes in the bottom 20% of deprivation by sharing good practice, helping with project development and securing grants.

Supporting Tile Hill - Men's Space

TFC have partnered with HOPE Coventry and Dame Alice Leigh's Almhouse Charity to relaunch Men's Space at St Oswald's, Tile Hill in February 2023.



The project now serves 20 men and hosts a variety of activities including visits to the Herbert art gallery, BBQs, Origami, Wild Earth, gardening.

This project provides valuable support to address the issue of loneliness and isolation by allowing a group of older men the opportunity to build a support network of new friends. Some attendees have gone on to volunteer at Nourish food project at St Oswald's, where they are connecting with a wider group in the community.

Supporting Tile Hill - Fit Mind and Body

By securing funding from The Primary Healthcare Properties Fund, facilitated by the Heart of England Community Foundation, TFC supported St Oswald's Tile Hill to establish their "Fit Mind and Body" project. The primary objective of this project is to provide free exercise programs and promote a healthy lifestyle for underprivileged communities. The Church recognised that individuals facing economic challenges often lack access to fitness resources and face heightened stress and mental health issues. With TFC's support, this project helps to improve the physical health, combat stress, and enhance mental well-being of the local Tile Hill Community.



Supporting Tile Hill - Musical Memories Café

This dementia project has been based around compiling musical memories from key moments in an elderly person's life. This project has supported an around 25 people living with dementia, plus their carers and family members, with musical parties and technical sessions in local care homes. Whilst helping members of the community reignite memories from the past, this project also supports the carers/family members of people living with dementia to form friendships and community within a local support network.

TFC ASSISTED PROJECTS

Warm Hubs

In January 2023, we raised a total of £10,710 through Aviva Community fund to provide places for disadvantaged communities where young and old could drop in for a free or cheap drink and meal in a warm and safe community space. Our network of winter warm hubs across our sub-region included places in Radford, Willenhall and Stoke Aldermoor in Coventry. Also, others in Nuneaton, Bedworth, Rugby, and rural areas.

IN 2022-2023

TFC have supported a network of 40 Warm Hubs in Coventry and Warwickshire



The money we raised through crowdfunding went towards covering the cost of these warm spaces, contributing to the cost of food and keeping the heating on for our visitors.

In Coventry, churches like St Francis of Assisi in Radford provided a warm space, buzzing with activities that opened every day of the week, from 9am-3pm.



St Paul's Cosy Community in Stockingford opened 12-3pm on Mondays and Wednesdays, to offer a "warm space and warm welcome" to anyone who needed warmth or companionship over the winter months. In the parish centre, they provided free hot drinks and toast/sandwiches, laptops and an information wall, so people could access support to help with the cost-of-living crisis. They also hosted a coat exchange to allow people to donate or take a winter coat.



Our network of Warm Hubs included spaces in more rural parts of Warwickshire and former mining communities of North Warwickshire. 'Open Door' Community Cafe in Budbrooke provided weekly groups including parents and children's groups. These were drop-in sessions on Wednesdays and Fridays, which operated on a 'pay as you feel' basis.

We would like to extend a big thank you to Aviva Community Fund, Co-op Warm Spaces Funding Boost and Aviva Cost of Living Boost for enabling our work with our warm hub partners to continue in 2023.

TFC ASSISTED PROJECTS

Fundraising for Capital Projects

St Peter's is an Anglican church in Hillfields, serving the second most deprived area of Coventry. Hillfields Village falls within the 1% most deprived LSOA in the country. Located in the heart of Hillfields, St Peter's is a place "Where Church & Community Come Together". In recent years, the Church building has been revitalised as a community hub to welcome youth, refugees and asylum seekers, vulnerable families and pensioners in the local area. In light of the Cost of Living Crisis, the church had seen attendance to their free food provisions throughout the week triple, serving as many as 400 per week.

St Peter's was however, operating with a small domestic-style kitchen which was not sufficient to cater for the number of people met by the Church each week. With the help of TFC, a total of £50,000 was raised to transform the kitchen facilities from domestic to commercial to enable the Church to positively transform their local community.



We would like to express our thanks to our funders; Citizen Local Fund, Coventry Diocese Church Improvement Fund, Edward Cadbury Trust, Passionists UK, Bernard Sunley, Benefact Trust and Heart of England Inclusive Communities Fund. This project was also supported by the generous donations from Right Reverend Dr Christopher Cocksworth and the local Hillfields Community.

TFC TRAINING

In 2023, TFC provided online and in person training to resource and equip our churches across the Diocese of Coventry, to support their local communities.

This included a 4-part series provided by our qualified Saints Student Lounge youth workers to help our churches to think how they can 'grow younger' to reach a missing generation.

