COMPANY REGISTRATION NUMBER: 9725781
CHARITY REGISTRATION NUMBER: 1166382

Together Norfolk

Company Limited by Guarantee

Unaudited financial statements

31 December 2025

Together Norfolk

Company Limited by Guarantee

Financial statements

Year ended 31 December 2025

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Together Norfolk

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 December 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and 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 published in October 2019.

Reference and administrative details

Registered charity name	Together Norfolk
Charity registration number	1166382
Company registration number	9725781
Principal office and registered office	Diocesan House 109 Dereham Road Easton Norwich Norfolk NR9 5ES

The trustees

The trustees who served during the year and at the date of approval were as follows:

The Revd Canon Aidan Platten
The Revd James Stewart, Priest, Thorpe St Andrew, Norwich
The Revd Canon Peter Howard – resigned 10 July 2025
Rev Matthew Price
Rev Michaela Sorenson
The Revd Canon Simon Ward, Incumbent, Great Yarmouth Team Ministry
Hannah Worsley, Project Manager, Norwich Foodbank
The Rt Revd Jane Steen, Bishop of Kings Lynn

Independent examiner	Mark Proctor FCA DChA Lovewell Blake LLP Chartered accountants Bankside 300 Peachman Way Broadland Business Park Norwich NR7 0LB
Bankers	Barclays Bank Plc 3 St James Court Norwich Norfolk NR3 1RJ

Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

Objectives and activities

Overall objectives

Together Norfolk shares the aims and objectives of the Church Urban Fund's (CUF) Together Network which are to:

- grow the number of church-based social activities within the diocese, helping churches to tackle poverty and build strong flourishing communities
- develop people's capacity to take effective action to tackle poverty
- build partnerships and collaborative working between churches and with other organisations to increase joined-up working and innovation

There are two Development Workers for Norfolk Together, one in Great Yarmouth and the other in King's Lynn.

The Norwich Diocesan Board of Finance Ltd is a company limited by guarantee, registration number 88175, charity registration number 249318. Registered address: Diocesan House, 109 Dereham Road, Easton, Norwich, NR9 5ES. The Norwich Diocesan Board of Finance Ltd promotes, facilitates and assists with the work and purpose of the Church of England for the advancement of the Christian faith in the Diocese of Norwich and elsewhere, providing resources for Ministry and Mission.

The Church Urban Fund (CUF) is a company limited by guarantee, registration number 2138994, charity registration number 297483. Registered address: Church House, Great Smith Street, London, SW1P 3AZ. CUF was established by the Church of England as a practical response to unmet need and has been active in local communities for over 30 years through the Church of England's local parish networks, and alongside other faith-based and secular organisations, to bring about positive change in neighbourhoods.

Funding arrangements

Together Norfolk was originally formed in July 2016 as part of the Together Network as a partnership between the Diocese of Norwich and the CUF whereby funding was split on a 50/50 basis.

In 2020 CUF advised that they could no longer commit to any further unrestricted grant payments for Together Norfolk due to financial cutbacks. It was however agreed that where funds remitted from CUF were previously more than what was required to cover their annual 50% of the Together Norfolk costs, then the surplus funds could continue to be used until fully exhausted. This agreement is on the condition that Together Norfolk continue to spend funds in accordance with its original aims and objectives and that the Diocese continues to meet its funding responsibilities to contribute 50% by way of either seeking additional external grant funding or self-financing.

Objectives and activities *(continued)*

Management

The Norwich Diocesan Board of Finance is responsible for:

- Payment of 50% of the costs of Together Norfolk.
- Recruiting competent staff and ensuring they are well managed, with all necessary HR policies in place.
- Prepare, monitor and report to the Together Norfolk Board its financial activities.
- Providing a DBF employee to attend or be a member of the Together Norfolk board, to ensure the work of Together Norfolk complements and enhances the social action work of the diocese, and to be the person responsible for the diocesan commitment to Together Norfolk.
- Recruiting an effective and diverse board of trustees for Together Norfolk, whereby CUF appoint three trustees and the DBF appoints three (nominated by CUF) with a further three appointed by the Board.
- Providing support and endorsement within the Diocese for Together Norfolk as having a key role in helping churches.
- To tackle poverty locally, including encouraging parishes to support its work through time, money, action and prayer.
- Promoting the work of Together Norfolk through diocesan communication routes such as the diocesan website, newspaper, newsletter and social media.
- Providing support services through the diocesan office including payroll, HR support, accounting and book-keeping, preparation of annual accounts.
- The Diocese of Norwich is responsible for providing computer/telephone equipment as well as any necessary technical support for devices provided.
- To include development workers in Diocesan staff meetings/communications and treat them as any other DBF staff.

