

**CHURCHES TOGETHER IN ENGLAND  
(A COMPANY LIMITED BY GUARANTEE)**

**COMPANY NUMBER 05354231  
CHARITY NUMBER 1110782**

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

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**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

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**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**COMPANY INFORMATION**

Company number	05354231
Charity number	1110782
Directors / Trustees	Revd Peter Whittaker (Chairman) Pauline Johnson Peter Hammond (Treasurer) Honor Alleyne Revd Dr Roger Paul (appointed 12 March 2010) Revd Monsignor Andrew Faley Bishop Doye Agama (appointed 12 March 2010) Revd David Lavender Geoff Lomas Valerie Potter Revd Dr Andrew Prasad John Richardson Janet Scott Revd Graham Sparkes Revd John Taylor
Company Secretary	Michael Wood
Chief Executive Officer / General Secretary	Revd Dr David Cornick
Registered Office	27 Tavistock Square London WC1H 9HH
Bankers	CAF Bank Limited 25 Kings Hill Avenue, Kings Hill West Malling, Kent ME19 4JQ  CCLA Investment Management Ltd COIF Charity Funds 80 Cheapside, London EC2V 6DZ
Auditors	Mercer & Hole Chartered Accountants Gloucester House, 72 London Road, St Albans, Hertfordshire AL1 1NS

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
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**DIRECTORS' REPORT**

The directors present their annual report with the accounts for the company for the year ended 31 December 2009. The accounts comply with the requirements of the Companies Act 2006, the Financial Reporting Standard for Smaller Entities (effective April 2008) and follow the recommendations in "Accounting and Reporting by Charities: Statement of Recommended Practice 2005".

**ABOUT CHURCHES TOGETHER IN ENGLAND**

Churches Together in England (CTE) is the national body set up by the churches in 1990, and has partner bodies in Scotland, Wales and Ireland. Churches Together in Britain and Ireland (CTBI) is the successor body to the British Council of Churches, and acts in part as a Forum in which the concerns of the four National Ecumenical Instruments can be shared.

The Member Churches of CTE are Churches and Denominations with a national presence, Unions of Churches, and Association or Councils of Churches with a national presence. Member Churches are expected and entitled to make an active contribution to the life of Churches Together in England, to develop its fellowship, to guide its policy and to contribute financially. Local churches and congregations are encouraged to join their local 'churches together' grouping, or - if appropriate - their county/intermediate body.

At a national level Churches Together in England has 31 Member Churches or Councils of Churches and a similar number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at intermediate (county) level.

Churches Together in England is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another, and proclaim the Gospel together by common witness and service. Its strength comes from people from different traditions finding new ways to work and worship together.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Churches Together in England is a company limited by guarantee (company number 05354231) and a registered charity (charity number 1110782). The governing instrument of the charitable company is the Memorandum and Articles of Association.

There are four Presidents of Churches Together in England: The Archbishop of Canterbury, The Archbishop of Westminster, The Free Churches Moderator, and The Fourth President nominated by the other churches in England including Orthodox, Black Majority, Lutheran and the Religious Society of Friends (Quakers). The Presidents meet regularly to discuss matters of concern to the Churches in England. Their meetings are facilitated by the General Secretary of CTE. In June 2002 the then Presidents signed a Personal Covenant in the presence of HM The Queen, at Windsor. This has subsequently been signed by new Presidents.

The Forum is a triennial meeting of CTE that provides an opportunity for people representing churches at local, intermediate and national levels to meet. It serves as a place where the current work of CTE is celebrated and affirmed and general fresh directions are discerned. The functions of the Forum are to engage in worship and discussion, to recommend to the Member Churches such matters as it believes should be addressed jointly, to support and encourage Intermediate Bodies in their role as the servants of their participating churches, to share its reflections on the activities and future programmes of CTE, and to elect the members of CTE. The Forum does not have other roles in the governance of CTE.

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**DIRECTORS' REPORT (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

The Members of the Charity comprise the Enabling Group. To enable the widest possible participation in the shaping of the life and work of CTE the Enabling Group draws together representatives of denominations, bodies in association and regional representatives of the Intermediate Bodies. Every member of the charity undertakes to contribute up to £10 to the charity's assets in the event of the dissolution of the charity.

The Enabling Group has the legal responsibilities in the governance of the charity for electing the directors/trustees and electing the chairman of the trustees. Its responsibilities also include the admission and classification of members of the charity, agreeing procedures at general meetings and meetings of the trustees, receiving the annual report and accounts of the directors/trustees, and appointing auditors.

The Enabling Group is a reference point for Member Churches and other representatives for making decisions together which are proper to them (where necessary referring matters back to the Member Churches) and for responding to initiatives from the Forum, Member Churches and Intermediate Bodies and enabling those initiatives to be carried out by the churches in consultation with one another. The Enabling Group may make recommendations to the trustees and comment upon their operation, but may not limit or otherwise affect the trustees' legal powers and obligations. The Enabling Group meet twice a year.

Being a company limited by guarantee, there is a board of directors who also act as the trustees of the registered charity. The members of the charity elect the trustees.

The trustees manage the business of the charity and are responsible for ensuring that the charity is solvent, well-run, and delivering the charitable outcomes for which it has been set up, ensuring that the charity complies with charity law, and with the requirements of the Charity Commission, that the charity does not breach any of the requirements in its governing document and that it remains true to the charitable purpose and objects set out there, acting with integrity, and avoiding any personal conflicts of interest or misuse of the charity's funds or assets, and regulating the financial affairs of the charity. The trustees may enter into contracts, appoint and employ staff, determine staff pay and conditions of service. The trustees may appoint an honorary treasurer. The trustees endeavour to consult the Enabling Group and to inform it of their decisions. They arrange the agenda of the Enabling Group, which the Enabling Group is free to amend.

The directors meet at least four times a year. They are mostly elected because they already have the necessary experience of being a trustee / director within their denomination. Time is given within directors meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the Chief Executive Officer. Where required, formal training or advice from consultants is given.