Jet Jones was also invited to provide Social Enterprise Training at the annual Redeeming Our Communities Conference, to share the story of Saints Nuneaton and inspire a community-led response to missional outreach.

This provided further opportunities to host training in topics such as community engagement, fundraising and capital building projects in 2024.



TFC PARTNERSHIP PROJECTS

Transforming Communities Together Warwick

Transforming Communities Together Warwick (“TCTW”) worked in partnership with the Anglican Churches of Warwick and Together for Change, aiming to meet needs, change lives, and transform communities in the Warwick area. Supported by the King Henry VIII Endowed Trust, which benefits residents of the CV34 postcode area, the project focuses on several key aspects, responding to need. The charity informs, inspires, resources, and supports local churches and organisations to respond effectively to community needs.



It also offers support by partnering with churches and organisations to develop community-based social action initiatives. Since the establishment of TCTW 6 years ago, key initiatives have included creating a network of 13 Warm Hubs to support people living in fuel poverty, commissioning the Youth Bus to provide a safe space for local young people in the absence of alternative youth provisions, supporting Children and Families with fun activities and events and tackling food poverty for adults, families and care-leavers in Warwick.



TFC’s intention is to be an organisation which acts as a catalyst to start new Church-led community projects, nurture them to sustainability, and release them to be led by the local parish or deanery. In line with that philosophy, management of TCT Warwick passed in Autumn from TFC to a new charity serving Warwick.

TCT Warwick Development Worker, Stacey Bains:

Stacey was appointed to be our Transforming Communities Together Warwick Development Officer to support and help resource Anglican churches in Warwick to reach out to their communities to see transformation of Warwick.

Stacey has been an asset to the Warwick communities during her time with TFC, including helping over 500 families with Your Farmer Food during the school holiday periods.

We are extremely grateful for all Stacey has done to support the communities around Warwick and we wish her all the best as her work continues with the new Warwick charity. We know she will continue to bring ground-breaking transformation in Warwick.



David Brown, Vicar of Budbrook Warwick and former Trustee for Together for Change said: “Through TCTW, TFC have provided a way for our Warwick churches to look outward to support their local communities and this has had a significant impact that is beyond the project itself. This role as catalyst which has taken shape in Warwick, should be celebrated as a successful project that can be duplicated elsewhere in the Diocese and beyond.”

TFC PARTNERSHIP PROJECTS

Fresh Start

Fresh Start is foremost about “welcoming the stranger”, mobilising volunteers from churches across Coventry to befriend and provide practical support to asylum seekers and refugees to begin life anew. This includes many who have escaped from the trauma of war and violence, mostly people from the Middle East, North Africa and South America. We welcome new arrivals to this country by offering friendship, and helping them overcome exclusion and isolation due to lack of English language skills and cultural differences.



In 2023, a total of 674 people registered to attend ESOL classes at St Peter’s, Hillfields. The classes were held three days a week during term time and had an average weekly attendance of 240-360 people from over 24 countries.

Attendee to an ESOL class hosted at St Peter’s, “When I arrived here with my family I felt lonely and isolated because my English was not good. But in this class I have now made good friends, and we go out for coffee and for weekend visits together.”

A highlight of the past couple of years has been the growth of our multi-linguistic One Family church service. This started in January 2021 as a support group for Christian asylum seekers / refugees and others exploring faith, but has developed into a church of 50-60 people from many different backgrounds. 60 however, does not reflect the full flow of those that we have connected with at One Family Church. To ensure that church is a place that is welcoming and accessible to all, in 2023 St Peter’s also adapted their Sunday morning service with translations of liturgy, worship and sermons into 9 different languages!



In 2023, Fresh Start continued to run football sessions in partnership with the Coventry Refugee and Migrant Centre which are always popular (around 90 participants each week), and in the last couple of years we have also partnered with St Marks to establish an FA-registered football team, who play in the Coventry Church League. This side has both St Marks attendees and newly-arrived refugees / asylum seekers, and the relationships within the diverse team have been brilliant.

In October 2023, Matt Robinson embarked on a path to ordination, hosted by St Peter’s Hillfields, which enabled TFC to handover management of Fresh Start to the Church.

