



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

**COMPANY NUMBER 05354231
CHARITY NUMBER 1110782**

**TRUSTEES' REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2021**

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**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

CONTENTS

Contents	Page
Company Information	2
Trustees' Report	3 – 15
Report of the Independent Examiners	16
Statement of Financial Activities (Including Income and Expenditure Account)	17
Balance Sheet	18
Cash Flow Statement	19
Notes to the Financial Statements	20 – 29

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' REPORT

Company number	05354231(England and Wales)
Charity number	1110782
Trustees/Directors	Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group) Mrs Amanda Allchorn Rt Rev'd Michael Beasley Revd Stephen Fowler Mrs Doral Hayes Rt Rev'd Paul Hendricks Dr. Elizabeth Joy Mr James Laing (Treasurer) Revd David Lavender (Company Secretary) Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group) Bishop Moses Owusu-Sekyere Revd Dr Callan Slipper Maddy Thomson Fr. Nephon Tsimalis Victoria Turner
Company Secretary	Revd David Lavender
Chief Executive Officer/General Secretary	Revd Dr Paul Goodliff
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 Epworth Investment Management 9 Bonhill Street London EC2A 4PE
Independent Examiners	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

The Trustees present their annual report with the accounts for the year ended 31 December 2021. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 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 Associations 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 CTE has 52 Member Churches or Councils of Churches and a slightly larger number of Bodies in Association. The numbers continue to grow. Churches are also continuing to develop ecumenical commitment locally and at Intermediate (County) level.

CTE is a visible sign of the Churches' commitment as they seek a deepening of their communion with Christ and with one another. It also provides a vehicle to proclaim the Gospel together by common witness and service. Its strength comes from people from different ecclesial traditions and cultures finding new ways to work and worship together.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CTE 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 six Presidents of CTE: The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, a representative of the Orthodox Churches, a representative of the Pentecostal Churches and a President nominated by the Religious Society of Friends and the Lutheran and German-speaking Churches. 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 to seek a common understanding of Christ's message of salvation in the Gospel; and to work towards the visible unity of the Church of Jesus Christ in the one faith in the presence of HM The Queen, at Windsor. This has subsequently been signed by the 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; and to share its reflections on the activities and future programmes of CTE. The Forum does not have other roles in the governance of CTE. During 2018 the Forum met during September, fulfilling those purposes, and will meet again in March 2022.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

The Members of the charity, with other ecumenical representatives, 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 Trustees and electing the chair 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 Trustees; and appointing Independent Examiners.

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 meets 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 Trustees meet at least three times a year. They are mostly elected because they already have the necessary experience of being a Trustee and/or director within their denomination. Time is given within Trustees' meetings to focus on the role and changes in legislation. Those new to the work of the company meet with the General Secretary. Where required, formal training or advice from consultants is given. The Trustees (who are also Directors) who served during the year were:

Rowena Loverance (Chair of Trustee Board and Convenor of Enabling Group)

Mrs Amanda Allchorn

Rt Rev'd Michael Beasley

Revd Stephen Fowler

Mrs Doral Hayes

Rt Rev'd Paul Hendricks

Dr. Elizabeth Joy

Mr James Laing (Treasurer)

Revd David Lavender (Company Secretary)

Rev'd Dr. Lurliene Miller (Vice-Chair of Trustee Board and Deputy Convenor of Enabling Group)

Bishop Moses Owusu-Sekyere

Revd Dr Callan Slipper

Maddy Thomson

Fr. Nephon Tsimalis

Victoria Turner

The day-to-day management of the company is delegated to the General Secretary, Revd Dr Paul Goodliff, who reports to the Trustees and is managed by the Convenor. There are five full time staff members and two part-time staff members.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

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, CTE 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 assist them to create relationships with neighbours of other faiths and beliefs.

OBJECTIVES AND ACTIVITIES

The charity's objectives ("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 they may all be one. As you, Father 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) (NRSV)

REVIEW OF THE YEAR

In 2020, much of the work anticipated at the start of that year was affected profoundly by the Covid-19 pandemic that initially brought a nation-wide lockdown in March, gradually eased during the late Spring and summer, only to be implemented afresh in the autumn with the prospects for the damage caused by the pandemic seeming to be deepening as the year drew to a close, with fresh severe restrictions upon social and economic life. The relaxation of restrictions upon gathering indoors over Christmas 2020 were replaced by a fresh national lockdown as 2021 began, and the impact of the Coronavirus pandemic overshadowed much of the work of CTE during 2021, albeit with the least impact during the second half of the year until the new Omicron variant began to spread in November and December.

Churches Together in England continued to respond with its member churches in flexible and rapid ways. Public worship in churches remained open throughout 2021 (unlike 2020) and churches continued to offer much local community support throughout England. A weekly meeting on zoom with ecumenical figures that began in March 2020, continued as a monthly meeting throughout the first half of the year, and was reconfigured from September as The National Ecumenical Instruments Roundtable (NEIR), administrated and led by CTE. Church leaders and the General Secretary took the opportunity to meet with various Government ministers and civil servants as invited, and overall the impact of the pandemic that served to reset the relationship between church and Government in a more collaborative way continued in 2021. CTE took up the offer of membership with a new venture to deepen that reset relationship called ChurchWorks, and supplied two commissioners for that enterprise.

The work to renew our website was completed in 2021, with the new website launched in late September.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

Early in 2021 the General Secretary announced his intention to retire at the end of April 2022, and a process to appoint his replacement was started in the summer of 2021, issuing in the appointment of Bishop Mike Royal as General Secretary-elect in November. Bishop Mike, who was the joint-CEO of the Cinnamon Network and a Bishop in the CTE-member church, The Apostolic Pastoral Congress, takes up his post at the end of April 2022, and starts with the organisation on 1 March 2022, enabling two months of overlap with Rev Dr Paul Goodliff, and his public induction at Forum in mid-March.

