

Company Registered Number: 05409157
Registered Charity in England & Wales number: 1110745

BLACK COUNTRY URBAN INDUSTRIAL MISSION
(A company limited by guarantee)

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2021



BLACK COUNTRY URBAN INDUSTRIAL MISSION
(A company limited by guarantee)

YEAR ENDED 31 MARCH 2021

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BLACK COUNTRY URBAN INDUSTRIAL MISSION

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT)

Year ended 31 March 2021

The trustees, who are also directors of the charity for the purposes of the Companies Act, 2006 submit their annual report and the financial statements for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the Charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for smaller entities published on 16 July 2014.

OBJECTIVES AND ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

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.
- In planning and managing activities the Trustees have regard to the Charity Commission's guidance on public benefit and to how the activities meet the charitable objective.

PREFACE

Industrial chaplaincy is a relational ministry involving an intentional presence in the workplace offering a listening ear to employees and understanding workplace issues. It means visiting the workplace, establishing relationships, being approachable and offering pastoral care. It engages with people of all faiths or none about their experience of life and work. BCUIM's chaplains draw alongside people, encouraging and supporting them in their work. We are there because we believe that God is present in the daily interactions of the working world, and that we can represent the values of His Kingdom.

The first step in workplace chaplaincy is about chaplains going to where people are and engaging with them. The impact of the Covid 19 pandemic and the resultant lockdowns, restrictions and social distancing policy imposed by the government has had a massive impact this. On March 23rd 2020, virtually all face-to-face chaplaincy stopped. Workplaces were no longer open and, even where they were, chaplains could not visit. While totally frustrated by this, our chaplains have risen to the challenge, developing innovative and unique ways to ensure that chaplaincy continued even if only in a limited way.

INDUSTRIAL MISSION

'People of Faith, it makes us who we are!'

If ever there has been a change in our lifetime, it is now. Over the last 12 months we have seen our World, our Country, our Local Areas, our Churches, and our Lives as individuals change in so many ways. As we look at the world of Chaplaincy, this too has changed, as for much of the year we have been unable to visit in the way that we have been used to for so long. The question I want us to consider is "Have we changed? Or is it the way that we work that has changed?"

We are often reminded that our God is unwavering, unchanging in His love for us, He is constant and consistent, but He is not a God who stands still.

Isaiah 43:19 reminds us, "See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland."

So let us look ahead, we are beginning to see changes. Shops and business are beginning to open up, opportunity is starting very slowly to return. For many the workplace may never again be the same, people are working far more from home, will this continue for some time to come? What challenges might this bring, remembering that with each challenge come a new opportunity.

For many the last 12 months has brought uncertainty, working life has changed. For some there has been redundancy and the challenges that this brings to family life.

We have heard, seen and experienced the changes in the state of peoples Mental Health, many people struggling with day-to-day life experience. As we begin to return, we need to be aware of this. As people of Faith, we believe that God requires us to walk with those who need us, 'Paracletis' to come alongside, to help those in the wilderness to see that there can be streams in wasteland.

As Gods people, serving in the work of Industrial Mission we are called to be 'People of Faith, it makes us who we are!' This has not changed, it is as people of faith, that we can stand in these strange and difficult times and, be it in person or through virtual means, we can come alongside people who need us. We can be the 'presence' that is needed in this season to bring God's love, comfort, and Peace. As we continue to work in different ways, we seek Gods will and purpose in this time. We look forward to 'God doing a new thing', both among us as His people, seeking to serve Him as we live out our lives and in the way that He is opening up 'new things and new opportunity to minister in the workplace.

As we enter a New Chapter, we look forward into a world that is different, to the New things of God, but knowing that He is the same, Yesterday, Today and Forever.

CHAPLAINS, ASSOCIATED CHAPLAINS AND CHAPLAINCIES

A list of our chaplains for the year ended 31 March 2021, with selected reports are summarised below:

Mike Batchelor (Basic Budgeting Training, "Bridging the Gap" Willenhall)

Steve Bentham (The Metal Centre & West Midlands Fire Service)

I have been keeping in touch with my main contact at The Metal Centre as visits have not been possible. There has been a change in management during lockdown and hopefully it will not be too long before I can meet the new MD.