TFC PARTNERSHIP PROJECTS

Fresh Start

Fresh Start Project Coordinator, Matt Robinson:

7 years ago, Matt Robinson was appointed our Fresh Start Project Coordinator in response to God's call to be a reconciling presence in Coventry. Through the work of Fresh Start, hundreds of refugees and asylum seekers across the city have been supported. Matt was instrumental in setting up ESOL classes, One Family Church and Fresh Start football. TFC would like to thank Matt for all his hard work and dedication to support so many across our city. Whilst Matt will be hugely missed by the team at TFC, we are incredibly excited for all God has in store for him as he starts his journey to ordination



Fresh Start Link Worker, Dagmer Dias:

Dagmer joined Together for Change in Autumn 2020, as Fresh Start Link Worker. She's helped befriend hundreds of Asylum Seekers coming to Coventry and more recently she has been heavily involved in ministry to refugees in hotels in the Allesley area, where TFC works in partnership with All Saints church. Dagmer moved on from her role with TFC in spring 2023 to continue her work with St John the Divine, Willenhall as a Families Worker.



Fresh Start: Supporting Churches to “Welcome the Stranger”



In 2023, through our Fresh Start project, TFC provided fundraising support, advice and training to enabled other churches across our Diocese to provide a rapid response to emergency situations. This included support for Café Tisto in All Saints Church, Leamington.

Café Tisto is based within the church and strives to support the integration of young Ukrainians displaced to the UK, with the belief that employment and entrepreneurship is the best path towards familiarisation with British culture, work norms and the English language. Approaching its third year of operation, the cafe has built a loyal following, not only of churchgoers and the general public, but increasingly in support of other Ukrainian activities and church-based events.

10 YEAR ANNIVERSARY

2023 marked Together for Change's 10 year anniversary!

At Together for Change ("TFC"), we live up to our name by working in partnership with churches, local authorities, charities and local agencies to see kingdom change in forgotten communities. From our long-term project at Saints Nuneaton, to our partnership and capital regeneration projects, it has been immense privilege to serve the needs of our most deprived communities over this past decade.

TFC have at several times, been an emergency response service within our Diocese responding to the challenges of war, COVID-19 and more recently the cost of living crisis. We want to give all the glory to God for his faithfulness and come expectant to be guided by His Spirit for the next 10 years!

Here are some of our highlights from the last 10 years at TFC:

Rising Café in Coventry Cathedral



In 2014 TFC fundraised and project managed the installation of the Rising Café in Coventry Cathedral. We secured a generous grant of £20,000 from the Bishop's Mission Fund. The coffee shop was a social enterprise which supported and enabled rehabilitation, and was run by Betel of Britain, a national charity which works to rehabilitate adults who are affected by drug and alcohol addiction and homelessness. The café provided a great atmosphere and delicious food. We even attracted a special Royal Visit!

Fresh Start



Fresh Start was an initiative pioneered by Together for Change, working with churches and other organisations in Coventry to offer a warm and welcoming environment to refugees, asylum seekers and migrants.

Seven years ago, our Fresh Start Coordinator Matt Robinson approached Jet Jones (CEO of TFC), in response to God's call for him to be a reconciling presence in Coventry. This coincided with the Bishop of Coventry asking TFC to find a way to support Syrian refugees. Matt was then appointed to a new post of Fresh Start coordinator, supported by donations from various sources, including Coventry churches.

As a result, each year hundreds of refugees and asylum seekers across the city have been supported. We have set up a number of ESOL classes with around 200 attendees each week, football training sessions with an average of 90 participants each week and One Family, a multi-lingual church service with a congregation of 40 – 60 members each week.

The Archbishop's Visit



In May 2018, The Archbishop of Canterbury visited Coventry to see the work local churches are doing to support refugees and asylum seekers living in the city, and to meet some of the people involved. We hosted an evening celebration, inviting refugees and representatives of the churches and charities who work alongside us.

The event began with live music from students of Nexus ICA. During the evening we heard some powerful testimonies and enjoyed some delicious food. This was a great celebration.

Stoke Aldermoor



In 2019, TFC worked in partnership with Mayway Construction and the Diocese of Coventry to oversee the building of a brand-new church and community facility in Stoke Aldermoor. The new building was opened by the Bishop of Coventry in a joyous dedication service.

Previously, the Bishop had received a request to close the old church and sell its site on St Catherine's Close. The church family embarked on a long journey, moving into the front room of a house, then a school hall, and until last month a set of portakabins. With the help of TFC, in 2019 they celebrated a new site on Acorn Street in the heart of Stoke Aldermoor. This brand-new building continues to serve the new Parish of St Catherine's Stoke Aldermoor and New Century Park in Coventry.

Transforming Communities Together Warwick



Six years ago, Transforming Communities Together Warwick was set up as a partnership project between Anglican Churches of Warwick and Together for Change. The project was also funded by the King Henry VIII Endowed Trust which provides income for the Warwick Anglican Churches and was for the benefit of people living in CV34.