Following the retirement of Bishop Dr Joe Aldred in 2020 as Principal Officer for Pentecostal, Charismatic and Multi-cultural Relationships, his replacement was appointed late in 2020, with Shermara Fletcher taking up her role in March 2021.

Detailed reporting of the outcomes of work associated with the seven strategic aims will be reported in more detail below, but national consultation in collaborative mission between member churches, Bodies in Association and other unity movements continued, consultation with groups of Intermediate Bodies deepened understanding of the challenges and opportunities of work at a County level, while the work of the CTE Racial Justice Working Group began in earnest.

STRATEGIC AIMS

In the Enabling Group in March 2021 member churches committed themselves to supporting the Strategic Aims presented to them in October 2020, establishing those aims as a asset of ecumenical priorities for the churches in England. The structure of this Annual Report reflects those seven aims, and reports on the ways in which work has been undertaken in the pursuit of those goals.

1. To inspire member churches to work more closely together in mission
2. To find new ways to support intermediate and local ecumenism
3. To find new ways to extend CTE's valued role of relationship-building
4. To create more opportunities for churches to do theology together
5. To increase the capacity of CTE to speak out in the public square
6. To strengthen CTE's own vision of its role and make this more widely known
7. To develop the work of racial justice for CTE and its member churches

1 To inspire member churches to work more closely together in mission

Despite the continued disruptions from Covid 19 the work in line with strategic aim 1 was particularly fruitful in 2021. The following sets out some of the highlights of the year.

The long awaited Learning to be Missionary Disciples Conference originally scheduled for March 2020 took place from the 16th-18th November at The Hayes in Swanwick in person. The conference drew together 13 of our national member churches, 16 Christian charities (a number of which were Bodies in Association), 3 Theological colleges, 3 other unity movements, 3 intermediate bodies. We heard inspiring and challenging keynote addresses from Dr Sanjee Perera, the Archbishops' Advisor on Minority Ethnic Anglican Concerns, Dr Harvey Kwiyanji CEO of Global Connections and leading Malawian missiologist working with CMS and CEO of global connections, and Archbishop Nikitas from the Greek Orthodox Church.

This was a significant gathering, drawing together diverse groups both ecclesially and racially.

The Mission Research Network helped to gather missiologists and church leaders to consider the topic of mission, race and colonialism in collaboration with BIAPT. We also ran the inaugural MA Mission prize and hosted workshop for PhD students in mission from across the denominations. The Mission research library was launched with a growing number of high quality MAs and PhDs be made available to the wider public.

The New Housing Areas Group began the planning for the New Housing summit a joint ventured planned for June 2022 bringing together practitioners, senior church leaders, housing associations,

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

developers and other new housing consultants to consider the challenge of seeing new churches come to birth on new housing estates.

Other work took place around the Post-covid theology project looking at missiological questions that should be asked as we seek to live in a covid recovery era. Finally closer working relationships with other unity movements, significantly EA and HOPE Together took place via a series of online workshops around online church entitled Edging into Hybrid Church and challenges for ministry during the pandemic.

The work around aim 1 continues to flourish with CTE playing a strategic role in hosting and facilitating significant national conversations around a growing number of areas.

2 To find new ways to support intermediate and local ecumenism

Ecumenical Officers are the backbone of local ecumenism and are vital to English ecumenism. At Intermediate level, ecumenically appointed officers (usually referred to as County Ecumenical Officers – CEOs) work alongside their denominationally appointed counterparts (Denominational Ecumenical Officers – DEOs), dealing with queries and providing encouragement and support to local ecumenism. They are supported by National Ecumenical Officers (NEOs), appointed by their Churches at national level, who resource and train them in collaboration with Jenny Bond, CTE's Principal Officer for Intermediate Ecumenism, Governance Support and Resources.

Until Covid, NEOs met twice a year, however in 2021, in addition to these regular meetings shifting online, they continued to meet monthly on Zoom for an hour, monitoring the pandemic in relation to the Churches but also to discuss matters of social concern.

Similarly, County Ecumenical Officers met online twice in 2021. CEOs are supported at these meetings and in all of their work by the whole staff team but in particular by Jenny Bond.

The first of the online meetings in 2021 reflected on post-Covid challenges and opportunities, not just at Intermediate (County) level but also at local level in relation to Churches Together (CT) groups. The meeting tasked a small group to create a resource for CT groups to help them get going again after such a long time of inactivity. This resource was professionally designed and was made available at the beginning of September, being circulated by County Ecumenical Officers through their networks and through our eNews service.

A further working group was set up by this meeting, under the leadership of Chris Densham, one of the County Officers, with the support of Ben Aldous, CTE's Principal Officer for Mission and Evangelism, to re-imagine local Churches Together groups. They continue to work steadily.

The second 2021 Zoom meeting for CEOs took place in December and was a follow-up to the two 2020 meetings focused on racial justice. This meeting agreed to meet again in 2021 to continue to encourage and support CEOs in this important area of work. Shermara Fletcher, CTE's Principal Officer for Pentecostal, Charismatic and Multi-cultural Relations

These Zoom meetings have been important to support CEOs both personally and in their work, developing relationships and sharing information in order to enable CEOs to work better in their Intermediate Bodies.

The annual training course for new Ecumenical Officers and facilitators shifted online in 2021. This course is one of the most established pieces of work held under the auspices of CTE. It is a joint enterprise between CTE and the National Ecumenical Officers with responsibility for DEOs. Jenny Bond, our Principal Officer for Intermediate Ecumenism, Governance Support and Resources, works with them to deliver the course with the support of Lorraine Shannon, our Operations Manager. In January 2021 the course went online and attracted a large number of participants, and a residential course is planned for 2023.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

In 2021, Jenny Bond continued to support and engage with Intermediate Bodies which were in the process of advertising for and appointing replacement CEOs. An induction session for new Officers took place in 2021, staffed both by Jenny Bond and Ben Aldous.