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**DIRECTORS' REPORT (CONTINUED)**

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

The directors / trustees who served during the year were

Revd Peter Whittaker (Chairman) (retired by rotation on 10 October 2009 and was re-appointed)

Pauline Johnson

Peter Hammond (Treasurer) (retired by rotation on 10 October 2009 and was re-appointed)

Honor Alleyne

Revd Dr Roger Paul (appointed 12 March 2010)

Revd John Cole (retired 10 October 2009)

Revd Monsignor Andrew Faley

Bishop Doye Agama (appointed 12 March 2010)

Most Senior Apostle Richard Fasunloye (retired 10 October 2009)

Revd David Lavender

Geoff Lomas

Valerie Potter

Revd Dr Andrew Prasad (retired by rotation on 10 October 2009 and was re-appointed)

John Richardson (retired by rotation on 10 October 2009 and was re-appointed)

Janet Scott

Revd Graham Sparkes

Revd John Taylor (retired by rotation on 10 October 2009 and was re-appointed)

The day-to-day work of the company is delegated to the General Secretary, Revd Dr David Cornick, who reports to the trustees and is managed by the chairman. The charity employs full- or part- 14 staff, equivalent to 11 full time.

**PUBLIC BENEFIT**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission.

As a charity, Churches Together in England is committed to the advancement of the Christian religion, the promotion of religious harmony, and promoting co-operation, joint working, and greater efficiency amongst its members. We believe that the Christian faith is of benefit to individuals and society because it has at its heart God's intent to reconcile all people and the whole of creation to himself under Christ as head. That is a vision which encompasses peace and cohesion, mutual respect and self-giving love.

We work out our public benefit in a number of ways. It is primarily done through the service which we offer to our members (as detailed below). However, we also contribute to the creation of social capital and community cohesion by bringing together Christians of differing ethnicities and theological persuasions, and by providing resources which enable them to create relationships with neighbours of other faiths and beliefs. Our more specialised work in health care chaplaincy and in education brings benefit through the provision of spiritual and religious care to the ill and the promotion of Christian values within state education.

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
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**DIRECTORS' REPORT (CONTINUED)**

**REVIEW OF THE YEAR**

2009 was a significant, transitional year for Churches Together in England, largely due to forces beyond its control. Major funders revised their support for the British ecumenical instruments, resulting in the downsizing of, and a significant change of role for the British co-ordinating body, Churches Together in Britain and Ireland. That inevitably had a knock-on effect on its partner National Ecumenical Instruments, including CTE.

The results were far from negative, because it has brought the organisation into a direct relationship with its funders for the first time for many years, and that will stimulate further processes of accountability and transparency, and make the organisation more sharply responsive to the needs of its members.

Key Performance Indicators (KPI's) for an umbrella body must include the number and influence of those who wish to join it, or remain in its embrace. It is a pleasure to report that CTE continues to attract new members. The Elim Pentecostal Church joined during the course of 2009, and several other churches and Christian communities, including a number of 'community churches' are beginning conversations with us. There are now 31 members, ranging from Orthodox to Pentecostal and Black Majority Churches.

Another KPI is those who are willing to lend their support to, or work in partnership with us. During 2009 that included not only our Presidents (The Archbishops of Canterbury and Westminster, the Free Churches Moderator and the Primate of the Armenian Church in Britain) but also the General Secretaries of the Methodist and United Reformed Churches who joined in the leadership of our Triennial Forum.

The Forum, which gathered together some 250+ delegates, was an outstanding success, providing inspiration for the ecumenical pilgrimage through the leadership of the Presidents, the Moderators, and Fr Timothy Radcliffe who was the key-note speaker. Premier Christian Radio were our media partners, broadcasting their breakfast show daily from Forum, thus linking us with a much wider constituency. Forum also provided the raw material for the development of the work of the Enabling Group and the Trustees over the next triennium, and was an inspiration for the work of the Churches and ecumenical bodies at county level.

We were privileged to work with two academic partners during 2009. We were delighted to be amongst the sponsors of the Second International Conference on Receptive Ecumenism organised by the Centre for Catholic Studies at the University of Durham, and are working alongside them to translate their work into material which can be used in local parishes and Churches Together groups. Equally significant, because it broke new ground for us, was a partnership with the Centre for the Study of the Christian Church in the University of Exeter in producing a colloquium on the 500<sup>th</sup> anniversary of Calvin's birth which was deliberately (and successfully) aimed at bringing academics and interested members of the churches together. A number of the papers produced will be published in *Ecclesiology*.

Other partners have included the Department of Communities and Local Government, with whom we acted as the lead Christian agency in Interfaith Week, and who provided funding for a major consultation which we organised in Manchester during the week.

Most significant of all, however, was the consultation which we held with church leaders in December 2009 which affirmed the directions in which the Board is leading CTE, and laid the foundations for the next phase of our partnership. More than three-quarters of our members were represented at that meeting, and their affirmation was notable. We all realise that we live in stringent and difficult economic times, but we believe that we are delivering a service which our members need and appreciate.

**CHURCHES TOGETHER IN ENGLAND  
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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES**

The Charity's objects ("the Objects") are defined as the advancement of the Christian Religion in accordance with the statement of faith given below, the relief of poverty and the advancement of education and any other purposes which are charitable according to the law of England and Wales

The Charity seeks (within its general objectives) to be a visible sign of the churches' commitment to one another, in obedience to our Lord's Prayer "that all of them may be one, Father just as you are in me and I am in you may they also be in us so that the world may believe that you have sent me" (John 17 21) (New International Version)

The Charity's strategies and activities in seeking to achieve its objectives include the following

**Supporting local ecumenism**

CTE strategy for achieving this is to provide advice and in-service training, training courses, and resources for Ecumenical Officers and Churches