A few highlights include the support for adults, families and care-leavers experiencing food poverty with the Your Farmer Food Hamper initiative, which helped 500 families during each school period. Most recently, our TCT Development Officer, Stacey was instrumental in coordinating, supporting and promoting the establishment of 13 Warm Spaces within Warwick in the height of the cost of living crisis in 2022.

Saints Nuneaton

We took on the Saints building in the summer of 2019. The ground floor had most recently been used as a nightclub, with the other floors having been left virtually untouched for decades. Then began the process of refurbishing and developing the ground floor space, ready to launch the first phase of the project in January 2020.

With the support of an army of volunteers, we set about cleaning the space, removing skip-fulls of rubbish and years of grime (and even a 2-year-old bottle of milk!). Then with the dynamic team of Dave Jones and Dave Hodges, as well as more wonderful volunteers, we renovated the ground floor, taking out old booths and furniture, repainting, sanding and re-varnishing the floor, and then adding furnishings and decoration.



We are proud to now offer a versatile, multi-purpose space which serves an average of 600 people each week! Our mission is to tackle unemployment and lack of education, enhance physical, mental and emotional wellbeing, and to inspire and connect people through the creative arts.

You can see all of what we're up to on our website: <https://www.saintsnuneaton.org/>

You can read all about what we have coming up with our exciting Phase 2 Developments on page 24 of this report!

LOOKING AHEAD TO 2024

Saints Nuneaton Phase 2 - a year of expanding!

We are approaching a period of expansion, with renovations to both our upstairs hall facility and some rooms in our basement!

When completed, we will add to our facilities:

- A fully refurbished 250-300 capacity Victorian dance hall, with a stage and sprung dance floor
- A unique training/conference room which looks out over the hall
- A catering kitchen
- A lift and refurbished stairwell to improve access to the facility
- A music recording and podcasting space
- A further training room/youth space
- Toilet facilities on both floors and even a shower!

This expansion in facilities will of course allow us room to expand our programmes, as well as gain further income from hiring these facilities. Our hope is that this further income will play a big part in helping us become a sustainable social enterprise.



Exciting developments to our basement!

We are also continuing to look to develop key partnerships over the next few years, to both provide new programmes and extend the ones we already offer. This includes connecting with Kings Edward VI College and St Nicholas Church to expand our Saints Student Lounge to enable the continuation of the vital support provided to our young people.

St Mary and St John, Camphill



The parish church of St. Mary and St John Camp Hill started its life around 1960 as a church plant with vibrancy and a strong local worshipping community. Sadly, following a long period without the recruitment of a Parish Priest the PCC decided to stop regular worship in 2021.

Deprivation has been recognised in Camphill for several decades but the main church building has significant number of issues and will require significant fundraising and investment before regular worship can resume in it. In late 2023 with funding from the Church Commissioners, Together for Change Development Worker John Scouller was commissioned to complete initial scoping work for the renovation of the main church building and to investigate possible funding sources. With the support of LINC'S Funding through the Diocese of Coventry, in 2024 TFC will provide vital project management and fundraising support to enable this church to once again be open as a place of worship and hub for community activity and support.

LOOKING AHEAD TO 2024

Saints Bar Pool

We are very excited to launch a new Saints location in Bar Pool!

At Saints Bar Pool, we will provide a community-led warm welcome for local people to enjoy, access activities and courses and engage with various agencies and partners.

Working in partnership with Saints Nuneaton, Saints Bar Pool is a Social Enterprise led by the charity Together for Change. This means that all the income that we generate is fed back into our various projects.



Our mission is to tackle issues related to unemployment, training, education, skills, income and crime.

We will work with:



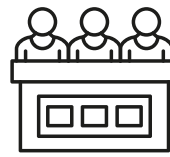
Churches



Schools



Charities



Councils



Businesses



Our Space

What is currently a closed down shop on Vernons Lane, will become a vibrant, well-decorated, welcoming and warm environment. We will create a space for anyone to come in and enjoy something from our affordable café, participate in a range of activities, access support groups and form friendships.

We are so excited to begin renovating this space to create a long-term community asset that will provide ongoing community-led support.

Independent Examiner's Report to the Trustees

I report on the financial statements of the charitable company for the year ended 31 December 2023 which are set out on pages 27-38.

Respective responsibilities of Trustees and examiner

The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 "the 2011 Act" and that an independent examination is needed.