In 2019 National Ecumenical Officers decided to combine their in-service training for Denominational Ecumenical Officers and to hold an annual conference in the autumn for them and for County Ecumenical Officers, working with Jenny Bond. While the conference in 2020 was cancelled, Ecumenical Officers were delighted with the opportunity to meet in September 2021, reflecting on the roots of the ecumenical movement and the current challenges.

CTE continues to support Intermediate Bodies and in 2021 various members of staff have been invited to meetings of Church Leaders, Executive Committees and open meetings.

2020 saw a new CTE initiative: Re-Imagining Intermediate Ecumenism. This continued into 2021 with a meeting of the Re-Imagining team and North West Church Leaders, CEOs and DEOs at the very beginning of January 2021. Similar meetings were held in April with the North East and with the East Midlands people. The Re-imagining team also met with Churches Together in Cornwall and Together 4 Bristol as they had developed different ways of working which the team was keen to explore. The plan had been for the working group to continue its work in 2021 to engage with Church Leaders in all the regions of England, and to identify and share new and imaginative patterns of work. However, due to pressure of work this process stalled in 2021. We hope to start up again in 2022.

3 To find new ways to extend CTE's valued role of relationship-building

Our Enabling Group continues to reflect England's Christian diversity, and its members recognise each other as disciples of Jesus Christ, but are also diverse in their styles of Christian worship, theology and spirituality. This reflects the relational heart of ecumenism, and it is why relationships remained at the heart of our work in 2021, with an increasing sense that this is "so that the world may believe": deepening collaborative mission and evangelism between member churches is at the forefront of its concerns. This was challenged in a severe way with disagreements about the status of equal marriage, but the depth of relationships held the fellowship of churches together, with grace and patience exercised on all sides.

The meeting in March took place in lockdown and concentrated on enabling the churches to adopt the Strategic Plan and its goals for their own work and life together. In October the second Enabling Group was conducted in person for the first time in 18 months, and included the Annual General Meeting, followed by presentations and discussion on ways in which, when disagreeing about theology and practice, to do so well, so as to be realistic about the differences between member churches, and to continue their pilgrimage together embracing this diversity.

Two new member churches joined CTE in 2021, one ancient, and another a new church: The Holy Apostolic Catholic Assyrian Church of the East (a church in the Orthodox tradition) became a member in the summer, and the New Church, Vineyard Churches UK, became a member in December, bringing the number of member churches to 52.

In 2021 we saw considerable growth in membership of Bodies in Association, with approval for the applications for membership by British Kirchentag, Christians Against Poverty, Linking Lives, Single Friendly Church and United Society Partners in the Gospel in March, and by the Churches Mutual Credit Union, Eternal Wall, Fresh Expressions, Leprosy Mission and the British Tantar Committee in October to become a Body in Association, bringing the number to 71.

During 2021 the Pentecostal and Charismatic Forum met twice, and appointed as its chair Bishop Tedroy Powell as Pastor Agu Irukwu came to end of his period of tenure.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

A major change to this work arose with the retirement of Bishop Dr. Joe Aldred in October 2020, and the recruitment of his successor to the role of Principal Officer for Pentecostal, Charismatic and Multicultural Relations, Ms Shermara Fletcher, who took up her post on 1 March 2021.

Member churches continue to involve CTE staff in their work and synodal life, and a new development has been the establishment of a place for the CTE General Secretary on the Church of England General Synod in this new quinquennium. This accompanies a place that CTE staff members Dr Joe Aldred and now Shermara Fletcher, occupy on behalf of the Pentecostal and Charismatic Forum representing the black-led and Pentecostal churches.

A key area of the work of Churches Together in England is the support for the Pentecostal, Charismatic new independent churches, and development of their integral role in ecumenical relationships.

Representatives of CTE's Pentecostal and Charismatic Forum met twice this year chaired by CTE's Pentecostal and charismatic President. This year work has focussed on strategically facilitating the presidential transition from Pastor Agu of RCGUK to Bishop Tedroy Powell of Church of God of Prophecy. The Forum now has a renewed focus given to a) government legislations of particular interest to Pentecostals and charismatics, b) an emerging generation subgroup focussing on intergenerational engagement and succession planning and c) Monthly morning prayers. The Forum will also be developing a strategy in collaboration with reimagining intermediate ecumenism for Pentecostal and Charismatic ecumenical engagement at CTE's intermediate level.

National leaders of the forum have focused on working with government ministers and the NHS to promote vaccine messaging, turning their premises into vaccine centres, and promoting the Windrush compensation scheme for victims of the Government Windrush scandal. Shermara is also the representative for the Forum on the Church of England's General synod.

The Pentecostal and Charismatic Forum also hosted a National Meet the Pentecostals Webinar in collaboration with CTE's Bodies in association "meet the" online seminar series. A national audience consisting of intermediate bodies/charities, theologians and county ecumenical officers had the opportunity to hear from members of our Pentecostal Forum, leaders in the Pentecostal and Charismatic church and to share the magnificent work that is happening across the nation.

4 To create more opportunities for churches to do theology together

The responses to the pandemic by churches was varied and often quite pragmatic. For instance, the closure of church buildings for public worship in March 2020 resulted in many services going online, and that aspect of worship has continued with a hybrid form of delivery, both in-person (or, more correctly, in-building), initially duly socially distanced and masked, and online. The member churches worked together to establish a project entitled Post-Covid Theology which aimed to pose questions to local churches and congregations about the decisions they are making in mission, worship, pastoral care and spirituality, and begin to provide some provisional answers.