In 2009 this was achieved by

- regular day-to-day responses to requests for advice by the two Field Officers and administrative staff by phone, e-mail, or face to face The web-site is continually updated, and now has a dedicated public area for all Ecumenical Officers and facilitators
- the production of *CT-enews*, which received nearly 14,000 web page hits during the year A quarterly printed digest is also produced, and is sent to 200 addresses on request
- our web-site, which receives c 5-6,000 page requests per day is a vital part of our strategy It is constantly reviewed both in terms of its content and its presentation to ensure it meets the churches' needs
- work around disability issues has progressed steadily, although the creation of a network of practitioners within denominational areas has struggled through lack of response
- restructuring the Model Governing Documents for Single Congregation Local Ecumenical Projects required by the need for charity registration This was supported by day training events and support given to County Ecumenical Development Officers (CEDOs)
- supporting Intermediate Bodies during CEDO vacancies, helping with recruitment and professional appointment procedures and with the orientation of newly-appointed CEDOs
- the annual training course for new Ecumenical Officers was run collaboratively with CYTUN (Churches Together in Wales)
- keeping up a flow of information to County Ecumenical Officers about inter-faith issues
- arranging a meeting held in London for County Ecumenical Officers and Denominational Inter Faith Advisers, with input from CTE staff involved in inter faith relations as well as the Director of the Inter Faith Network for the UK and the Programmes Director of CTBI
- maintaining the on-line Directory of Black Majority Churches



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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Promoting theological reflection**

CTE strategy for achieving this is to provide occasions and working groups on theological themes, and to encourage theological reflection on all elements of the Charity's work and engagement

In 2009 this was achieved by

- the work of the Churches Theology and Unity Group, which continued to provide a uniquely broad forum. Subjects considered during the year included the relationship between theology and ethics, methods of ecumenical reception and a consideration of Calvin during the celebration of the 500<sup>th</sup> anniversary of his birth
- organising a colloquium on Calvin's influence on England and Wales in collaboration with CTBI and the Centre for the Study of the Christian Church, University of Exeter
- placing theological papers and book reviews on the web-site
- active participation in various forums of theological reflection, including the Council for Christian Unity of the Church of England, the Methodist-United Reformed Church Liaison Committee, and the English Anglican-Roman Catholic Committee
- co-sponsoring the second international conference on Receptive Ecumenism in partnership with the Centre for Catholic Studies of the University of Durham and partnering them in preparing material for local churches to use
- arranging a CTE Conference in Manchester in preparation of inter-faith week on "Christian Approaches to Inter Faith Relations Your faith matters!" with good theological input and making that material available on the CTE website inter faith pages
- organising the annual in-service consultation for national and county Ecumenical Officers which in 2009 focused on ecclesiology and how to reach out to new independent churches
- including theological issues in CT-enews and the monthly MECA e-bulletin
- Finding a publisher for a forthcoming anthology on the black churches in the 21<sup>st</sup> century

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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Encourage shared worship and prayer, learning, service and evangelism**

CTE strategy for achieving this is to provide resources and opportunities for sharing various traditions, and to facilitate dialogue and encounter

In 2009 we achieved this by

- participating in the Week of Prayer for Christian Unity Editorial Group
- ensuring that differing traditions of prayer and worship are used in consultations, training courses and meetings
- supporting and co-ordinating the work of the Churches Spirituality Co-Ordinating Group
- incorporating the work of the Group for Evangelisation within the structures of CTE
- working jointly with the Group for Evangelisation (before incorporation) in producing papers on evangelisation and migration, evangelisation in new housing areas and evangelisation in a virtual world
- co-hosting Mission 21, a conference of 200+ church planting practitioners
- holding an annual consultation – 'For God's sake say something '
- preparing to hold a consultation in 2010 on the relationship between mission, unity and 'light touch' ecumenism
- ongoing development of the inter faith pages of the website and the creation of a PowerPoint presentation on the *Christian Principles of Dialogue* for use by CT groups, a resource on *The Golden Rule* and *Action Ideas for Inter Faith Week*
- Co-ordination of the preparation and delivery of material for Education Sunday, 2009, for both churches and schools

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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Local Ecumenical Projects (LEPs)**

CTE strategy for achieving this is to coordinate and resource the work of those with responsibility for LEPs at national and intermediate level, and to advise on – but not to engage in – the review of LEPs

In 2009 we achieved this by

- monitoring and developing *Ecumenical Notes* and related material on the web-site
- providing regular briefings for County and National Ecumenical Officers
- offering direct support at local and county level by facilitating meetings and gatherings
- co-ordinating the work of the Churches Group for Local Unity and meetings of the National Ecumenical Officers
- restructuring the Model Governing Documents for Single Congregation LEPs required by the need for charity registration, and providing training support about it
- the Opportunities for Volunteering Programme encouraged local projects, most of which were ecumenical in organisation

**Reaching common decision-making**

CTE strategy for achieving this is to encourage communication, reflection and meeting between those making decisions in the various spheres of the life of the Churches, both at national and intermediate level, and to identify common concerns and opportunities

In 2009 we achieved this by

- participating in seventeen Co-ordinating groups, including servicing the Group for Evangelisation, the Group for Local Unity, the Churches Committee for Health Care Chaplaincy, the Churches Joint Education Policy Committee, the Theology and Unity Group, and Churches Together for Healing
- participating in national inter faith officer meetings
- participating in meetings of the Churches Inter Religious Network of CTBI and the CTBI Networking conference
- Supporting black and minority ethnic (BME) British Christian churches to network better between themselves, and with the mainstream churches

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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Responding to social issues and dealing with secular authorities**

CTE strategy for achieving this is to work in collaboration with Churches Together in Britain and Ireland and to develop links with appropriate government departments and secular agencies

In 2009 we achieved this by

- collaborating with the churches by collecting significant denominational documents on New Religious Movements and making them available on the CTE website
- holding regular meetings which the Department of Communities and Local Government (DCLG) Cohesion and Faith unit on matters of common interest and concern
- membership of the government's Faith Communities Consultative Council
- contributing to the Charity Commission's Faith Consultative Group and to the Religion and Belief Consultative Group relating to the Equalities and Human Rights Commission
- working with the DCLG and faith communities on a project to deliver Religious Literacy training to local government, which was passed to the Inter-Faith Network to await further work once the parameters of long-term government funding become clear after the next General Election
- acting as the lead Christian Agency for Inter Faith Week, supported by the Inter Faith Network for the UK and the Department for Communities and Local Government. Providing resources, organising a Conference, participating in events and adding to website
- working through the Multi Faith Group for health care chaplaincy with the Department of Health to produce 'bare below the elbow' (infection control) guidance for NHS Trusts
- Participating in regular faith groups meetings with the Department for Children, Schools and Families
- Participating in the "Faith in the System" seminars and conference, looking at issues connected with schools of a religious character in the state education system, and at the involvement of faith groups in community schools
- Active membership, at board level, of the Religious Education Council for England and Wales, the membership of which includes faith groups and professional education organisations

**CHURCHES TOGETHER IN ENGLAND  
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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Encouraging coordination between the Churches at national level**

CTE strategy for achieving this is to create opportunities for the Churches' leadership and specialists to meet, to facilitate and nurture relationships. This requires the staff to have close knowledge of the work and functioning of the denominations themselves, and to have good working relations with their personnel. Creating opportunities to meet will be done through formal structures, informal structures, ad hoc working groups and other opportunities as they present themselves.