West Midland Fire Service, again visits have not been possible across the Service with the exception of One pre-Christmas visit. This was welcomed by the crews on duty on the day that I visited Haden Cross and Smethwick stations. Most Chaplains that were able to visit their stations found a very receptive welcome.

I have been able to virtually attend the New Recruit induction days across the year, there have been 5 courses across 2020 and I have done 2 so far in 2021. This gives a great opportunity to introduce Chaplaincy on the first day of service! I have kept in regular contact with the Health and Wellbeing dept and ensured that Chaplaincy is promoted through the Service.

Bro. Andy Brown (Prince of Wales Theatre, Cannock)

The theatre is not yet open however informally I do speak with some of the staff as and when available. Also, as an NHS responder – telephone support, I have been speaking with lots of people who are confined to their house due to shielding, the same with my MS group work, although the latter not directly connected with BCUM.

Mauvorean Braithwaite (Willenhall Fire Station)

Matt Brookes (Netherton shops and businesses)

Peter Carmody-Heaton (Sandwell YMCA)

Louise Clark (Marks and Spencers and Beatties, Wolverhampton)

April 2020 To date:

I have made no visits during this time to either of my two designated shops, Beatties and Marks and Spencer in Wolverhampton.

I have continued to pray for the people that I had previously made contact with: although I have provided contact details in both locations, I have not received any messages.

Michael Cronogue (Bloxwich Fire Station & National Express West Midlands, Walsall Town Centre, Midland Freewheelers Motorcycle Club)

Christine Davidson (Cosely & Sedgely Town Centre)

Emily Donovan (Bilston Fire Station)

Matthew Gordon

(“LearnPlay” Foundation)

Vanetta Griffiths

(West Midlands Ambulance Service HQ)

Chaplain to all Staff, Tutors and Students, offering support from home during the pandemic to individuals and groups via Teams/Zoom, Telecommunication and written communication.

Continuation of membership for WMAS Staff Liaison Support.

Current WMAS Mental Health First Aider. Knowledge in this area proved most beneficial during this past year.

Committee member for WMAS Disability, Carers and Advocates full attendance (via ‘Teams’) to all meetings and AGM.

Attendance THEOS Think Tank: Care under COVID-19. Providing Spiritual and Pastoral support at a distance 2021.

Ongoing contact and updates with WMAS HR

Invitation to join the National Christian Ambulance Association – which has included attendance at their zoom meetings and offering prayers for their monthly newsletter.

Communication through the WMAS Weekly Briefing offering support to all staff and students in times of need.

Reflections offered for significant and meaningful dates, through WMAS Weekly Briefing and WMAS Press circulation.

Ongoing electronic contact/telecommunication with Senior Operational Managers and their staff at various ambulance stations.

Socially distanced attendance at staff funerals.

Prayer room at WMAS continues to be appreciated.

Jeff Guest

(West Bromwich Missioner / Chaplain)

Toward the end of last year, (2019-2020) Bill Mash & I ran Chaplaincy Training sessions in West Bromwich and at least two new Chaplains came from this. Sadly, Covid 19 curtailed this somewhat abruptly and follow-on sessions never transpired.

In early March 2020 I was placed on furlough for an indefinite time because of Covid 19. I was called back to work in the first week of September 2020, but I was advised to work from home. (five miles from West Bromwich).

Cov19 mandated risk assessments: I researched, wrote & submitted almost forty risk assessments, some covering multiple businesses in single locations such as Indoor & Outdoor Markets, Shopping Centres and High Streets where I would normally & regularly visit. Plus, individual large firms with up to 600 employees. I discovered that many of those I regularly visited banned, (and continue to ban) visitations by any but their own employees.