5 To increase the capacity of CTE to speak out in the public square

It has been the role of Presidents to represent the member churches of Churches Together in England in the public square, and so in 2021 with three changes to their personnel, a new face of the Presidency is emerging. Two Presidents stood down from their roles as their time-limited tenure came to a close: Archbishop Angaelos, the Orthodox President and Pasto Agu Irukwu, President appointed by the Pentecostal and Charismatic Forum. Their successors are Archbishop Nikitas of the Oecumenical Patriarchate and the Greek Orthodox Diocese of Thyatiera and Great Britain, and Bishop Tedroy Powell of the Church of God of Prophecy, appointed the Pentecostal and Charismatic Forum. In addition, Rev Dr Hugh Osgood, Moderator of the Free Churches Group and its President, steps down from that role in March 2022, with his successor, Rev Helen Cameron already appointed and ready to take up the reins in April of 2020.

CHURCHES TOGETHER IN ENGLAND TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (CONTINUED)

Other channels of communication include the CTE website, and from time to time the General Secretary will offer guidance or encouragement for ecumenical endeavour on behalf of the CTE staff and Trustee Board, most often addressed to the member churches, or supporting others who have a message to bring.

6 To strengthen CTE's own vision of its role and make this more widely known

Conversations about the manner in which CTE pursues its aims take place from time to time, most especially about the way in which it acts to support its member churches and serve as a catalyst for ecumenical work and vision. The launch of the new website in October 2021 was a major strengthening of this role as supporter of the ecumenical work of its members, and it is hoped that increasingly stories of good ecumenical collaboration and deepening fellowship will populate the site, and inspire others to emulate the work described.

Amongst other developments associated with this were the transition of the monthly CTe-News to a 'Mailchimp' platform, and the opportunities that gives to share the news of member church activities of an ecumenical character.

The themes which dominated CTE's communications in 2021 were the same as those in 2020 – coronavirus, racial justice and our new website.

As the country moved in and out of various rules and regulations CTE worked with our Member Churches to support the vaccination programme and to overcome vaccine hesitancy. This included hosting two webinars with leading medical and theological figures.

Candle Of Justice: a moment of action was launched by CTE on 25 May– commemorating the first anniversary of George Floyd's murder. Christians across the country lit candles, prayed for racial justice and committed to taking personal and institutional action to tackle racial injustice in our society and our churches. Communications supported this event by gathering and publishing daily prayers from a broad range of Member Churches.

Two of CTE's primary communications channels were refreshed in 2021. Our monthly email newsletter, CTe-News, was redesigned and moved to a new publishing platform in June. This streamlined the staff time taken up in production; benefitting the editorial and storytelling content. The new format was responsive (easier to read on all types of devices) and allowed us greater visibility of subscriber engagement at granular level.

The launch of the redesigned CTE website in Autumn 2021 gave the organisation a solid platform through which to share its vision and role. Highlights include

- The new 'Ecumenism explained' section – unpacks what working in unity is all about
- A mission research library, bringing together a range of MA and PhD studies focusing on mission and evangelism
- an interactive map connecting users to county ecumenical bodies across England
- an expanded local unity section
- a new mission section, including topical mission pages
- a press centre (also helpful with strategic Aim 5: To increase the capacity of CTE to speak into the public square)

Engagement with CTE's two social media channels, Twitter and Facebook, has continued to grow. Twitter followers reached 2,950 (up 19%) and Facebook followers reached 1447 (up 20%).

The cleaner, more professional look and feel of the website and e-newsletter has also been extended into CTE's printed materials for example, papers in the Post-Covid Theology Project and event posters.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

7 To develop the work of racial justice for CTE and its member churches

The newly-established Racial Justice Working Group met twice in 2021, and has both begun to shape its working groups around themes of campaigns, accountability and theology, and provide the space for the member churches' racial justice officers to meet together regularly. Issues of health inequalities, criminal justice and provision of equal opportunities have been highlighted. Representation was made to the United Nations Working Group of human rights for people of African descent, and a media campaign to commemorate the murder of George Floyd a year ago was rolled out, entitled "Candle of Justice", with a wide range of media outlets picking up on this project (which will become a more permanent fixture in the CTE calendar for 2022 and beyond.) The Racial Justice Working Group met invited guests, including Superintendent Jeff Boothe from the Metropolitan Police requesting assistance in recruiting more officers from the black communities, Emmanuel Gottora from Citizens UK, Dr Lias Adeji, who collaborated with CTE for an online webinar later in 2021, and Dr Stuart Murray-Williams and Pastor Les Isaacs, who introduced the Black Lights online course for raising awareness of racial justice. We sought to work as closely as possible with the similar programmes developed by Churches Together in Britain and Ireland, our sister National Ecumenical Instrument.

Shermara Fletcher, CTE's principal officer for Pentecostal, Charismatic and Multicultural relations represented CTE and responded to several requests for advice, consultation, and input from for a wide variety of organisations and individuals including:

- a) The University of the West Indies for which we spoke at the History, heritage, and identity symposium for the Caribbean Diaspora in the United Kingdom
- b) Government departments including the Department for Housing Communities and Local Government on church and community matters especially vaccine massaging, homelessness, and Windrush, COP26 national faith communities meeting
- c) London Churches Refugee fund in their work with churches helping homeless people and refugees
- d) Provided support for research for Yale divinity school on Pentecostal and Black church ecclesiology, black and Pentecostal theology, and global diaspora identity.
- e) Provided research for The Interfaith Network on Pentecostal and Charismatic responses to the Pandemic
- f) Enabled strategic partnership with Martin Luther King's daughter for UK Christian Charity Tearfund
- g) Other organisations including Churches Together in Britain and Ireland, Churches Against Poverty, the Interfaith Network, National Church Leaders Forum – A Black Christian Voice, The Good Faith Partnership, Evangelical alliance council, One People Commission, Sports Chaplaincy UK and MMC Government consultants.
- h) Media: Shermara Fletcher has provided written articles for websites, publications journals and magazines, broadcasts for the TBN UK such as Mercy ships and Declaration; interviews for UCB Radio and Premier Christian Radio
- i) She has preached in a wide range of churches nationally

