

COMPANY REGISTRATION NUMBER 5409157

BLACK COUNTRY URBAN INDUSTRIAL MISSION

FINANCIAL STATEMENTS

31 MARCH 2009

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2009

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

TRUSTEES ANNUAL REPORT

The trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 March 2009. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in 2005 in preparing the annual report and financial statements of the charity.

The charity is a charitable company limited by guarantee and was set up on 31st March 2005 taking over the activities and funds of the previously unincorporated body. It is governed by Memorandum and Articles of Association. Its objects are;

- The advancement of the Christian faith by ministering to individuals in both industrial and urban environments.
- The relief of poverty and the advancement of education and training through initiating supporting and joining in partnership with regeneration projects and programmes; building capacity support and help for those in need of training and employment and training in business.
- The advancement of education through the provision and support of information and training schemes.

Reference and administrative details of the charity, its trustees and advisors

Charity name:	Black Country Urban Industrial Mission
Charity registration number:	1110745
Company registration number:	5409057
Registered office and operational address:	BCUIM Office St Peter's House Exchange Street Wolverhampton WV1 1TS

Trustees/Executive Committee/Directors

Rev. A Argile	Rev. J D Howard
Rev. Dr. P Beetham	Rev. F R Lewis
VM Birch	Very Rev. Canon D C McGough STL, LSS
P M Bradbury	A D Owen OBE
S L Brooks	B Picken JP
Rev. P G Christie	R Smith
C Crolley	Rt. Rev. D S Walker
Rt. Rev. C Gregory	H E Williams OBE
M A Hamblett	

P M Bradbury was appointed as a director on 15th October 2008.

Secretary

H E Williams OBE

Accountants

Cotterell & Co. The Curve, 83 Tempest Street, Wolverhampton, WV2 1AA.

Bankers

Alliance and Leicester Commercial Bank plc, Bridle Road, Bootle, Merseyside G1R 0AA.

Central Finance Board of the Methodist Church, 9 Bonhill Street, London EC2A 4PE.

Solicitors

FBC Manby Bowdler LLP, 1 St. Leonard's Close, Bridgnorth, Shropshire WV16 4EL.

Structure, governance of management

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 31st March 2005 and registered as a charity on 5th August 2005. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under the Articles of Association. In the event of the company being wound up each member is required to contribute an amount not exceed £1.

Recruitment and appointment of new directors

BCUIM seeks to recruit and appoint as trustees Black Country Church leaders from Christian denominations, and lay people from management, trades unions and employment bodies with appropriate gifts and experience.

Responsibilities for the Executive Committee

Company and charity law requires the Executive Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the Executive Committee have:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that are reasonable and prudent;
- Studied whether applicable accounting standards have been followed, subject to any material departure disclosed and explained in the financial statement; and
- Prepared the financial statements on a going concern basis.

The Executive Committee has overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statement comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Objectives and activities, and achievements and performance

The Review Group appointed by the Diocese of Lichfield completed their work and reported back in June 2008. Much work had been undertaken and careful thought put into its recommendations. The work of BCUM was greatly affirmed by the Report and leads us on into the future with a new vision for moving from 'doing to enabling'. We are very grateful to Chris Beales and the group for the well-written, affirming and far-sighted report. We are now in the process of implementation. But as we identified at our own team review, our strategy for the year would have to be engaging with the rapidly changing economic climate, as yet unforeseen in its magnitude. Sadly, Industrial Mission always comes into its own at these times and is welcomed by the Church as well as other partners. We have spent time as a team learning about the causes of the crisis, engaging in theological reflection and exploring appropriate ways of responding to debt and financial difficulties in people's personal and family lives.

To this end we had 3000 copies of the leaflet 'Lost Your Job? There is Life after Redundancy!' printed and distributed them, together with a letter and a briefing paper, through denominational mailings to every church in the Black Country and beyond. This was a very well received exercise and churches have since asked for more in order to make them more available to the wider community. Team members have also engaged with Local Authorities, Jobcentre Plus, Chamber of Commerce, Unite, (T&GWU section) Unison, colleges and various other training providers to distribute them through their networks.

Our Strategic objectives for the year were to:-

- be alongside people at work
- promote faith for work
- empower and transform urban communities

- challenge world values and to be a prophetic voice to the Church and the World

Being Alongside People at Work

We have continued to visit faithfully the companies where we have chaplaincies particularly through the difficulties they are experiencing. We have worked with management and unions on the issues of the best ways of handling redundancies, and we have ministered to remaining workers in the wake of redundancies, who also experience shock and fear. Companies have felt the pinch through the increase in the price of raw materials and have looked for diversification, whilst at the same time rationalising their operations through re-sitting and job losses. We have endeavoured to minister to those who make the decisions as well as to those affected by them in this time of rapid change.