In 2009 we achieved this by

- the 2009 Forum
- servicing and promoting the role of the Presidents of CTE as exemplars of ecumenical relationships
- supporting the work of Co-ordinating Groups including working with the churches in preparing to re-launch the Co-ordinating Group on Youth Work as 'Youth Work Matters'
- building contacts across inter-faith personnel
- acting to make introductions, being points of contact and providing neutral space for conversations
- participating in the work of the Churches Legislation Advisory Group
- participating in the informal meeting the General Secretaries of the largest denominations
- acting to make introductions, being points of contact & providing neutral space for conversations
- attending meetings of the informal group of five national denominational inter faith advisers, together with the Programmes Director of CTBI. This has had some positive outcomes in planning and resourcing
- making contact with the General Secretaries or personnel with an inter faith brief in the smaller churches in CTE membership
- assigning (through MECA) BME representatives to other bodies – eg The General Synod of the Church of England

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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Supporting intermediate bodies and regional networks, and Supporting County Ecumenical Development Officers**

CTE strategy for achieving this is to engage with, coordinate, support and provide advice for intermediate bodies in England, and to develop a network of regional bodies and their staff, and to receive feed-back from them

In 2009 we achieved this by

- resourcing training courses for those engaged in regional ecumenism
- supporting Intermediate Bodies during County Ecumenical Development Officers (CEDO) vacancies, helping recruitment and orientation of newly-appointed CEDOs
- arranging a Consultation for county and national ecumenical officers and facilitating meetings of CEDOs at both national and regional levels
- assisting (through our Field Officers) in formal reviews of intermediate bodies, and the recruitment and appointment of staff
- providing personalised induction sessions for all newly appointed CEDOs
- keeping County Ecumenical Officers informed of key inter faith matters and Inter Faith Week
- participating in the Inter Faith Task Group for the Churches Regional Commission for Yorkshire and Humber, based in Leeds, thereby furthering both regional and local ecumenical collaboration

**Cooperating with other charities and voluntary bodies**

CTE strategy for achieving this is to work in close partnership with the Group for Evangelisation, *rejesus* and the Christian Enquiry Agency, to encourage and promote the work of its Bodies in Association and Agencies, and to develop working relationships with other para-church organisations CTE also has a strategy for working with other faith communities for the common good

In 2009 we achieved this by

- networking the Bodies in Association through twice yearly meetings
- staff leading sessions for other bodies – on Calvin for ACTS and local ecumenism for Cytun
- the Education Secretary has worked closely with the RE Council and is a Trustee of Christian Education, and a member of the Steering Group of the Transforming Lives project, promoting teaching as a Christian vocation
- the Free Churches Secretary is a Governor of CLAS and a Director of the Sailors' Society
- the General Secretary is Patron of Feed the Minds, a patron of Action of Christians against Torture, and a member of the More Than Gold board
- research with West of England University on the role of chaplains in resuscitation situations
- supporting the first national consultation on Acquired Brain Injury

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**DIRECTORS' REPORT (CONTINUED)**

**OBJECTIVES AND ACTIVITIES (continued)**

**Developing joint working between the Churches and working on their behalf**

CTE strategy for achieving this is to identify through its Directors and the Enabling Group areas of work to be undertaken with CTE as the lead agency devoting staff time on behalf of the Churches together

In 2009 we achieved this by

- extending to the smaller denominations some of the work done through the Free Churches Group  
This has focused particularly on healthcare chaplaincy
- developing a robust system for the accreditation of health care chaplains within the Free Churches Group, with plans for extending to smaller denominations in membership with CTE
- participation in the Churches' Committee for Health Care Chaplaincy and in related training work
- Education – CJEPC, Learning outside the classroom initiative

**PLANS FOR THE FUTURE**

**Partnership**

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland and the national ecumenical bodies in Britain and Ireland. The working partnership with the Free Churches Group will continue.

**Strategic plan**

In the light of changes within wider ecumenical structures in Britain, the Directors have developed a work plan until 2012 which seeks to ensure that the churches are enabled to be 'churches together' locally, at intermediate level and nationally. The plan will seek to ensure continuing support of the local ecumenism, whilst at the same time taking account of the changing nature that ecumenical encounter.

**Supporting and resourcing ecumenical life**

A major focus will continue to be the support of local and intermediate ecumenism through the work of the Field Officers, and responding to opportunities presented by regional governmental and related organisations.

The Bodies in Association will continue to be supported, not only in their meetings but also in initiatives to share the work they do more widely and around themes.

Communications, particularly via the website, will continue to be developed.

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**DIRECTORS' REPORT (CONTINUED)**

**PLANS FOR THE FUTURE (continued)**

**Minority Ethnic Christian Affairs (MECA)**

Looking ahead, MECA will continue to support the Directory of Black Majority Churches, and Monthly E-Bulletins. It will convene a minimum of three interest-group meetings. In partnership with Green Tree Company it will produce an electronic Gospel Hymnal. It will publish and market the anthology 'The Black Church in the 21st Century'. It will continue to support BME Churches.

**Interfaith**

We hope the Religious Literacy Project, shelved during the recession and General Election, might re-emerge and involve CTE collaboration in 2010/2011.

We will support Inter Faith Week in November 2010 with second conference for Christians, and by other means.

Grove Publishers are considering "Friendship and Exchange: a context for witness and dialogue" by the Inter Faith Officer. This is an outcome of dialogue and collaboration with the Officer for Evangelisation.