Objectives and activities *(continued)*

Crisis Management

Church Urban Fund and the Diocese of Norwich commit to open and timely communication with each other about any issues arising from Together Norfolk that are a cause for concern, and to working together to find solutions.

As grant-makers, CUF and the Diocese have a responsibility to ensure that all their grants are being used for the purpose for which they are given. As such, the following will be considered events which trigger default of the grant:

- If at any time, Together Norfolk is unable to pay its debts when they fall due
- Together Norfolk starts negotiations with any of its creditors with a view to rescheduling debts.
- Together Norfolk ceases to operate.
- Together Norfolk is in material breach of this agreement.
- Together Norfolk uses the grant monies for any purpose other than for the purposes set out in this agreement.
- Any of Together Norfolk staff commit or attempt any fraud or have any undeclared and unattended conflict of interest in relation to the agreed programme.

CUF and the Diocese reserve the right to terminate the partnership and require repayment of the balance of any unspent grant money following the repayment of any statutory grant monies. In the event of winding up the charity, the transfer of any net assets of Together Norfolk shall be dealt with according to section 39 of the Articles of Association.

The board of Together Norfolk is entitled to the partnership agreement by giving CUF not less than three months' written notice and repaying any unspent grant monies in full. A decision to terminate the agreement would also be a decision to withdraw from the Together Network, and so any future work of the charity would need to continue under a different name and branding.

Public Benefit

The public benefit of Together Norfolk is as described above in objectives and activities. The trustees confirm that, in exercising their powers and duties, they have compiled with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

Achievements and performance

Each development worker for Norfolk Together must submit quarterly returns to both the Diocese and the Church Urban Fund detailing the activities undertaken and the impact on achieving overall objectives.

Financial review

The total income recognised in these accounts is £29,557 compared to £38,391 in 2024.

The value of income received in total from the Church Urban Fund (CUF) was £210,437 where £190,141 of this has been released to income as CUF's 50% contribution towards expenditure to date.

The remaining deferred income of £20,296 is represented by the value of the balance at bank of £103,008, plus debtors of £4,286, less creditors of £86,998.

Reserves Policy

The Diocese of Norwich and the Church Urban Fund (CUF) are each committed to confirming funding for one year at a time by the 1 October for the following year. The reserves policy is set at £53,000 which is an estimation of one year's expenditure.

Plans for future periods

For the following year the Together Norfolk worker in Kings Lynn aims are:

- Continue to develop local partnerships through existing networks, including Churches Together in King's Lynn and West Norfolk Forum.
- Support churches considering social action projects by providing advice, governance, and training.
- Take forward the Homegrown project looking at youth needs in King's Lynn and its catchment area working with local clergy and Christian charities.

For the following year the Together Norfolk worker in Great Yarmouth aims are:

- Provide opportunities for those leading community-focused Christian ministries in the Great Yarmouth area to access information, peer support and prayer, resources and training.
- Share information about the community-focused Christian ministries in the Great Yarmouth area with the wider community.
- Provide governance, funding and networking support to specific projects in the Great Yarmouth area when needed and appropriate
- Recruit a new development worker following the resignation of the current worker from July 2025.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 10 August 2015 and registered as a charity on 5 April 2016.

The company was established under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its articles of association.

Trustees

The founding members of the company are the Norwich Diocesan Board of Finance and Church Urban Fund. The full board of Together Norfolk can have up to nine trustees, the majority of whom are nominated by CUF and the remainder by the diocese. Employees of CUF and the DBF who sit on the board must acknowledge any potential conflicts of interest. The trustees receive no remuneration for their work.

The Board of Trustees for Together Norfolk is responsible for:

- Directing and monitoring the work of the Together Norfolk workers so they can be effective and impactful in delivering the aims of Together Norfolk.
- Being an effective charity - following best practice, including timely reporting to the Charity Commission and Companies House, relevant policies including conflicts of interest policy, reserves policy, training and induction of new trustees
- Ensuring good financial management is in place including its own bank account, with regular reports to the board.

Meetings

The trustees meet four times yearly in January, April, July and October each year.