Having satisfied myself that the charitable company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the financial statements under section 145 of the 2011 Act;
- Follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- State whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1) Which gives me reasonable cause to believe, that in any material respect, the requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006, and
- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

In connection with my examination, no matter has come to my attention: 1) Which gives me reasonable cause to believe, that in any material respect, the requirements: have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed

Jonathan Brett FCCA



Date

15th August 2024

Statement of Financial Activities

(including income and expenditure account) for the year ended 31 December 2023

	Notes	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
Income and endowments from:					
Grants	1	40	249	289	280
Donations and legacies	2	2	14	16	9
Charitable activities	3	-	33	33	67
Other trading activities	4	-	86	86	24
Total		42	382	424	380
Expenditure on:					
Charitable activities	5	55	390	445	398
Total		55	390	445	398
Net Income / (expenditure)		(13)	(8)	(21)	(18)
Transfers between funds	7	16	(16)	-	-
Net movement in funds		3	(24)	(21)	(18)
Reconciliation of funds:					
Total funds brought forward		12	137	149	167
Total funds carried forward		15	113	128	149

Incoming Resources

The DBF contribution of £30k p.a. represents the core of our unrestricted funding. This is bolstered by management fees earned by the team.

TFC has worked hard to build up and widen its funding base. This has included developing substantial funding streams from Government agencies, including the National Lottery and local authorities including Warwickshire County Council and Nuneaton & Bedworth Borough Council (notably through our partnership in Saints).

We have benefitted from generous support from charitable trusts, including the Benefact Trust, Heart of England Community Foundation, 29th May 1961 Charity, The Passionists, Dame Alice Leigh charity amongst others. We are also grateful to the financial support from many churches and individuals.

Fundraising efforts were rewarded with income of just £424k during 2023 which brought the total raised and invested in community transformation to over £5m since TFC's inception.

Expenditure

Meanwhile expenditure was £445k of which £248k has been spent on employment costs to deliver a range of projects, of which under one-fifth was on core admin team. Most of the remaining expenditure was on the Saints Youth & Community hub.

Funds and Reserves

TFC's total fund balance was £149k at the start of the 2023. We ended the year with a closing balance of £127k. We started the year with unrestricted funds of £12k, and ended the year with £15k unrestricted funding in reserve, which is in keeping with our reserves policy. (In June 2018 the Trustees reviewed their reserves policy and agreed that because of the flexible nature of our work, TFC should set a minimum reserve of 3 months' unrestricted income, but ideally aspire to 6 months). The transfer of funds of £16k from Restricted to Unrestricted essentially relates to two adjustments:-

Warwick: The contract with King Henry's provided for a Management Fee (10% of the salary of our Warwick officer). TUPE took 6 months longer than anticipated, increasing the fee going into unrestricted funds.

Warm Hubs: Our AVIVA crowdfunding campaign highlighted Saints as a primary recipient. £11k was raised and coded to Warm Hubs. TFC Board on 25th Jan 2023 formally approved that half should be recoded to Saints, for the help being given to people through its Warm Hub.

Cost of Operations

The surge in energy prices dramatically increased costs at Saints Nuneaton, which was a major concern. However, funders recognised the challenge being faced by charities, and provided specific additional funds to address this.

With regards to staff costs, many of our employees are young people paid on or near the national minimum / living wage, so became due for a significant uplift in pay in April 2023.

TFC has been extremely fortunate to have been generously supported by an annual donation from the Benefact Trust to the Coventry Diocesan Board of Finance. This covered much of the cost of the DBF's support to TFC (such as the salary of our CEO, HR & financial services), together with the donation to our unrestricted funding.

Future Plans

In general, TFC seeks to align its priorities with those of the Diocesan strategy, in order to achieve synergy and maximise effort. At its strategy review leading into budget setting for 2023, the TFC Board agreed to transfer some of its activities to other charities/churches, which has allowed it to provide more focus to expanding the Saints initiative. Areas of activity which no longer need TFC to continue to oversee include:-

- Family Link Work, where responsibility has transferred to parish councils.
- Warwick TCT, which will transferred to a new Warwick charity during 2023
- Fresh Start, where activity transferred St Peters Hillfields from the Autumn.

An area of particular emphasis for TFC over the next couple of years will be development of Saints projects: Completing Phase 2 in Central Nuneaton (doubling its usable space), and creating others (notably at Bar Pool for which the County Council provided initial funding this year for project development). Phase 2 of the Saints project involves the renovations of the upstairs and some basement rooms of the Saints Building, paving the way to expand our range of activities around our three-pronged strategy of 'Enterprise and Equip', 'Sport and Support' and 'Create and Connect' - thereby helping lift people out of poverty, isolation and feelings of hopelessness.

'Saints' harnesses the efforts by many Nuneaton-based churches and other charities to work together effectively to address such matters, for the benefit of the town's residents, especially its young people and those experiencing financial hardship (notably food and fuel insecurity).