We will continue to network closely with the denominational inter faith officers, and to foster a sharing of resources at every level, and develop the website inter faith pages.

MECA and the Inter Faith Officer are collaborating with the Board of Deputies of British Jews for an event in Black History Month 2010.

**Accounting and financial reporting**

We will continue to streamline our accounting systems so that more detailed and accurate financial information is available to the Trustees.

**Education**

There are continuing needs in the areas identified in the past, as well as new opportunities for engagement with Government and other faith groups, in the areas of general education policy and Religious Education. The Learning Outside the Classroom initiative offers churches new opportunities to work in partnership with their local schools, by making their buildings available for educational purposes. We will encourage participation and development in this area. Some attention is being paid to ensuring that existing committees and structures are equipped to deal with current needs.

We plan to work with other organisations to strengthen Free Church participation in Standing Advisory Councils on Religious Education.

We will explore opportunities to support the participation of churches in Extended Services offers in local schools.



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**DIRECTORS' REPORT (CONTINUED)**

**PLANS FOR THE FUTURE (continued)**

**Health Care**

Health Care Chaplaincy continues to seek its place in the life of the NHS and its links back into the local church. In partnership with the denominations and the Multi Faith Group, the Churches Committee is working to support a fuller understanding of accreditation and regulation. The finalising of the project on authorisation of health care chaplains from the Free Churches and the 4<sup>th</sup> Constituency. Research into a model of spiritual care / health care will be undertaken and the research on family witnessed resuscitation will be published.

**Support for smaller Churches**

Since much of the work of the Free Churches Group is delivered through Churches Together in England, and since much of this work relates to providing support for and information to smaller Churches, it is planned that this 'service' be offered to other smaller Churches, primarily, but not necessarily restricted to, those in membership of CTE. Developments in the area of chaplaincy – particularly healthcare and prisons – will be encouraged to give smaller churches greater access to this avenue of ministry.

A scheme to enable the engagement of smaller churches with the work of Co-ordinating Groups is out for consultation and will be progressed in 2010.

**Extending the fellowship**

CTE is aware of a number of Churches, especially migrant and ethnic Churches, with which it currently has no relationship, and efforts will be made to broaden the fellowship and improve communication with them. It is evident that there is some confusion regarding membership of CTE and the Free Churches Group as independent organisations. Some clarifications will be made.

CTE's Field Officers encourage Intermediate Bodies to make similar relationships at county and local level.

**Women's Issues**

We will continue to work with the Women's Co-Ordinating Group by supporting and promoting their web-site.

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**DIRECTORS' REPORT (CONTINUED)**

**RISK REVIEW**

The directors undertake each year a wide ranging appraisal in order to identify the major risks to which the charity is exposed. Steps are taken with a view to mitigating these risks as far as is reasonably possible. Staff training and consciousness-raising is regarded seriously.

The directors are aware that the continued financial stability of the charity relies on contributions from member churches and intermediate body subscriptions and to some extent on continued grant and donation income. They believe that the time-frames for which such income is reasonably assured is satisfactory, and that expenditure linked to grant income is also managed along similar time-frames, so as to mitigate these risks so far as possible.

Professional Indemnity insurance is purchased at a cost to the charity to protect the charity and its trustees. Churches Together in England places a great importance on health and safety matters and undertakes to conduct its operations in such a way as to safeguard the health and safety of all its employees, visitors and the general public. To this end CTE has endeavoured to create and develop a working environment in which there is an awareness to the vital importance of health and safety. This will encourage all staff to participate in developing and practicing safe working methods and to have regard for the welfare of themselves and others. CTE has a health and safety officer and certified first aiders amongst its employees. Churches Together in England is aware of the implications of the full implementation of the Disability Discrimination Act in all its activities. Staff have been made aware of, and are required to implement, the data protection principles. Churches Together in England is registered with the Information Commissioner.

**FINANCIAL REVIEW**

The results for the year, as given in the Statement of Financial Activities, are considered satisfactory by the trustees, having curbed previous deficits. The charity has improved the detail in its budgeting process and now regularly reviews actual results against budget.

**INVESTMENT POLICY & PERFORMANCE**

The trustees' policy is to retain any short-term surplus funds, including designated and restricted funds, in the highest possible interest-bearing accounts consistent with the objects of the charity, currently using the CAF Bank 'Gold Account' and CCLA Investment Management 'COIF Charities Deposit Fund'. Long-term surplus funds are placed in quoted investment funds, currently using the CCLA Investment Management 'COIF Charities Investment Fund'. Investments are also made in staff property if required and if the trustees consider it of benefit to the Charity. Investment performance was satisfactory.

**RESERVES POLICY**

It is the policy of the trustees to ensure that the charity has adequate reserves to enable it to meet both its ongoing commitments in regard to general charitable activities, and its future funding requirements. The trustees require as reserves a minimum of three months' expenditure in order to meet any contractual and winding-up costs. The trustees consider the current level of reserves to be sufficient for the present situation and requirements of the charity, but will continue to review the overall position and policy at regular intervals. The current unrestricted reserves of £304,322 are required for continuing operation.

**CONNECTED AND RELATED CHARITIES**

The company has a joint operating agreement with The Free Church Federal Council (Incorporated) (TFCFC). Some staff within CTE work on Free Church matters. TFCFC contributes to the staff and other costs within the joint operating agreement. The contributions from TFCFC, full staff and other costs, are included within these financial statements. CTE also pays TFCFC rent for occupying its premises.

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**DIRECTORS' REPORT (CONTINUED)**

**STATEMENT OF DIRECTORS' RESPONSIBILITIES**

The directors, who also act as trustees, are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations

Company law requires the directors (who are also trustees for the purposes of charity law) to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 company and of the incoming resources and application of resources, including income and expenditure, of the company for that period.

In preparing those financial statements, the directors are required to select suitable accounting policies and then apply them consistently, make judgements and estimates that are reasonable and prudent, state whether applicable UK Accounting Standards 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 company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**AUDITORS**

Mercer & Hole were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity. A resolution proposing their re-appointment for a further year will be put to the Annual General Meeting.

**STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**


So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware. The directors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of the information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and the Financial Reporting Standard for Smaller Entities (effective April 2008).

On behalf of the Board

Revd P Whittaker  
Chairman  
Dated

Registered Office: 27 Tavistock Square, London WC1H 9HH



23/08/10

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE MEMBERS OF  
CHURCHES TOGETHER IN ENGLAND  
FOR THE YEAR ENDED 31 DECEMBER 2009**

We have audited the financial statements of Churches Together in England for the year ended 31 December 2009 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS**

As explained more fully in the Statement of Directors' Responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements.

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 December 2009 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE MEMBERS OF  
CHURCHES TOGETHER IN ENGLAND  
FOR THE YEAR ENDED 31 DECEMBER 2009  
(CONTINUED)**

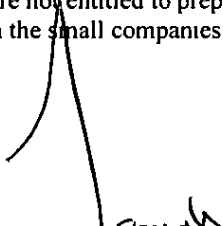
**OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of directors' remuneration specified by law are not made, or
- the directors were not entitled to prepare the financial statements and the directors' report in accordance with the small companies regime

  
Paul Webster  
Senior Statutory Auditor  
for and on behalf of  
Mercer & Hole  
Chartered Accountants  
and Registered Auditors

Gloucester House  
72 London Road  
St Albans  
Hertfordshire  
AL1 1NS

23-8-10

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2009**

	Notes	Unrestricted Funds General 2009 £	Designated 2009 £	Restricted Funds 2009 £	Total Funds 2009 £	Total Funds 2008 £
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds:</b>						
Voluntary income						
Donations and grants	2	337,133	-	279,250	616,383	607,236
Activities for generating funds						
Rental income		1,358	-	-	1,358	1,210
Investment income						
UK listed investments		722	-	-	722	722
Other		1,714	-	-	1,714	14,362
<b>Incoming resources from charitable activities</b>	3	281,035	-	23,821	304,856	284,467
<b>Other incoming resources</b>		36,299	-	-	36,299	37,149
<b>Total Incoming Resources</b>		658,261	-	303,071	961,332	945,146
<b>RESOURCES EXPENDED</b>						
Charitable activities						
Grants paid	4	-	-	219,948	219,948	240,746
Other	5	605,036	4,185	80,873	690,094	741,526
Governance costs	8	14,996	-	-	14,996	12,088
<b>Total Resources Expended</b>		620,032	4,185	300,821	925,038	994,360
<b>Net Incoming Resources before other recognised gains</b>		38,229	(4,185)	2,250	36,294	(49,214)
(Losses) / Gains on revaluations and disposals of investment assets		(13,657)	-	-	(13,657)	(5,244)
<b>Net Movement in Funds</b>		24,572	(4,185)	2,250	22,637	(54,458)
Balances at 1 January		279,120	31,028	5,748	315,896	370,354
<b>Balances at 31 December</b>		303,692	26,843	7,998	338,533	315,896

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

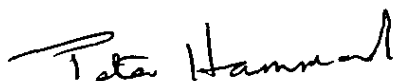
**BALANCE SHEET  
AS AT 31 DECEMBER 2009**

	Notes	2009		2008	
		£	£	£	£
Fixed Assets					
Tangible assets	10		4,714		11,714
Investments	11		16,334		187,491
			<u>21,048</u>		<u>199,205</u>
Current Assets					
Debtors	12	483,471		203,855	
Cash at bank and in hand		369,893		156,744	
		<u>853,364</u>		<u>360,599</u>	
Current Liabilities					
Amounts falling due within one year	13	<u>535,879</u>		<u>243,908</u>	
Net Current Assets			317,485		116,691
Net Assets			<u>338,533</u>		<u>315,896</u>
Funds					
Unrestricted					
General unrestricted funds	15		303,692		279,120
Designated unrestricted funds	15		26,843		31,028
Restricted	15		7,998		5,748
Total Funds			<u>338,533</u>		<u>315,896</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

On behalf of the Board of Directors

Mr P Hammond  
Director  
Dated



Company Number 05354231

23-10-10

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS**

**1. Accounting Policies**

**Basis of preparation**

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of investments, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in *Accounting and Reporting by Charities Statement of Recommended Practice* issued in 2005

**Grants receivable, donations and subscriptions**

Grants receivable, donations and subscriptions are recognised in the period to which the income relates

**Investment income**

Investment income is recognised on the receipts basis

**Grants paid**

Grants paid are recognised on a payments basis. During the year grants totalling £219,948 were paid from the Opportunities for Volunteering restricted fund to fourteen small charities of no more than £20,000 each. Opportunities for Volunteering is a Department of Health funded scheme to encourage volunteering in the fields of health and social care. Churches Together in England is one of the National Agents which administer the scheme on behalf of the Department. Opportunities for Volunteers grants via Churches Together in England are available to churches, 'churches together' groups and other Christian organisations in England who are using volunteers to provide services to the community.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Costs are split between categories based on staff time. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs relevant to the strategic management of the charity.

**Pension costs**

Pension costs represent contributions payable to employees' personal and denominational pension schemes and are charged to the Statement of Financial Activities as they are incurred. No further liabilities arise under these schemes.

**Tangible fixed assets and depreciation**

Depreciation is provided at rates calculated to write off the cost less the estimated residual value of each tangible fixed asset over its expected useful life as follows:

Office furniture	- 10% / 20% straight line
Office equipment	- 20% straight line
Computer equipment	- 50% / 33% straight line

**Listed investments**

Listed investments are shown at market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.



**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**1 Accounting Policies (continued)**

**Investments in staff property**

Investments in staff property are stated at market value. Realised and unrealised gains are included in the Statement of Financial Activities. No depreciation is provided on investments in staff property. The directors consider that this accounting treatment results in the financial statements giving a true and fair view. Depreciation is only one of the many factors reflected in the valuation and the amount which might otherwise have been shown. The staff property is maintained to a high standard and as such their residual value is expected to be not less than their cost and therefore depreciation is immaterial to the accounts. Impairment reviews are carried out on an annual basis by the Board.

**Funds**

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund. Designated funds are unrestricted funds earmarked by the trustees for a particular purpose. At the decision of the trustees, previously designated funds may be transferred back to unrestricted general funds without further specified purpose. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs.