I circumvented some of these barriers by 'lurking with intent' in car parks near these places or hanging around near entrances and exits of these businesses. They included both heavy industry and white collar. Folk would see me and come to have a conversation through the fence or we, socially distanced, walked to and from their vehicles. (NB. I emailed said companies to inform them of my 'lurking' so that they may know that there was not a potential car thief in their car park. Friendly replies confirmed this as okay with the management).

Some folks I interacted with via telephone, e-mail and social media as a substitute for visitation. Others I communicated with via windows or open doors, but the weather and temperature were always determining features. Plus, we found that talking through a mask blunted meaningful conversations.

I was placed back on Furlough in November 2020. I returned to work December 2020 and began to renew relationships with my companies. This was stopped I was placed back on Furlough early January 2021 where I remain until further notice. I can but pray for my people.

Before covid I regularly prayed and prospected around local businesses streets and commercial parks to both pray for them and to recruit firms for Chaplaincy. Covid mandates that the prospecting component cannot happen which is very frustrating. I believe in Jesus' principle of going out into the streets, marketplaces and hedgerows to compel them to come into the feast. 'Compelling' for me is having a natter and just 'shooting the breeze' with folk I have never met before. This has proven to be an effective door opener for Chaplaincy. That door is currently no longer available because of covid. Cold telephone calling just does not do it.

A number of factory estates where I had begun to build positive relationships - from which I would normally have expected a great deal of fruitfulness are currently closed. The fruit will wither on the vine as it were. Other means of care and communication – even social media - cannot effectively substitute for human personal interaction.

I earnestly pray that this plague may end soon.

Deus volenti

Samantha Hagerman *(Fallings Park Fire Station)*

Emma Holton *(Walsall Town Centre)*

Annah Magutta *(Willenhall Town Centre)*

Bill Mash *(Aldridge Fire Station, Merry Hill Shopping Centre, Chamber of Commerce, Excalibur Engineering, Bilston)*

The pandemic restricted me to four chaplaincy visits during the year: one to Aldridge Fire Station and three to Merry Hill Shopping Centre.

Being permitted just one fire station visit before Christmas meant that I could only visit one of the four watches, but, being a rare visitor (and bearing gifts), I was welcomed to share in a meal and enjoyed one of my longest visits to the station. The general feeling was one of dedication to keeping an essential service going. Other stations had been worse affected by covid-19, and there was some fear and uncertainty about the future.

Several stores at Merry Hill (pharmacies and food retailers) had remained open throughout. Staff there had felt under pressure, being in a vulnerable position, alongside the public on a regular basis, and, for some, the early days of the pandemic had seen people panic buying and being rude or even aggressive towards staff.

Staff who had been furloughed shared various experiences. Some had welcomed the longest break from work in their adult lives, whilst others missed their colleagues and the sense of purpose that work gave them. Some had found having children at home, with the need to home school them, difficult. Recent years have seen several significant closures at the centre, in line with general trends in retailing, and the pandemic can only make that worse, with Debenhams likely to be a major casualty. There was a clear feeling of uncertainty for the future amongst people who have given many years to their employers, enjoying their work and the company of their colleagues, but a good deal of resilience and stoicism. The few small businesses in the centre faced particular difficulties.

The owners of the centre, INTU, were placed in administration, but were acquired by Ellandi, being managed by Savilles. A senior manager to whom I spoke remained optimistic, with some carefully structured plans in place. Work continues on refurbishment of the centre. I have retained email, phone and text contacts with several people I have met.

I have been in contact with the owner-manager of Excalibur, a small firm that refurbishes drinks and vending machines. Their operations had been considerably scaled back, and they continued to employ a small number of long serving staff.

Throughout the year, I have been involved as a trustee of Workplace Chaplaincy Mission (UK). This national group has taken a lead in providing guidance for resuming chaplaincy whenever it is possible, and I am involved with a group looking at the theology of work, to help frame our work in the post-covid world. I have been invited to be a trustee of the Industrial Christian Fellowship, an organisation which has maintained a Christian witness in the working world for more than a century.

BCUIM's social media presence on Facebook and Twitter receives a small but steady level of attention, and Michael Cronogue and I have placed a number of topical items on the Blog page.