Balance Sheet - as of December 2023

	Notes	2023 Total £000s	2022 Total £000s
CURRENT ASSETS			
Cash and cash equivalents		103	144
Debtors	8	41	31
Total		144	175
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	9	(16)	(26)
NET CURRENT ASSETS			
		128	149
NET ASSETS			
		128	149
FUNDS			
General Fund (unrestricted)	10	15	13
Restricted funds	10	113	136
TOTAL FUNDS	10	128	149

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

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 26.

The Directors/Trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 27-38 were approved by the Board of Directors and authorised for issue on 17th July 2024 and are signed on its behalf by:

Barry Dugmore
Trustee and Chair of Together for Change Coventry and Warwickshire

17th July 2024

Cash Flow Statement - for the year ended 31 December 2023

	2023 Total £000s	2022 Total £000s
Cash flows from operating activities:		
Net cash generated from operating activities	(73)	(50)
Change in cash and cash equivalents in the year	(41)	(50)
Cash and cash equivalents at 1 January	144	194
Cash and cash equivalents at 31 December	<u>103</u>	<u>144</u>
RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES		
Net income for the year	(21)	(18)
Adjustments for:		
Decrease / (increase) in debtors	(38)	(28)
(Decrease) / increase in creditors	<u>(13)</u>	<u>(4)</u>
Net cash generated from operating activities	<u>(73)</u>	<u>(50)</u>
Analysis of cash and cash equivalents		
Cash in hand	20	20
Cash on deposit	83	124
Total cash and cash equivalents	<u>103</u>	<u>144</u>

Notes to the Financial Statements for the year ended 31 December 2023

Principal Accounting Policies

Basis of Accounting

TFC is a charitable company and a public benefit entity. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention. TFC has elected to apply in full FRS 102 sections 11 'Basic Financial Instruments' and 12 'Other Financial Instruments Issues' to all of its financial instruments.

Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy. Income is recognised as deferred where the event or period to which the income relates occurs beyond the end of the financial period being reported on.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

Current Assets and Liabilities

Cash and cash equivalents include cash at bank and in hand and short-term deposits with any qualifying institutions repayable on demand without notice.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Fund Accounting

The General Fund is an unrestricted income fund which receives incoming resources available for use at the discretion of the Trustees in furtherance of the general objectives of the charity. None of these resources have been designated by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of restricted funds is set out in the notes below.

1. Grants

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	40	-	40	13
King Henry VIII Endowed Trust	-	5	5	74
Stoneleigh Trust	-	-	-	10
Fresh Start	-	6	6	11
Baron Davenport / Football Subs	-	-	-	1
Saints Nuneaton	-	79	79	30
WCC Youth Worker Fund	-	21	21	30
Reaching Communities Big Lottery	-	79	79	72
DWP Feeding Cov	-	-	-	32
Camphill Project	-	2	2	7
Warm Hubs	-	50	50	-
Saints WLWS Household Support	-	7	7	-
Total	40	249	289	280

TFC's two founder members were the Church Urban Fund (CUF) and the Diocese of Coventry. They have been the main providers of our unrestricted funds. Whilst CUF core funding has ended, the Coventry Diocese Board of Finance has contributed £30k per annum in recent years.

Our largest grants received in 2023 were towards Saints Nuneaton, principally from the Big Lottery and Warwickshire County Council towards key staff (management and youth workers). We also received significant grant to soften the impact of the surge in the cost of living.

Warwickshire County Council released £10k from their Social Fabric Fund towards preparatory work by TFC on a new 'Saints' at Bar Pool. Local authorities are now TFC key funding partners.

We have also benefitted from generous support from charitable trusts, notably from the Benefact Trust, Heart of England Community Foundation and The Passionists (for Fresh Start), and individuals. We are grateful to the financial support from the Church Commissioners, churches and individuals towards a new network of around 40 Warm Spaces, set up to address the Cost of Living crisis. The £50k was distributed between parishes in the poorest parts of the Diocese.

Overall fundraising efforts were rewarded with grants of £289k for 2023, which brought the total raised and invested in community transformation to over £5m since TFC's inception.

2. Donations and Legacies

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	2	-	2	-
Fresh Start St James	-	1	1	-
29th May	-	-	-	5
Saints Nuneaton	-	1	1	4
Alcester Family Link Worker	-	1	1	-
Warm Hubs	-	11	11	-
Total	2	14	16	9

Many donations were received through Aviva crowdfunding for a network of Warm Hubs in the poorest parishes in the Diocese, helping people cope with the Cost of Living Crisis. Much of the money was donated by individuals (TFC family & friends), or by Aviva staff. Half of the Warm Hubs money was awarded to Saints Nuneaton, which was the initial focus of crowdfunding.