Mike Coley, our chaplain to the Spine Road industries, reports how his work is heavily dependent upon changes of management. Also, with companies relocating, chaplaincies are lost. But when Neil Perkinson moved to New Zealand from Darlaston his chaplaincy at Bradken was taken on by Mike Coley, thus a chaplaincy we'd held for over 30 years was able to continue.

The leaflet mentioned above has been useful in all sorts of situations, not least for the workers at Woolworths in Wolverhampton where Olwen Smith had a chaplaincy, and Wolverhampton City Council.

Christine Browne has recruited and trained a new team of 8 associates for retail chaplaincy in Dudley Town Centre, and it is hoped to recruit another team for the Merry Hill Centre.

Promoting Faith for Work

The Induction Course for clergy new to the Black Country recruited extremely well this year. On the first day there were 19 participants (including the Bishop of Worcester). This comprised 3 Methodists, 12 Anglicans, 3 Baptists and one URC. Our thanks go once again to the Black Country Consortium, and to the 4 Local Authorities for their hospitality and for hosting a splendid second day for us.

We have endeavoured to engage with the events put on by the denominations in order to enable others to participate in the work of mission in the economy. These have included a display and showing of our DVD at the 'Market Place' for clergy new to the Diocese of Lichfield in the Cathedral in October, a workshop entitled 'After Sunday' at the Salop Archdeaconry Ministry and Mission day in November, and organising a supper evening for the visit of the President and Vice-President of the Methodist Conference at the end of November. The subject of this was 'Ethical Business - an ongoing debate at the interface of Church and Society' to which about 25 people came.

We hope to continue this engagement with the denominations, particularly in the sphere of joining up with the training for local ministers, readers and lay

Christians. Ruth Reynolds Tyson, our new Methodist member of the team, will be able to help us with this in the Methodist District: her job title being 'Economic Mission Enabler'.

We have had another student, Roberta Maxfield, a teacher, from the Queen's Foundation with us this year on attachment. This is always a good experience for the team - and hopefully for the student. Roberta is exploring the possibility of continuing to work with us after she is ordained in June. Her particular interest is city/town centre mission.

Empowering and Transforming Communities

Pat Nimmo has been instrumental in bringing about a Black Country Faiths Cabinet which is chaired by the Bishop of Dudley involving all faith leaders. This work was given impetus by the publication and launch of the 'Face to Face and Side by Side' Report (to which Peter Sellick on behalf of BCUIM and BCCE contributed) from the CDF Faith in Action unit. In many ways, this report affirms what we are already doing in the Black Country, but also gives creative ideas about inspiring new initiatives as well as things that local authorities and local communities can do. The Faith Cabinet operates in 2 ways; a) acting as a sub-regional panel feeding into the W, Mids. Faith Forum and b) being an advisory group for the Black Country Consortium. The Cabinet is working with each Faith community encouraging them to engage with climate change issues, inspired by the Joint Core Strategy for the Black Country.

Peter Sellick organised the annual Sandwell Churches Link Project conference again in February entitled 'Christians in Social Action' about the distinctiveness of Christian faith in social action. This was again well attended.

Challenging world values and being prophetic to the Church and the World

The Lichfield Diocese Review gave us the opportunity to do a presentation to the Diocesan Synod in October using the DVD, as well as to attend several Bishop's Council meetings, where the BCUIM Board's response to the Report was well received. There still remain questions which will only be answered as we continue to engage with the Diocese. One major change has been the loss of the Darlaston post with the departure of Neil Perkinson in May. With the post in Walsall not being replaced when Andy Smith leaves in the autumn, we shall be without a BCUIM post in the Borough of Walsall. With huge new investment coming into the Borough, we are exploring possibilities for external funding for new work there.

Baptist and URC Posts. It has been good to hear that the Baptist post will continue with new funding from HEBA's Mission Development Fund for 3 years after Sept. 2009 when the present arrangement with the Diocese of Lichfield Growth Fund money comes to an end. Similarly the URC post has been reviewed and will continue to be funded for another 5 years from Sept. 2009

The General Synod of the Church of England in July debated 'Faith Work and the Economy', affirming daily work as a spiritual activity and recognising the importance of Christian values within economic life. We sincerely hope that the whole Church will take this seriously and act as a prophetic voice, perhaps through Industrial Mission, in the present economic climate.

Mike Coley is exploring for us the possibility of 'ichaplaincy' with a colleague in Nottingham in order to have an online service available to people. We are also grateful to Mike Fox for taking on the task of web-master. Both of these pieces of work are ongoing in order to engage more effectively with the internet for our work.