**2. Incoming Resources: Donations and Grants**

	Unrestricted Funds		Restricted	Total	Total
	General	Designated	Funds	Funds	Funds
	2009	2009	2009	2009	2008
	£	£	£	£	£
Donations					
'Set all Free' slavery project	-	-	-	-	383
Other	2,078	-	-	2,078	1,909
Grants					
'Opportunities for Volunteering'					
Department of Health	-	-	244,750	244,750	244,500
Youth Work					
Department for Education & Skills	-	-	-	-	13,413
Education Activity					
Methodist Church	-	-	10,000	10,000	-
Jerusalem Trust	-	-	20,000	20,000	-
Interfaith Work					
Department for Communities	-	-	3,500	3,500	-
Women's Co-ordinating Group					
The Free Church Federal Council	-	-	1,000	1,000	-
Contributions from Member Churches	335,055	-	-	335,055	347,031
<b>Total</b>	<b>337,133</b>	<b>-</b>	<b>279,250</b>	<b>616,383</b>	<b>607,236</b>

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**3. Incoming Resources from Charitable Activities**

	<b>Unrestricted Funds General 2009 £</b>	<b>Designated 2009 £</b>	<b>Restricted Funds 2009 £</b>	<b>Total Funds 2009 £</b>	<b>Total Funds 2008 £</b>
Contributions from The Free Church Federal Council (Incorporated) to staff and other costs within the joint operating agreement	261,360	-	-	261,360	239,000
Subscriptions from intermediate 'Churches Together' bodies	17,760	-	-	17,760	18,400
Sales of publications					
'Set all Free' slavery project	-	-	-	-	354
Other	1,915	-	-	1,915	3,796
Contribution from Churches Together in Britain and Ireland for 'Minority and Ethnic Christian Affairs' work	-	-	23,821	23,821	22,917
<b>Total</b>	<b>281,035</b>	<b>-</b>	<b>23,821</b>	<b>304,856</b>	<b>284,467</b>

**4. Resources Expended: Grants Paid**

	<b>Unrestricted Funds General 2009 £</b>	<b>Designated 2009 £</b>	<b>Restricted Funds 2009 £</b>	<b>Total Funds 2009 £</b>	<b>Total Funds 2008 £</b>
'Opportunities for Volunteering' restricted fund	-	-	219,948	219,948	240,746
<b>Total</b>	<b>-</b>	<b>-</b>	<b>219,948</b>	<b>219,948</b>	<b>240,746</b>

The grants paid from the Opportunities for Volunteering restricted fund were small grants of less than £20,000 to fourteen small charities

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**5. Resources Expended: Other Costs**

	Unrestricted Funds General 2009 £	Designated 2009 £	Restricted Funds 2009 £	Total Funds 2009 £	Total Funds 2008 £
Staff costs					
General activities	142,632	-	-	142,632	136,517
Field officers	99,926	-	-	99,926	98,064
Youth work	-	-	-	-	40,993
Education activity	26,851	-	30,000	56,851	53,568
Healthcare chaplaincy	52,088	-	-	52,088	58,349
'Set all Free' slavery project	-	-	-	-	19,973
Minority and Ethnic Christian affairs	1,684	-	23,821	25,505	25,363
Interfaith officer	21,850	-	3,500	25,350	23,930
Women's work	-	4,185	1,000	5,185	-
Evangelisation officer	14,165	-	-	14,165	12,214
Opportunities for Volunteering	14,801	-	-	14,801	10,592
	373,997	4,185	58,321	436,503	479,563
Support costs					
General activities	231,039	-	-	231,039	241,282
Opportunities for Volunteering	-	-	22,552	22,552	20,681
	231,039	-	22,552	253,591	261,963
<b>Total</b>	605,036	4,185	80,873	690,094	741,526

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**5. Resources Expended: Other Costs (continued)**

	<b>Total Funds 2009 £</b>	<b>Total Funds 2008 £</b>
Support costs, in total, included in the above were		
Rent	60,000	60,000
Property expenses light and heat, repairs and cleaning	27,023	26,609
Office costs printing, postage, stationery, telephone and sundry expenses	16,853	20,153
Staff welfare, training and recruitment	6,422	11,070
Computer consultancy and running costs	22,485	22,143
Travel staff, committees and representatives	32,579	43,748
Insurance	3,702	3,233
Legal fees and financial consultancy	9,399	11,974
Conference expenses	60,828	37,935
Publications	314	1,911
Communications and publicity	-	813
Depreciation and loss on disposal of tangible fixed assets	13,986	9,267
Project consultants	-	13,107
<b>Total</b>	<b>253,591</b>	<b>261,963</b>

**6 Directors' Emoluments**

None of the directors were remunerated or received pension benefits

Expenses reimbursed to directors for travel, subsistence and conference expenses were £3,679 (2008 £2,908)

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**7. Staff Costs**

Staff costs during the year were	2009 £	2008 £
Wages and salaries	362,898	398,771
Social security costs	38,656	40,999
Pension contributions	34,949	39,793
Total	436,503	479,563

No employees received remuneration greater than £60,000

The average number of employees during the year was	2009 Number	2008 Number
Direct charitable activities	10	12
Management and administration	2	2
Total	12	14

All staff receive pension contributions

**8 Governance Costs**

The governance costs for the year consisted of

	2009 £	2008 £
Audit fees	4,600	4,700
Indemnity insurance	846	630
Enabling Group travel	5,871	3,435
Directors travel , lunches and meeting costs	3,679	3,323
	14,996	12,088

**9. Net Incoming Resources**

Net incoming resources is stated after charging	2009 £	2008 £
Audit fee	4,600	4,700
Depreciation	8,897	8,579
Loss on disposal of tangible fixed asset	5,089	688

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**10. Tangible Fixed Assets**