3. Charitable Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	-	-	-	4
King Henry VIII Endowed Trust	-	29	29	48
Salford Priors Family Link Worker	-	-	-	11
Fresh Start	-	1	1	-
Fresh Start Big Lottery	-	5	5	4
DWP Feeding Coventry	-	(2)	(2)	-
Total	0	33	33	67

The funding from King Henry VIII Endowed Trust was toward TFCs work in Warwick & Budbrooke. This work has now been taken forward by a new charity based in Warwick.

4. Other Trading Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
General Unrestricted	-	-	-	1
Fresh Start	-	1	1	3
Saints Nuneaton	-	71	71	20
King Henry VIII Endowed Trust	-	14	14	-
Total	-	86	86	24

5. Expenditure on Charitable Activities

	General Fund £000s	Restricted Funds £000s	2023 Total £000s	2022 Total £000s
Warm Hubs	-	52	52	-
Messy Church	-	1	1	-
Saints Nuneaton	-	1	1	2
Camphill Bakery	-	-	-	3
Albert Gubay	-	-	-	7
Cross Cultural Outreach	-	5	5	-
King Henry VIII Endowed Trust	-	4	4	2
CUF	1	-	1	-
St Laurence Church	-	2	2	-
St John The Divine Church	-	2	2	-
Total grants made	1	67	68	14
Wages and salaries	41	192	233	231
Pension costs	3	14	17	17
Programme costs	(2)	71	69	89
Printing, advertising and other costs	12	46	58	47
Other charitable expenditure	54	323	377	384
Total expenditure on charitable activities	55	390	445	398

The growth in 'Total grants made' is largely accounted for by giving to funding going to winter Warm Hubs – a one off during the Cost of Living Crisis. Please note that many of these locations have been continued by parishes with the help of other funding streams.

Wages & salaries accounted for slightly more than half of our Total Expenditure, of which most was restricted to delivery of specific programmes (such as Saints and Fresh Start), whilst under 20% went on central admin staff.

6. Trustees

TFC benefits from significant amounts of time contributed by unpaid TFC Trustees by their attendance at meetings and contribution to the strategic development of TFC. The value of this time cannot be quantified and recognised in the financial statements of TFC.

None of the Trustees has received any emoluments from TFC for services performed as Trustees. No trustee received any amount in the year for travel expenses related to activity as a trustee.

7. Statement of Funds

	At 1 Jan 2023 £000s	Income £000s	Expenditure £000s	Transfers £000s	At 31 Dec 2023 £000s
General Unrestricted	12	42	(55)	16	15
RESTRICTED FUNDS					
King Henry VIII Endowed Trust	13	48	(54)	(7)	-
Salford Priors Family Link Worker	2	-	-	(2)	-
Fresh Start St James	1	-	-	-	2
Stoneleigh Trust	2	-	-	(2)	-
29th May	8	-	(4)	(2)	2
Good Neighbours	1	-	-	-	1
Fresh Start	12	8	(15)	-	5
Baron Davenport	2	-	-	-	2
Hope Coventry	1	-	-	(1)	-
Saints Nuneaton	17	154	(152)	29	48
Albert Gubay	3	-	-	(3)	-
Fresh Start Big Lottery	-	5	(5)	-	-
WCC Youth Worker Fund	29	20	(27)	(9)	13
HAF Scheme	2	-	-	(1)	-
Reaching Communities Big Lottery	29	79	(76)	-	32
DWP Feeding Coventry	14	(2)	-	(13)	-
Camphill Project	1	2	(1)	1	3
Warm Hubs	-	61	(53)	(6)	2
Saints WLWS Household Support	-	7	(3)	-	4
Total Restricted funds	137	382	(390)	(16)	112
TOTAL FUNDS	149	424	(445)	-	127

Warwick Team PCCs funds were for the benefit of the work of Transforming Communities Together Warwick, and arise out of a partnership agreement involving TFC, Warwick Team Churches and the King Henry VIII Endowed Trust. This work was transferred in Autumn 2023 to a new charity serving Warwick, so this TFC fund is now closed.

Delivery of Fresh Start is also transferring to another charity, this time St Peters Hillfields. Funds remaining at end-2023 will continue to be used in 2024 to support Cultural Outreach to refugees through our partnership with St Peters. The Passionists are a significant supporter of Fresh Start, their latest grant of £6k was awarded in June 2023.

Stoneleigh Trust – funds are for the benefit of the ancient parish of Stoneleigh and those given to TFC are focussed on Tile Hill. These have included delivering a new older Men's Club involving St Oswalds Church with Good Neighbours Coventry, and with our involvement ending in Dec 2023.

The 29th May 1961 Charity was a further instalment of grant was received in 2022 to support continuing Family Link activities towards families facing multiple challenges, delivered by several churches working with their linked local schools. Most of the remaining funding went to support Family Link Workers in Foleshill and Willenhall, in line with the original grant request.