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

GOVERNANCE ISSUES AND GENERAL REMARKS

Trustees met intensively in 2021, mostly online, with a blended meeting for the final meeting of the year. In 2022 we plan to alternate online and in-person meetings. Trustees' main task in 2021 was recruitment of a new General Secretary, and extra meetings were scheduled with staff, both with and without the current General Secretary, in order to deepen trustees' understanding of staff workloads and task allocations. This resulted a greater emphasis being placed on qualities of leadership, strategic vision and operational oversight in the requirements for the post. It is likely that some rearrangement of task allocations will be required in future, but it was decided that this would be better undertaken once a new General Secretary is in post. The post was widely advertised in August; twenty-two applications were received and five were shortlisted. In November trustees announced the appointment of bishop Mike Royal, of the Apostolic Pastoral Congress as CTE's new General Secretary. Bishop Mike will bring to CTE wide ecumenical experience, especially with the Pentecostal churches and extensive experience in community engagement as co-Chief Executive of the Cinnamon Network.

CTE operates a 'link trustee' system, and individual trustees work closely with their linked staff member in refining their area of the Strategic Plan. In 2021 trustees worked with staff and County Ecumenical Officers in leading webinars on topics of particular concern for intermediate ecumenism; on chairing the Racial Justice Working Group; on the reception of the long-awaited website and on the preparations for Forum 2022. Trustees, together with the General Secretary, lead on assessing membership applications from new member churches, so have met this year with the Assyrian Catholic Orthodox Church and with Vineyard. Trustees have also worked with the General Secretary on the difficult issues thrown up by the non-enactment of the Fourth Presidency; a paper considering possible ways forward was considered by trustees in October and will be before the Enabling Group in May 2022.

As usual, the chair worked closely with the General Secretary in setting the agenda for the Enabling Group, in order to deepen member churches' feeling of involvement in and responsibility for CTE's work. In March, following a period of consultation with member churches, trustees and staff led sessions which succeeded in incorporating member church responses into the next iteration of the Strategic Plan. In October, the focus was on 'living well with disagreement' as part of the Fourth Presidency work.

The Board, through its Finance Committee, continue to exercise careful financial control. During the year, we revisited the issue of whether it is still advantageous to retain a London base. As a result, while deciding to retain it, we have reduced our out-goings by downsizing our presence at the Free Church Group's Tavistock Square premises, while retaining our storage facilities and use of meeting rooms as necessary. While we may have to set a deficit budget for 2022 to cover Forum costs and change-over of General Secretaries, the board was reassured to learn that the rolling surplus / deficit figure over the 8 years from 2015-21 amounts to an average surplus of c. £17,000 pa.

PLANS FOR THE FUTURE

CTE is committed to developing working arrangements with Churches Together in Britain and Ireland and the National Instruments in Scotland, Wales and Ireland, and also with the Free Churches Group who generously allow their Education Officer's expertise to be available to us. A regular meeting between the General Secretaries of the five instruments will be restarted in 2022.

Financial stability has been enabled by careful management of expenditure, a sustained level of support from member churches, and a subscription levy of £50 pa applied to those organisations that are CTE Bodies in Association. Both new Bodies in Association that joined in 2021 and two new member churches will aid this stability.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

There was a call for the major mission conference described above to continue in the future, and plans to support a conference organised by the Evangelical Alliance in 2022, and to plan one for CTE in 2023 are well advanced.

The major CTE event in 2022 will be its Forum, with the theme of Reconciling Hope: A broken church for a broken world. The title is deliberately ambiguous, acknowledging as it does the fragmentation of the church that makes ecumenism an imperative, but also how a church that is not overly-triumphalistic is one that walks the way of God's reconciling work, which the way of a cross, death and resurrection. Bringing together over three hundred representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Bodies in Association, CTE's Forum is the broadest representative ecumenical gathering of Christians in England. Plans for this are largely complete and bookings have begun. Other major events at which ecumenical involvement is expected include the Lambeth Conference in the summer of 2022 and the Assembly of the World Council of Churches in late August–early September in Karlsruhe, Germany.

RISK REVIEW

The Trustees 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.

The Trustees 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 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.

CTE 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 encourages 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 certified first aider amongst its employees. Staff training and consciousness-raising is regarded seriously.

CTE 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. CTE is registered with the Information Commissioner.

FINANCIAL REVIEW

The result for the year is shown in the Statement of Financial Activities on page 17 and is considered satisfactory by the Trustees. The surplus in the year on the General Fund of £59,039 (2020: £23,302) leaves the general fund with a balance of £580,886 (2020: £521,847) which the Trustees consider adequate to provide the charity with stability and enable longer term planning.

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

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', the CCLA Investment Management 'COIF Charities Deposit Fund' and the Epworth Investment Management 'Affirmative Deposit Fund for Charities'. Long-term surplus funds are placed in quoted investment funds as set out in note 9. Investment performance was much improved on 2021 and this was in line with a significant increase in the market at the year end.

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 nine months' expenditure in order to meet any contractual and winding-up costs. The total reserves at year end was £837,415 (2020: £774,196).

At the year end the charity held restricted funds of £2,356 (2020: £2,356), designated funds of £254,173 (2020: £249,993) and general funds of £580,886 (2020: £521,847) of which £Nil (2020: £Nil) is represented by tangible fixed assets. The Trustees consider the current level of reserves to be appropriate for the present situation and requirements of the charity, and will continue to review the overall position and policy at regular intervals. The Special Projects Fund is intended to be expended over the next 3 to 5 years.