As I reflect on my time with BCUIM, I am convinced that the Christian church must engage with the economic order and the working world, not as an extra item in a crowded agenda, but as a central part of its mission. Working aged people are conspicuously absent from most churches. As Dorothy L Sayers wrote in 1940: "In nothing has the Church so lost her hold on reality as in her failure to understand and respect the secular vocation. She has allowed work and religion to become separate departments, and ...the greater part of the world's intelligent workers have become irreligious, or at least, uninterested in religion."

Roberta Maxfield

(The Royal Wolverhampton School & Grand Theatre)

Millie O'Connor

(Sandwell Council)

Usually, I visit two Council buildings one day per week, and one building one day per month on a Thursday. Due to COVID 19, March 2020 was my last visit to any of the Council Buildings.

Most of the staff are working from home. During this time, I have had some phone calls and emails involving general conversations about wellbeing, illness, recovery, and stress levels. Some find it difficult working from home, juggling work, home life, and schooling in a very small space.

In February 2021 I was asked if I was willing for my photo and a short message from myself about the COVID-19 Vaccine to be put in the local newspaper (The Herald) which I agreed.

In March I was also asked by Sandwell Council if the same photo could be used in promoting the Vaccine again, which is now on billboards throughout Sandwell.

I did the Easter message which goes out to all employees, also words of encouragement and assurance, that I am available to all who need a listening ear. I had an email with some personal good news stories, which I was very happy to hear. We cannot meet as usual, at the moment, but I am giving God thanks that I am available to listen and pray when needed.

Angela Partoon (Bloxwich High Street in Walsall)

Ron Shaw (Brierley Hill Town Centre)

Iain Templeton (Walsall Fire Station)

Nicola Turner (“LearnPlay” Foundation)
(Pioneer Ministries)

Paul Watson (Marston’s Brewery)

John Welsby (National Express, Wolverhampton)

During Lockdown 1 face-to-face chaplaincy was suspended and my contact with staff was minimal. In the event, through a rare Facebook link, I was able to link a driver with a CofE vocational service broadcast on national radio which led on to a local radio interview for the driver concerned.

NXWM reviewed views about chaplaincy, following which we were invited back and chaplaincy continued through lockdown 2 and into lockdown 3. My visits to the bus station and garage resumed after ‘Covid-safe training’ though in a more limited fashion.

Conversations with staff have continued much as before although I noted how a higher percentage of conversations included important subjects including matters of faith. I think it was my first day back that almost immediately I found myself in a key conversation around ‘where is God in suffering?’. Many drivers have had difficult experiences relating to deaths, Covid-related and otherwise and in discussing emotional and mental health, I try to be aware of when I need to encourage people to seek relevant professional help including from the support service provided by NX. While bus drivers early on were picked out as a high-risk group, I am amazed by how the general approach has been about getting on with the job in a key public service context.

There were also conversations about conspiracy/denial theories but I am not aware of the general attitude to the vaccination programme for as noted below, chaplaincy has suffered a second interruption.

During the year, my link manager at NX changed. I had one face-to-face meeting with him after which I submitted my regular report of my activities – the first for him. I was due to meet with him to discuss my report but sadly, during lockdown 3, chaplaincy was again suspended as transmission rates soared locally. This was a decision taken by BCUIM and CIGB jointly and seemed to be a sensible response to local rates of infection.

A popular driver at Wolverhampton died recently from Covid with tributes in the local press and on the NX Facebook page. An engineer at Wolverhampton has also died of Covid. I was sad not to be around to talk this over with any staff who knew him.

We are currently planning a return to duties early in March depending on how the rates etc. progress.