Saints Nuneaton saw its Fund triple to £48k during the year. In part this reflects the balance of DWP Feeding Coventry funding transferred into the main Saints fund.

Reaching Communities grant is for key staff at Saints, and income and expenditure are closely aligned, following uplift secured reflecting inflation.

The Youth Worker Fund is being spent out, and additional funding for 2024 is being secured from other sources.

Warm Hub income of £61k was secured and nearly all spent in-year.

Transfers between funds:

Some of the Funds relate to Saints Nuneaton, and codings were adjusted following review:-
- £9k from WCC Youth Worker Fund – This was grant in respect of the hire of the Saints Student Lounge in which the Youth Workers operated, so this amount should have been coded to Saints FUND18 and not FUND FTO22 which relates essentially to youth worker salaries.
- £13k from DWP Feeding Coventry
- The £13k relates to the cost of food hampers, which should have been charged to FTO25 DWP Feeding Coventry, but instead was coded to Saints.

The transfer of funds of £16k from Restricted to Unrestricted essentially relates to two adjustments:-
-Warm Hubs £6k: Our AVIVA crowdfunding campaign highlighted Saints as a primary recipient. £11k was raised and coded to Warm Hubs. TFC Board on 25nd Jan 2023 formally approved that half should be recoded to Saints, for the help being given to people through its Warm Hub.
-King Henry £7k: The contract with King Henry's provided for a Management Fee(10% of the salary of our Warwick officer). TUPE took 6 months longer than anticipated, increasing the fee going into unrestricted funds.

8. Debtors

	2023	2022
	Total	Total
	£000s	£000s
Trade debtors	9	1
Accrued income	32	30
	41	31

Of the £41k, £32k relates to a retrospective National Lottery Cost of Living Grant for the period July to December 2023. This was received via BACS on 16th February 2024, so is not an issue.

9. Creditors: Amount Falling Due within One Year

	2023	2022
	Total	Total
	£000s	£000s
Trade creditors	12	4
Accruals	2	15
HMRC & Pensions	3	7
	<u>17</u>	<u>26</u>

10: Analysis of Net Assets Between Funds

	General	Restricted	2023	2022
	Fund	Funds	Total	Total
	£000s	£000s	£000s	£000s
Funds at 31 December are represented by:				
Net current assets	15	113	128	149
Total net assets	<u>15</u>	<u>113</u>	<u>128</u>	<u>149</u>

11. Related Party Transactions

The charity began as a joint venture between the Church Urban Fund (“CUF”), the Bishop of Coventry and the Coventry Diocesan Board of Finance. In the year ending 31 December 2023 Coventry Diocesan Board of Finance provided TFC with grants of £30k

12. In Kind Donations

The Coventry Diocesan Board of Finance provided a Chief Executive, Human Resources, I.T. and accountancy services together with office space. The cost of which are not included within these financial statements, but made possible by an annual grant from the Benefact Trust (formerly Allchurches Trust) to our Diocese.

13. Pensions

Together for Change Coventry and Warwickshire provides a defined contribution pension scheme with NEST, the workplace pension set up by Government.

14. Salaries and Staff Costs

	2023 Total £	2022 Total £
Wages and salaries	217,239	221,600
Employer National Insurance	15,423	9,117
Pension Costs	17,605	17,677
	<u>250,267</u>	<u>248,394</u>

Total TFC salary costs stayed at around £250k, despite a general increase in pay of 5% (though 10% for those on minimum wage). Some of our staff left TFC in 2023 to embark on ordination, whilst others moved onwards to other charities. Our headcount was 8 FTE during 2023.

15. Prior Year Statements of Financial Activities

	Notes	General Fund £000s	Restricted Funds £000s	2022 Total £000s	2021 Total £000s
Income and endowments from:					
Donations and Legacies	2	30	255	285	485
Charitable activities	3	4	63	67	63
Other trading activities	4	1	23	24	9
Total		<u>35</u>	<u>341</u>	<u>376</u>	<u>557</u>
Expenditure on:					
Charitable activities	5	51	347	398	575
Total		<u>51</u>	<u>347</u>	<u>398</u>	<u>575</u>
Net Income / (expenditure)		(16)	(6)	(22)	(18)
Transfers between funds		-	-	-	-
Net movement in funds		<u>(16)</u>	<u>(6)</u>	<u>(22)</u>	<u>(18)</u>
Reconciliation of funds:					
Total funds brought forward		29	138	167	186
Total funds carried forward		<u>13</u>	<u>132</u>	<u>145</u>	<u>168</u>