INDEPENDENT EXAMINERS

Knox Cropper LLP were appointed as Independent Examiners of the Charity at the last Annual General Meeting and a resolution proposing their reappointment will be put to the next Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. 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; observe the methods and principles in the Charities SORP; 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 Trustees 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company

**CHURCHES TOGETHER IN ENGLAND
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

TRUSTEES' REPORT (CONTINUED)

and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board

A handwritten signature in black ink, appearing to read 'R. K. Loverance', with a stylized flourish at the end.

Rowena Loverance (Convenor/Chair)

Dated: 29 September 2022

**REPORT OF THE INDEPENDENT EXAMINERS
TO THE MEMBERS OF
CHURCHES TOGETHER IN ENGLAND
FOR THE YEAR ENDED 31 DECEMBER 2020**

I report to the charity trustees on my examination of the accounts of the Churches Together in England for the year ended 31 December 2021 set out on pages 17 to 29.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

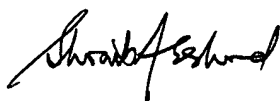
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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

1. accounting records were not kept as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Shoaib Arshad FCCA, ACA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street, London, EC3A 2AD

Date: 29 September 2022

CHURCHES TOGETHER IN ENGLAND
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
		General	Designated		2021	2020
		2021	2021	2021	2021	2020
		£	£	£	£	£
INCOME						
Donations and	2	361,704	-	-	361,704	360,547
Charitable Activities	3	37,318	10,000	-	47,318	48,983
Investments	4	7,168	-	-	7,168	7,181
Total		406,190	10,000	-	416,190	416,711
EXPENDITURE						
Charitable activities	5	380,128	5,820	-	385,948	367,565
Other						
Total expenditure		380,128	5,820	-	385,948	367,565
Net						
Income/(Expenditure)		26,062	4,180	-	30,242	49,146
Gains / (Losses) on investments		32,977	-	-	32,977	(8,895)
Net						
Incoming/(Expenditure)		59,039	4,180	-	63,219	40,251
Transfers between funds		-	-	-	-	-
Net movement in Funds		59,039	4,180	-	63,219	40,251
Reconciliation of Funds	13					
Balances at 1 January		521,847	249,993	2,356	774,196	733,945
Net movement in Funds		59,039	4,180	-	63,219	40,251
Balances at 31 December		580,886	254,173	2,356	837,415	774,196

**CHURCHES TOGETHER IN ENGLAND
BALANCE SHEET
AS AT 31 DECEMBER 2021**

	Notes	£	2021 £	£	2020 £
Fixed Assets					
Tangible assets	8	-	-	-	-
Investments	9	304,262		273,985	
			304,262		273,985
Current Assets					
Debtors	10	53,538		40,284	
Cash at bank and in hand		507,101		494,395	
		560,639		534,679	
Current Liabilities					
Amounts falling due within one year	11	(24,068)		(19,809)	
Net Current Assets			536,571		514,870
Creditors: amounts falling due in more than one year	12		(3,418)		(14,659)
Net Assets			<u>837,415</u>		<u>774,196</u>
Funds					
Unrestricted:					
General	13		580,886		521,847
Designated	13		254,173		249,993
Restricted	13		2,356		2,356
Total Funds			<u>837,415</u>		<u>774,196</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 FRS 102.

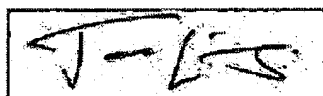
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and were signed on its behalf by:



James Laing, Director
Company Number: 05354231

Date: 29 September 2022

**CHURCHES TOGETHER IN ENGLAND
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021		2020
	£	£	£
Net income/(expenditure) for the year	63,219		40,251
Adjustments for:			
Purchases/disposals of investments	2,700	(4,868)	
(Gains)/losses on investments	(32,977)	8,895	
Dividends, interest and rents from investments	(7,168)	(7,181)	
(Increase)/decrease in debtors	(13,254)	(38,558)	
(Decrease)/increase in creditors	4,259	5,239	
Increase/(decrease) in creditors over one year	(11,241)	(2,916)	
	<u>(57,681)</u>		<u>(39,389)</u>
Cash flows from operating activities	5,538		862
Cash flows from investing activities			
Dividends, interest and rents from investments	<u>7,168</u>	<u>7,181</u>	
Cash provided by investing activities	<u>7,168</u>		<u>7,181</u>
Change in cash and cash equivalents in the year	12,706		8,043
Cash and cash equivalents at the beginning of the year	<u>494,395</u>		<u>486,352</u>
Total cash and cash equivalents at the end of the year	<u>507,101</u>		<u>494,395</u>

	Balance at 1 January £	Cashflows £	Balance at 31 December £
Components of cash and cash equivalents			
Cash held with investment managers	347,355	3,575	350,930
Cash at bank and in hand	147,040	9,131	156,171
Total Funds	<u>494,395</u>	<u>12,706</u>	<u>507,101</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1) Accounting Policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention with the exception of investments which are included at market value. The presentational currency of these financial statements is Pounds Sterling (£). Churches Together in England meets the definition of a public benefit entity under FRS 102.

b) Going Concern

After making enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustee's Responsibilities on page 14.

c) Grants receivable, donations and subscriptions

Grants receivable, donations and subscriptions are recognised in the period when the charity has entitlement to the funds, any performance conditions attached to the item of income has been met, it is probable that the income will be received and the amount can be measured reliably.

d) Investment income

Investment income is recognised on the receipts basis.

e) Grants paid

Grants paid are recognised on a payments basis.

f) 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.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities and include the charity's governance costs. Governance costs are 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.

g) Pension costs

Pension costs represent contributions payable to employees' personal and denominational and other pension schemes, including The Pensions Trust (see below), and are charged to the Statement of Financial Activities as they are incurred.