SUMMARY OF MAIN ACTIVITIES:

- Activities have been severely impacted by the Covid 19 pandemic with virtually no face-to-face chaplaincy undertaken since the first lockdown on 23rd March 2020.
- Our chaplains have risen to the challenge, taking the opportunity to develop innovative and unique ways to ensure that chaplaincy can continue even if only in a limited way. These have included:
 - Regular contacts with businesses
 - leaving contact details (telephone number) and a specific day & time window when able to be contacted
 - e-mails
 - social media
 - on-line contact
 - zoom etc.
- Continued regular BCUIM team meetings (via zoom) to exchange information and explore effective and alternative ways of delivering chaplaincy.
- Covid 19 Health & Safety training delivered to ensure the return to face-to-face chaplaincy in a Covid secure way.
- Identified and trained new prospective chaplains for the resumption of chaplaincy activities.
- West Midlands Ambulance Service – This chaplaincy has continued unabated throughout the year. The pressures that the organisation have been under and the stressful work involved has led to a greater demand on chaplaincy services.

HEALTH & SAFETY and MANAGEMENT OF RISK

The Black Country Urban Industrial Mission does not employ anyone. Those who provide chaplaincy or other services under its auspices may be paid ministers of our constituent churches or volunteers. Ministers or lay people may be seconded for various proportions of their working week from the supporting churches which employ them, or for which they are office holders.

BCUIM upholds a Christian concern for the well-being of all people. Health and Safety provisions are therefore important both for our own personnel and those among whom we work. To this end each person fulfilling duties on behalf of BCUIM will be expected to be familiar with and observe our Health & Safety policy.

Much of the work carried out under the auspices of BCUIM is as people fulfil the duties of chaplains in various industrial and commercial workplaces. Each chaplain must:

- Attend a suitable induction, including a Health and Safety briefing, before any new chaplaincy work is undertaken, or any new premises are visited.
- Be fully aware of, and abide by, the Health and Safety Policy of the organisation they are visiting.
- Obtain and wear such high visibility or protective clothing as may be required in the places they visit, either from BCUIM or from the organisation they visit.
- Attend any appropriate Health and Safety training and be aware of any changes being made to the Health and Safety Policy in the places they visit.
- Be vigilant as to potential hazards in the workplace and draw them to the attention of local management.

Significant accidents or 'near-misses' are reported in writing both to the management of the local workplace and to BCUIM.

Chaplains may often find themselves working alone. Guidelines for "Lone Workers" are available within BCUIM's policies and procedures.

BCUIM organises activities and meetings at various venues. We will ascertain that there is a local Health and Safety policy in force for each of these venues, and we will abide by it. We will perform a basic risk assessment at any new venue.

Those working at or visiting the BCUIM office will observe the Health and Safety Policy of the Lichfield Diocesan Board of Finance, with BCUIM being an "Outer Office". A first aid kit and accident book will be maintained there.

BCUIM has appropriate safeguarding procedures in place with a policy to vet all those who have responsibilities towards children and vulnerable adults as part of their chaplaincy duties.

All our Chaplains have undertaken Health and Safety training in respect of Covid 19 issues before re-commencing face-to-face chaplaincy.

FUTURE PLANS

Our key priority will be to re-establish and stabilize our existing chaplaincies post pandemic.

In addition, longer-term, our plans will be to focus specifically on the areas most impacted by Covid 19 as we emerge from lockdown – the local economy and employment – where we will look to place chaplaincy support and resources to specific areas such as:

- Unemployment
- Mental Health
- Youth employment market
- Job creation

It remains a priority for us to further develop chaplaincy within the Black Country, adopting a model based on working closely with local churches and encouraging church members to join us as volunteer chaplains.

THANKS

BCUIM relies on volunteers from local churches to be chaplains, and we are grateful to each for the time they give to this ministry. The ordained ministers in our team also continue to combine their chaplaincies with their work in churches and their preaching ministry.

In this particularly trying year our thanks go to every one of them for continuing to find ways to deliver their ministries and support our local communities, businesses and service providers.

Our thanks also to our sponsoring churches who have continued to support us throughout this year, even when their own resources have come under so much pressure. It is important to support an outward looking ministry, one which provides them with connections to the economic activity in which we work and pray for God's kingdom to come.