Personnel

We were sorry to lose Neil Perkinson to New Zealand after nearly 7 years in Darlaston and Benson Headley to Circuit Ministry in Bilston after only 2 years with us in Wolverhampton. In January we welcomed Ruth Reynolds Tyson as the new BCUIM Methodist industrial missionary for the Wolverhampton Circuit and Wolverhampton and Shrewsbury District.

In November our team secretary, Jill Smith, celebrated 30 years of working with BCUIM, becoming the longest serving employee of the Diocese of Lichfield! We are increasingly grateful for all that Jill continues to do for us, usually behind the scenes.

In conclusion

This year, we have been affirmed in our work and we look forward to further implementing the recommendations of the Review through being rooted in and supported by the Church as well as through secular partnerships. Our main objective remains the enabling of others to do this vitally important work of God's mission in the economy, and we continue to thank God for the privilege of also calling us to it. The aims of the charity are to:

- proclaim Christ's love of people in all varied environments and in particular industrial and urban environments.
- assist the Church to be involved in all aspects of the community it serves.
- enable the Gospel to be seen in action.
- support and encourage the clergy and laity to discover and recognise the problems and opportunities in society and to assist the Church to understand and make appropriate response.

Financial Review

Reserves policy

The Black Country Urban Industrial Mission has the responsibility for part-funding of a Baptist post and a URC post both for periods of five years, and needs to retain reserves adequate to meet these commitments in addition to

regular ongoing costs, at a time of some uncertainty regarding future funding levels from traditional church sources.

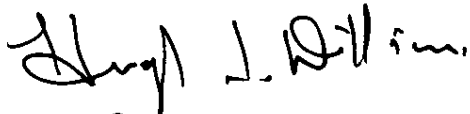
A five-year forecast is regularly updated and presented for review and discussion at each meeting of the Executive Committee, highlighting in particular the anticipated diminution of funds without additional fundraising.

During the year approaches were made to local trusts and firms under the 'new funding' initiative, with the long term aim of preventing reserves from falling below £5,000.

Reporting accountants

Messrs Cotterell & Co. will continue in office as reporting accountants for the ensuing year.

By order of the Trustees

A handwritten signature in black ink, appearing to read 'Hugh J. Williams', is written over the printed name of the Company Secretary.

Company Secretary

Approved by the trustees on 23rd June 2009

BLACK COUNTRY URBAN INDUSTRIAL MISSION

**ACCOUNTANTS' REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF
BLACK COUNTRY URBAN INDUSTRIAL MISSION**

YEAR ENDED 31 MARCH 2009

We report on the accounts for the year ended 31 March 2009 set out on pages 11 to 16.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND REPORTING ACCOUNTANTS

As described on page 4 the trustees, who are also the directors of Black Country Urban Industrial Mission for the purposes of company law, are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

BASIS OF OPINION

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the accounts with the accounting records kept by the company, and making such limited enquiries of the officers of the company as we considered necessary for the purposes of this report. These procedures provide only the assurance expressed in our opinion.

OPINION

In our opinion:

- (a) the accounts are in agreement with the accounting records kept by the company under section 221 of the Companies Act 1985;
- (b) having regard only to, and on the basis of, the information contained in those accounting records;
 - (1) the accounts have been drawn up in a manner consistent with the accounting requirements specified in section 249C(6) of the Act; and
 - (2) the company satisfied the conditions for exemption from an audit of the accounts for the year specified in section 249A(4) of the Act as modified by section 249A(5) and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in section 249B(1).



COTTERELL & CO
Reporting accountants
WOLVERHAMPTON

3.7.2009

BLACKCOUNTRY URBAN INDUSTRIAL MISSION

STATEMENT OF FINANCIAL ACTIVITIES (Including summary income and expenditure account)

FOR THE YEAR ENDING 31 MARCH 2009

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2009 £	Total 2008 £
Income resources					
Incoming resources from generated funds:					
Voluntary income					
Grants: religious organisations		28,730	-	28,730	29,080
Donations and gifts	2	1,630	-	1,630	5,281
Activities for generating funds					
Events and miscellaneous	3	2,113	-	2,113	5,040
Investment income	4	2,129	-	2,129	2,297
Total incoming resources		34,602	-	34,602	41,698
Resources expended	5				
Fundraising expenses		715	-	715	380
Charitable activities		20,871	-	20,871	25,346
Governance costs		5,681	-	5,681	5,132
Total resources expended		27,267	-	27,267	30,858
Net incoming resources before other recognised gains		7,335	-	7,335	10,840
Other recognised gains		-	-	-	-
Net movement in funds		7,335	-	7,335	10,840
Fund balances brought forward		47,319	695	48,014	37,174
Fund balances carried forward		54,654	695	55,349	48,014