The Pensions Trust Growth Plan is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. As such it is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers, and accordingly, in accordance with section 28 of FRS102, is also accounted for as a defined contribution scheme with contributions being recorded as they become payable.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement, the liability for this obligation is recognised as the net present value of the deficit reduction contributions payable under the agreement.

h) 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:

- | | |
|-------------------------|---------------------------|
| i) Office furniture | - 10% / 20% straight line |
| ii) Office equipment | - 20% straight line |
| iii) Computer equipment | - 50% / 33% straight line |

All assets costing more than £1,000 are capitalised.

i) Listed investments

Listed investments are initially recognised at their transactional value and subsequently measured at their fair value as at the balance sheet date using the closing market value. Realised and unrealised gains are disclosed in the Statement of Financial Activities.

j) 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.

k) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, these being cash at bank, debtors and creditors (see notes 10 and 11). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

l) Cash and cash equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short term deposits with an original maturity of three months or less. For the purpose of the Statement of Cash Flows, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

m) Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2) Grants and Donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Donations:	1,264	-	-	1,264	7
Grants:	-	-	-	-	1,000
Contributions from Member Churches	360,440	-	-	360,440	359,540
Total	361,704	-	-	361,704	360,547

Comparative grants and donations

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Donations:	7	-	-	7	74
Grants:	1,000	-	-	1,000	350
Contributions from Member Churches	359,540	-	-	359,540	348,440
Total	360,547	-	-	360,547	348,864

3) Charitable Activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Subscriptions from intermediate	18,750	-	-	18,750	18,800
Conference fee income	18,236	10,000	-	28,236	8,018
Contribution to former employees pension	-	-	-	-	21,720
Miscellaneous income	332	-	-	332	445
Total	37,318	10,000	-	47,318	48,983

Comparative income from charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Subscriptions from intermediate bodies	11,800	7,000	-	18,800	16,450
Conference fee income	(1,982)	10,000	-	8,018	29,435
Sales of publications	-	-	-	-	1,075
Contribution to former employees pension deficit	21,720	-	-	21,720	-
Miscellaneous income	445	-	-	445	139
Total	31,983	17,000	-	48,983	47,099

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4) Investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
UK Listed Investment	6,190	-	-	6,190	5,738
Bank interest received	978	-	-	978	1,443
Total	7,168	-	-	7,168	7,181

Comparative investments

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
UK Listed Investment	5,738	-	-	5,738	8,126
Use of premises	-	-	-	-	100
Bank interest received	1,443	-	-	1,443	2,421
Total	7,181	-	-	7,181	10,647

5) Expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2021	2021	2021	2021	2020
	£	£	£	£	£
Staff costs:					
Charitable activities	272,325	-	-	272,325	278,182
Total Staff costs	272,325	-	-	272,325	278,182
Support costs:					
Rent	2,750	-	-	2,750	10,000
Office costs	14,180	-	-	14,180	10,919
Staff welfare, training and recruitment	4,360	-	-	4,360	4,477
Computer consultancy and running costs	2,093	-	-	2,093	2,106
Travel expenses	12,496	-	-	12,496	9,173
Insurance	6,451	-	-	6,451	6,117
Legal fees, HR and financial consultancy	14,000	-	-	14,000	14,000
Conference expenses	32,221	5,820	-	38,041	11,094
Investment management fees	78	-	-	78	82
Website	4,785	-	-	4,785	9,982
Bad debts	10,325	-	-	10,325	4,660
Total Support costs	103,739	5,820	-	109,559	82,610
Governance Costs					
Independent Examination Fee	2,712	-	-	2,712	5,088
Other Governance costs	1,352	-	-	1,352	1,685
Total Governance costs	4,064	-	-	4,064	6,773
Total	380,128	5,820	-	385,948	367,565

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

5) Expenditure: Charitable activities (continued)

Comparative expenditure: Charitable activities

	Unrestricted Funds		Restricted Funds	Total Funds	Total Funds
	General	Designated			
	2020	2020	2020	2020	2019
	£	£	£	£	£
Staff costs:					
Charitable activities	278,182	-	-	278,182	246,132
Total Staff costs	278,182	-	-	278,182	246,132
Support costs:					
Rent	10,000	-	-	10,000	15,000
Office costs	10,919	-	-	10,919	16,855
Staff welfare, training and recruitment	4,477	-	-	4,477	7,965
Computer consultancy and running costs	2,106	-	-	2,106	3,005
Travel expenses	9,173	-	-	9,173	22,064
Insurance	6,117	-	-	6,117	4,459
Legal fees, HR and financial consultancy	14,000	-	-	14,000	14,170
Conference expenses	11,043	51	-	11,094	35,766
Investment management fees	82	-	-	82	80
Website	9,982	-	-	9,982	810
Bad debts	4,660	-	-	4,660	(2,445)
Total Support costs	82,559	51	-	82,610	117,729
Governance Costs					
Independent Examination Fee	5,088	-	-	5,088	72
Other Governance costs	1,685	-	-	1,685	5,143
Total Governance costs	6,773	-	-	6,773	5,215
Total	367,514	51	-	367,565	369,076

6) Trustees' Emoluments

None of the Trustees were remunerated or received pension benefits.

Expenses reimbursed to Trustees for travel, subsistence and conference expenses were £1,419 (2020: £1,286).

7) Staff Costs

Staff costs during the year were:

	2021	2020
	£	£
Wages and salaries	240,118	234,546
Social security costs	20,577	20,444
Pension contributions	11,630	23,511
Total	272,325	278,501

No employees received remuneration greater than £60,000.

The average number of employees (including 2 who are part-time) during the year was:

	2021	2020
	Number	Number
Direct charitable activities	5.0	5.0
Management and administration	2.0	2.0
Total	7.0	7.0

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

7) Staff Costs (Continued)

All staff are entitled to receive pension contributions. Pension contributions for the current year are after recognising the movement in the deficit reduction funding provision for the year as analysed in note 12. This was a release of £11,241 in the current year (2020: release of £2,369).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity, directly or indirectly, including any trustee (whether executive or otherwise) of the charity. The key management personnel of Churches Together in England are the Trustees and the General Secretary.