	Office Equipment £	Office Furniture £	Total £
<b>Cost</b>			
At 1 January 2009	35,970	26,394	62,364
Additions	2,915	4,071	6,986
Disposals	-	(18,621)	(18,621)
At 31 December 2009	<u>38,885</u>	<u>11,844</u>	<u>50,729</u>
<b>Depreciation</b>			
At 1 January 2009	31,667	18,983	50,650
Charge for the year	5,760	3,137	8,897
Eliminated on disposal	-	(13,532)	(13,532)
At 31 December 2009	<u>37,427</u>	<u>8,588</u>	<u>46,015</u>
<b>Net Book Value</b>			
At 31 December 2009	<u>1,458</u>	<u>3,256</u>	<u>4,714</u>
At 31 December 2008	<u>4,303</u>	<u>7,411</u>	<u>11,714</u>

**11. Investments**

	Investment in Staff Property £	UK Listed Investments £	Total £
<b>Market Value</b>			
At 1 January 2009	172,482	15,009	187,491
Purchase	-	-	-
Increase/(Decrease) on revaluation in year	(14,982)	1,325	(13,657)
Disposal	(157,500)	-	(157,500)
At 31 December 2009	<u>-</u>	<u>16,334</u>	<u>16,334</u>
<b>Historic Cost</b>	<u>-</u>	<u>20,000</u>	<u>20,000</u>

The investment in staff property was a 50% equity share in 83 Mill End Road, Cambridge, CB1 9JW. During the year, the investment in staff property was sold at market value to Revd Dr David Cornick, the General Secretary, who already owned the other 50% equity share and occupies the property.

The UK listed investment is Income Units in CCLA Investment Management Limited's COIF Charities Investment Fund.

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**12. Debtors**

	2009 £	2008 £
The Free Church Federal Council (Incorporated)	13,210	-
Other debtors	444,894	14,063
Staff loans	2,646	168,298
Prepayments	22,721	21,494
<b>Total</b>	<b>483,471</b>	<b>203,855</b>

**13. Current Liabilities: Amounts Falling Due Within One Year**

	2009 £	2008 £
The Free Church Federal Council (Incorporated)	-	26,992
The United Reformed Church	-	168,622
Other creditors	13,549	25,904
Social security creditor	10,324	10,062
Accruals	9,329	12,328
Deferred current year income	502,677	-
<b>Total</b>	<b>535,879</b>	<b>243,908</b>

**14 Deferred Income**

	2009 £	2008 £
Deferred income brought forward		
Opportunities for Volunteering grant	-	60,750
The Gathering 2008 booking fees	-	2,530
	-	63,280
Invoiced / Received in the year		
Contributions from Member Churches	441,677	-
Opportunities for Volunteering grant	305,750	183,750
The Gathering 2008 booking fees	-	17,751
	747,427	201,501
Deferred income carried forward		
Contributions from Member Churches	(441,677)	-
Opportunities for Volunteering grant	(61,000)	-
The Gathering 2008 booking fees	-	-
	(502,677)	-
<b>Income for the year</b>	<b>244,750</b>	<b>264,781</b>

**CHURCHES TOGETHER IN ENGLAND  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2009**

**NOTES TO THE FINANCIAL STATEMENTS  
(CONTINUED)**

**15. Funds**

	Balance at 1 January 2009 £	Income £	Expenses £	Gains, Transfers Other £	Balance at 31 December 2009 £
<b>Unrestricted Funds:</b>					
General unrestricted funds	279,120	658,261	(620,032)	(13,657)	303,692
Designated unrestricted funds					
Leicester fund	31,028	-	(4,185)	-	26,843
<b>Total unrestricted funds</b>	<b>310,148</b>	<b>658,261</b>	<b>(624,217)</b>	<b>(13,657)</b>	<b>330,535</b>
<b>Restricted Funds:</b>					
Opportunities for Volunteering	5,748	244,750	(242,500)	-	7,998
Education Activity	-	30,000	(30,000)	-	-
Interfaith Work	-	3,500	(3,500)	-	-
Women's Co-Ordinating Group	-	1,000	(1,000)	-	-
Minority & Ethnic Christian Affairs	-	23,821	(23,821)	-	-
<b>Total restricted funds</b>	<b>5,748</b>	<b>303,071</b>	<b>(300,821)</b>	<b>-</b>	<b>7,998</b>
<b>Total Funds</b>	<b>315,896</b>	<b>961,332</b>	<b>(925,038)</b>	<b>(13,657)</b>	<b>338,533</b>

Unrestricted fund are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general fund

Designated funds are unrestricted funds earmarked by the trustees for a particular purpose. The Leicester fund represents monies received from Leicester Free Church Women's Council which will be used for the purposes of projects which focus on women's concerns, slavery and leadership training in Sierra Leone

Restricted funds are to be used for specific purposes as laid down by the donor. They are shown separately above. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of costs



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**NOTES TO THE FINANCIAL STATEMENTS  
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**16. Analysis of Net Assets Between Funds**

	<b>Tangible Fixed Assets £</b>	<b>Investments £</b>	<b>Net Current Assets £</b>	<b>Total £</b>
<b>Unrestricted Funds</b>				
General unrestricted funds	4,714	16,334	282,644	303,692
Designated unrestricted funds				
Leicester fund	-	-	26,843	26,843
Total designated unrestricted funds	-	-	26,843	26,843
<b>Total unrestricted funds</b>	<b>4,714</b>	<b>16,334</b>	<b>309,487</b>	<b>330,535</b>
<b>Restricted Funds</b>				
Opportunities for Volunteering	-	-	7,998	7,998
Total restricted funds	-	-	7,998	7,998
<b>Total Funds</b>	<b>4,714</b>	<b>16,334</b>	<b>317,485</b>	<b>338,533</b>

**17. Related Parties and Control**

The Chief Executive has day to day control of the charity. The trustees have overall control of the charity.

The company has a joint operating agreement with The Free Church Federal Council (Incorporated) (TFCFC). Some staff within CTE work on Free Church matters. TFCFC contributes to the staff and other costs within the joint operating agreement. The contributions from TFCFC, full staff and other costs, are included within these financial statements. CTE also pays TFCFC rent for occupying its premises.

**18. Operating lease commitments**

At 31 December 2009 the charity had annual commitments under operating leases as set out below:

	<b>Land and buildings</b>	
	<b>2009</b>	<b>2008</b>
	<b>£</b>	<b>£</b>
Operating leases which expire in more than five years	60,000	60,000