FINANCIAL REVIEW

The Black Country Urban Industrial Mission shows a surplus for the year of for the year of £14,727 (2020: deficit £9,897) made up of a surplus of £15,498 in the general fund and a deficit of £771 in the restricted fund (West Bromwich Workplace Missioner's costs supported by the Walter Stanley Trust, now administered by West Bromwich Deanery from 1 January 2021). The surplus arises predominantly as a result of significantly reduced costs due to the retirement of the team leader in December 2019 (only replaced from 1 March 2021) and reduced operating costs resulting from reduced activity due to the Coronavirus pandemic.

The charity has total funds at 31 March 2021 of £62,978 (2019: £48,250), made up entirely of unrestricted funds of £47,479. Restricted funds have been cleared down and transferred to West Bromwich Deanery who took over the administration of the West Bromwich Workplace Missioner's costs from 1 January 2021.

Reserves policy

The Black Country Urban Industrial Mission trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately twelve months of unrestricted charitable income (donations, legacies, grants). The trustees consider that this level will provide sufficient funds to respond to any loss of income sources and to ensure that future team leader costs and support and governance costs are covered.

As a result of significantly reduced costs as indicated above, while maintaining regular income streams from our denominational supporters, reserves have improved considerably in the current year.

Forecasts/Budgets are prepared and presented for review and discussion at meetings of the Executive Committee, highlighting in particular, the anticipated diminution of funds without additional fund raising and plans to utilise excess reserves to support charitable activities post pandemic in the industrial chaplaincy field.

During the year these plans will be initiated and approaches will continue to be made to local trusts and firms with the long term aim of preserving unrestricted reserves from falling below £25,000.

STRUCTURE, GOVERNANCE AND 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 exceeding £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 statements 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.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	Black Country Urban Industrial Mission
Charity registration number:	1110745
Company registration number:	05409157
Registered office and operational address:	BCUIM Office St Peter's House Exchange Street Wolverhampton WV1 1TS

Trustees/Executive Committee/Directors

Rev. A Argile	Mr J Green	Rev. R Parkinson
Rt. Rev. C Gregory	Mr T Russell (Chair)	Ms. V M Birch
Mr S L Brooks	Rev. Fr. J N Latham	Rev. B Welch
Ms. C Crolley	Mr. A D Owen OBE	Rev Dr JB Suray
Mr H E Williams OBE (Company Secretary)		

Secretary

H E Williams OBE

Independent Examiner

Divine Kekozukunia, Heart of England Baptist Association Finance Team
24 Weoley Park Road, Selly Oak, Birmingham B29 6QX

Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
Santander UK Plc, Bridle Road, Bootle, Merseyside L30 4GB.
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.

INDEPENDENT EXAMINER

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with section 476 of the Companies Act 2006. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities and in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

Mrs.D.Kekozukunia HEBA, will act as Independent Examiner for the ensuing year.

By order of the Trustees

H E Williams OBE

Company Secretary

Approved by the trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BLACK COUNTRY URBAN INDUSTRIAL MISSION

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021, which are set out on pages 17 to 23.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company 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 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.

Heart of England Baptist Association
24 Weoley Park Road, Selly Oak,
Birmingham B29 6QX

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DRAFT

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

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

FOR THE YEAR ENDING 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Unrestricted Funds £	Restricted Funds £	Total 2019/20 £
INCOME							
Donations & Legacies:	2						
- Religious Organisations		20,960	-	20,960	15,950	-	15,950
- Commercial Orgs. / Trusts		-	-	-	1,000	-	1,000
Charitable Activities	3	-	-	-	-	-	-
Investment Income	4	199	-	199	335	-	335
Other Income Sources	5	65	-	65	155	-	155
Total Income		21,225	-	21,225	17,440	-	17,440
EXPENDITURE							
Raising Funds	6	-	-	-	50	-	50
Charitable Activities:	7						
- Team Leader Fees		1,818	-	1,818	19,418	-	19,418
- Others		2,154	771	2,925	4,546	191	4,737
Others	8	1,754	-	1,754	3,132	-	3,132
Total Expenditure		5,726	771	6,497	27,146	191	27,337
NET INCOME/(EXPENDITURE)		15,498	(771)	14,727	(9,706)	(191)	(9,897)
Transfers between funds		-	-	-	-	-	-
Other recognised gains		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		15,498	(771)	14,727	(9,706)	(191)	(9,897)
RECONCILIATION OF FUNDS							
Fund balances brought forward		47,479	771	48,250	57,185	962	58,147
FUND BALANCES CARRIED FORWARD		62,978	-	62,978	47,479	771	48,250