Total compensation paid to key management personnel in the year amounted to £54,406 (2020: £54,406).

8) Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 January 2021	2,776
At 31 December 2021	<u>2,776</u>
Depreciation	
At 1 January 2021	2776
Charge for the year	-
At 31 December 2021	<u>2,776</u>
Net Book Value	
At 31 December 2021	<u>-</u>
At 31 December 2020	<u>-</u>

9) Investments

	UK Listed Investments 2021 £	UK Listed Investments 2020 £
Market Value		
At 1 January 2021	273,985	278,012
Additions	10,100	78,500
Disposals	(12,800)	(73,632)
(Decrease)/Increase on revaluation in year	32,977	(8,895)
At 31 December 2021	<u>304,262</u>	<u>273,985</u>
Historic Cost	<u>255,850</u>	<u>255,850</u>

The UK listed investments are as follows:

	UK Listed 2021 £	UK Listed 2020 £
COIF Charities Investment Fund	35,879	31,025
Epworth Property Income Trust for Charities Fund	30,284	25,786
Epworth UK Equity Fund	94,014	90,146
Epworth Global Equity Fund	19,567	16,217
Epworth Sterling Sovereign Bond Fund	25,424	22,284
Epworth Corporate Bond Fund	41,363	38,010
Epworth Climate Stewardship Fund	57,731	50,517
	<u>304,262</u>	<u>273,985</u>

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

10) Debtors

	2021	2020
	£	£
Other debtors	43,408	38,736
Prepayments	10,130	1,548
Total	53,538	40,284

11) Current Liabilities: Amounts Falling Due Within One Year

	2021	2020
	£	£
Other creditors	11,929	11,710
Tax and NI creditor	5,970	5,555
Accruals	6,169	2,544
Total	24,068	19,809

12) Pension Obligations

a) TPT Retirement Solutions - The Growth Plan

Past and some current employees of CTE are entitled to membership of the TPT Retirement Solutions – The Growth Plan ("the Plan"). The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

12) Pension Obligations (continued)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2021	2020
	£	£
Provision as at 1 January	14,659	17,575
Unwinding of the discount factor	35	178
Deficit contributions paid	(3,447)	(3,346)
Re-measurements – impact of any change in assumptions	(7,829)	252
Provision as at 31 December	<u>3,418</u>	<u>14,659</u>

13) Funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	521,847	406,190	(380,128)	32,977	-	580,886
Designated funds:						
Forum	49,993	10,000	(5,820)	-	-	54,173
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	<u>771,840</u>	<u>416,190</u>	<u>(385,948)</u>	<u>32,977</u>	<u>-</u>	<u>835,059</u>
Restricted Funds						
They also served	<u>2,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,356</u>
Total Funds	<u>774,196</u>	<u>416,190</u>	<u>(385,948)</u>	<u>32,977</u>	<u>-</u>	<u>837,415</u>

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

Designated funds are unrestricted funds earmarked by the Trustees for a particular purpose.

The Forum represents funds earmarked by the Trustees to meet the cost of an event called The Forum which is intended to be run every three years.

The Special Project Fund has been established to provide support for small projects run by CTE and capacity building within Churches Together groups.

The They Also Served Fund has been set up for a project to explore the Black African and Caribbean contributions of servicemen and women during the First World War.

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

13) Funds (continued)

Comparative statement of funds

	Balance at 1 January £	Income £	Expenses £	Gains £	Transfers £	Balance at 31 December £
Unrestricted Funds:						
General funds	498,545	399,711	(367,514)	(8,895)	-	521,847
Designated funds:						
Forum	33,044	17,000	(51)	-	-	49,993
Special Projects Fund	200,000	-	-	-	-	200,000
Total designated funds	731,589	416,711	(367,565)	(8,895)	-	771,840
Restricted Funds They also served	2,356	-	-	-	-	2,356
Total Funds	733,945	416,711	(367,565)	(8,895)	-	774,196

14) Analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	304,262	276,624	580,886
Designated funds:				
Forum	-	-	54,173	54,173
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	254,173	254,173
Restricted Funds They also served	-	-	2,356	2,356
Total Funds	-	304,262	533,153	837,415

Comparative analysis of net assets between funds

	Tangible Fixed £	Investment £	Net Current Assets £	Total £
Unrestricted Funds				
General funds	-	273,985	247,862	521,847
Designated funds:				
Forum	-	-	49,993	49,993
Special Projects Fund	-	-	200,000	200,000
Total designated funds	-	-	249,993	249,993
Restricted Funds They also served	-	-	2,356	2,356
Total Funds	-	273,985	500,211	774,196

**CHURCHES TOGETHER IN ENGLAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

15) Operating lease commitments

At 31 December 2021 the charity had no (2020: nil) annual commitments under operating leases.

16) Comparative Statement of Financial Activities by fund type

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated		
	2020	2020	2020	2020
	£	£	£	£
INCOME				
Donations and	360,547	-	-	360,547
Charitable Activities	31,983	17,000	-	48,983
Investments	7,181	-	-	7,181
Total	399,711	17,000	-	416,711
EXPENDITURE				
Charitable activities	367,514	51	-	367,565
Other				
Total expenditure	367,514	51	-	367,565
Net				
Income/(Expenditure)	32,197	16,949	-	49,146
Gains / (Losses) on investments	(8,895)	-	-	(8,895)
Net				
Incoming/(Expenditure	23,302	16,949	-	40,251
Transfers between funds	-	-	-	-
Net movement in Funds	23,302	16,949	-	40,251

17) Related Party Transactions

There are no related party transactions during the year.