BLACK COUNTRY URBAN INDUSTRIAL MISSION

BALANCE SHEET AS AT 31 MARCH 2009

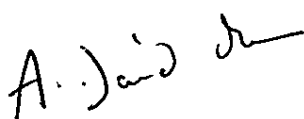
	Notes	2009 £	£	2008 £	£
Current Assets					
Cash at bank		<u>56,349</u>		<u>49,014</u>	
			56,349		49,014
Creditors: amounts falling due within one year	8		(1,000)		(1,000)
Net Current Assets		<u>55,349</u>		<u>48,014</u>	
Funds					
Restricted Funds - Christian Arts Festival			695		695
General Funds			54,654		47,319
Total Funds		<u>55,349</u>		<u>48,014</u>	

The trustees are satisfied that the charity is exempt from the provisions of the Companies Act 1985 (the Act) relating to the audit of Financial Statements for the year by virtue of section 249A(1), and an audit pursuant to section 249B(2) of the Act.

The trustees acknowledge their responsibilities for:

- (i) ensuring that the charity keeps proper accounting records which comply with Section 221 of the Act, and
- (ii) proper financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 226, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charity.

These financial statements were approved and signed by the members of the Executive Committee on 23rd June 2009 by



CHAIRMAN

BLACK COUNTRY URBAN INDUSTRIAL MISSION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2009

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' published in 2005 and the Companies Act 1985.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard Number 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

No amounts are included in the financial statements for services donated by volunteers.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

Fixed assets

The cost of office equipment is written off in the year of purchase.

**BLACK COUNTRY URBAN INDUSTRIAL MISSION
NOTES TO THE FINANCIAL STATEMENTS**

YEAR ENDED 31 MARCH 2009

2. Donations and gifts - all unrestricted	2009 £	2008 £
Individuals	30	132
Charitable foundations	600	1,299
Corporate donors	1,000	3,850
Trades unions	-	-
	1,630	5,281
Comprising: existing donors	1,550	1,822
new funding donors	80	3,459
	1,630	5,281

3. Incoming reserves from activities to further the charity's objects.

Under service level agreements	-	2,501
Events	2,086	1,734
Training and miscellaneous	7	805
	2,093	5,040

4. Investment income

Interest received	2,129	2,297
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5. Resources expended	Fundraising £	Charitable activities £	Governance £	Total 2009 £	Total 2008 £
Baptist stipend					
contribution etc		11,166		11,166	14,719
Travel		4,895		4,895	4,221
Premises costs			2,328	2,328	2,695
Events	715	1,365		2,080	1,036
Legal and professional			951	951	30
Audit fees			1,000	1,000	1,000
Publicity		1,361		1,361	2,701
Communication		1,402	1,402	2,804	2,814
Miscellaneous		682		682	1,642
	715	20,871	5,681	27,267	30,858

6. Staff costs and numbers

The charity does not directly employ any staff and did not incur any salary costs during the year, however the services of a number of people were provided as follows:

- a) by the Methodist Church at a cost of £16,333, the provision of a chaplain working within the area covered by BCUIM and the Wolverhampton and Shrewsbury Methodist District.
- b) by the Diocese of Lichfield, at a cost of £67,079, the provision of chaplains working within the Diocese. Salary and pension costs of the BCUIM secretary amounting in total to £4,651 were also met by the Diocese.
- c) by the Diocese of Worcester, at a cost of £15,181, the provision of a chaplain working within the Diocese.
- d) by the United Reformed Church, as a cost of £13,483, the provision of a chaplain working in the area covered by BCUIM.

In addition BCUIM contributed to the stipend of a Baptist chaplain.

The total costs associated with these staff were:

	2009 £	2008 £
Wages and salaries	92,379	94,886
National Insurance	7,412	7,600
Pension costs	26,310	27,981
Expenses payments	5,139	4,728
	<u>131,240</u>	<u>135,195</u>

No employee earned more than £60,000 per annum.

The average number of full-time equivalent employees (including part-time staff) during the year was made up as follows:

	2009 Number	2008 Number
Administration	0.25	0.25
Outreach work	4.15	4.50
	<u>4.40</u>	<u>4.75</u>

Having no paid employees of its own, the charity does not operate any pension scheme.

7. Trustees Remuneration and Related Party Transactions

No member of the Executive Committee received any salary during the year. Travel costs amounting to £nil were reimbursed to members of the Committee.

No trustees of other person related to the Charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Creditors: amounts falling due within one year

	2009 £	2008 £
Accruals	1,000	1,000

9. Controlling party

The company was under the control of the trustees throughout the current and previous years.