BLACK COUNTRY URBAN INDUSTRIAL MISSION - 05409157

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Current Assets					
Cash at bank		63,645		49,436	
Cash at hand		<u>14</u>		<u>14</u>	
			63,659		49,450
Creditors: amounts falling due within one year	11		(375)		(1,200)
Deferred Income	12		(306)		-
Net Current Assets			<u>62,978</u>		<u>48,250</u>
Funds					
Unrestricted fund			62,978		47,479
Restricted Fund			-		771
Total Funds			<u>48,250</u>		<u>48,250</u>

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

The Trustees acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which 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 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 company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102.

These financial statements were approved and signed by the members of the Executive Committee on

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T. Russell
CHAIRMAN

BLACK COUNTRY URBAN INDUSTRIAL MISSION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

General information and basis of preparation

Black Country Urban Industrial Mission is a company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the administrative details on page 14 of these financial statements, and the nature of the charity's operations on page 3.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year. No adjustments arise as a result to the financial position.

Funds

Unrestricted funds 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 funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

Income

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.

Expenditure

All expenditure is accounted for on an accruals 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 2021

	2021		2020	
	Unrestricted Funds £	Restricted Funds £	Unrestricted Funds £	Restricted Funds £
2. Donations and legacies				
Grants from religious organisations	20,960	-	15,950	-
Grants from commercial Orgs. / Trusts	-	-	1,000	-
	16,950	-	16,950	-
3. Charitable activities				
Events	-	-	-	-
4. Investment income				
Interest received	199	-	335	-
5. Other income sources				
Ecumenical Council	-	-	-	-
Others	65	-	155	-
	65	-	155	-
6. Raising funds				
Events	-	-	50	-
7. Charitable activities				
Team leader costs	1,818	-	19,418	-
Travel	302	-	1,682	191
Events	965	-	922	-
Publicity	180	-	300	-
Communications	60	-	184	-
Miscellaneous	647	771	1,459	-
	2,154	771	23,965	191
8. Other				
Governance:				
Premises costs	944	-	2,261	-
Legal and professional	-	-	-	-
Examiners fees	375	-	600	-
Communication	60	-	184	-
Misc	375	-	88	-
	1,754	-	3,132	-

9. 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. The team leader retired at 31 December 2019 and was replaced on a part time basis (50%) commencing 1 March 2021:

- a) by the Diocese of Lichfield the salary costs of the BCUIM administrator amounting to £5,816.
- b) by Heart of England Baptist Association at a stipend cost of £6,656 the provision of a chaplain (0.25 of working time) working within the area covered by BCUIM. The chaplain was appointed interim team leader from 1 March 2021 (0.50 of working time)
- c) By the Walter Stanley Trust being a full time Workplace Missioner in the West Bromwich Deanery at a salary cost of £25,019.

The total costs associated with these staff were:

	2020-21	2019-20
	£	£
Wages and salaries	37,491	67,354
National Insurance	2,240	5,476
Pension costs	835	9,280
Expenses payments	-	-
	40,556	82,110

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:

	2021	2020
	Number	Number
Administration	0.25	0.25
Outreach work	1.50	1.35
	1.75	1.60

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

10. 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 other trustees or other person related to the Charity had any personal interest in any contract or transaction entered into by the charity during the year.

There were no transactions with related parties in the year (2020 none).

11. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals	375	1,200

12. Deferred Income

	2021	2020
	£	£
Grants paid in advance	306	-