Risk Management

The Trustees have assessed the major risks to which the charity is exposed, those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Independent Examiner

M Proctor FCA DChA was appointed as the charitable company's independent examiner during the year and has expressed his willingness to continue in that capacity.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 1st April 2026 and signed on behalf of the board of trustees by:



The Rt Revd Jane Steen
Chair

Together Norfolk

Company Limited by Guarantee

Independent examiner's report to the trustees of Together Norfolk

Year ended 31 December 2025

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 December 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements 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 financial statements 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 financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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 to enable a proper understanding of the accounts to be reached.

Mark Proctor FCA DChA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
Bankside 300
Peachman Way
Broadland Business Park
Norwich
NR7 0LB

Together Norfolk

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 December 2025

	Note	2025 Unrestricted funds £	2025 Total funds £	2024 Total funds £
Income and endowments				
Donations and legacies	5	29,557	29,557	38,413
Total income		29,557	29,557	38,413
Expenditure				
Charitable activities	6	29,557	29,557	38,413
Total expenditure		29,557	29,557	38,413
Reconciliation of funds				
Total funds brought forward		–	–	–
Total funds carried forward		–	–	–

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 to 15 form part of these financial statements.

Together Norfolk

Company Limited by Guarantee

Statement of financial position

31 December 2025

	Note	2025 £	£	2024 £	£
Current assets					
Debtors	10	4,286		-	
Cash at bank and in hand		103,008		242,854	
		107,294		242,854	
Creditors: Amounts falling due within one year	11	(86,998)		(222,558)	
Net current assets			20,296		20,296
Total assets less current liabilities			20,296		20,296
Creditors: Amounts falling due after more than one year	12		(20,296)		(20,296)
Net liabilities			–		–

For the year ending 31 December 2025, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 1st April 2026, and are signed on behalf of the board by:

.....

The Rt Revd Jane Steen
Chair

Company registration number: 9725781

The notes on pages 11 to 15 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Diocesan House, 109 Dereham Road, Easton, Norwich, Norfolk, NR9 5ES.

2. Statement of compliance

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 issued in October 2019, 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 Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

The financial statements have been prepared on the going concern basis as the trustees believe no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to continue as a going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable, and its amount can be measured reliably.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is a company limited by guarantee and does not have share capital. Every member of the charity undertakes to contribute such amounts (not exceeding £1) as may be required in the event of a winding up.

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	**Total Funds 2024 £**
Donations				
Norwich Diocesan Board of Finance Ltd	15,000	15,000	15,000	15,000
Secondment Income	-	-	10,055	10,055
Grants				
The Mercers Company Fund	4,245	4,245	5,153	5,153
Anne French Memorial Trust	5,156	5,156	3,844	3,844
All Hallows	5,156	5,156	3,844	3,844
Growing Good	-	-	517	517
	29,557	29,557	38,413	38,413

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	**Total Funds 2024 £**
Salaries (Note 8)	22,268	**22,268**	26,001	26,001
Grants	-	**-**	500	500
Telephone	227	**227**	900	900
Travel costs	361	**361**	3,092	3,092
Postage, printing and stationery	630	**630**	36	36
Growing Good	-	**-**	517	517
GDPR	-	**-**	1,428	1,428
Other costs	291	**291**	435	435
Financial and administration services	4,374	**4,374**	4,151	4,151
Bank charges	72	**72**	81	81
Governance costs	1,334	**1,334**	1,272	1,272
	29,557	**29,557**	38,413	38,413

7. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	1,300	1,250

8. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	**2024 £**
Wages and salaries	19,109	22,810
Social security costs	1,304	1,133
Employer contributions to pension plans	1,855	2,058
	22,268	26,001

The average head count of employees during the year was 2 (2024: 2).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

9. Trustee remuneration and expenses

One trustee was reimbursed for expenses totalling £100 (2024: £46) in the year.

10. Debtors

	2025 £	2024 £
Trade debtors	4,286	-

11. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	5,906	1,272
Other creditors	81,092	221,286
	86,998	222,558

12. Creditors: Amounts falling due after more than one year

	2025	2024
	£	£
Accruals and deferred income	20,296	20,296

13. Deferred income

	2025	2024
	£	£
At 1 January 2025	20,296	20,296
Amount released to income	–	–
At 31 December 2025	20,296	20,296

14. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,855 (2024: £2,058).

15. Analysis of charitable funds

Unrestricted funds

	At 1 Jan 2025	Income	Expenditure	**At 31 Dec 2025**
	£	£	£	£
General funds	–	29,557	(29,557)	–

	At 1 Jan 2024	Income	Expenditure	At 31 Dec 2024
	£	£	£	£
General funds	–	38,391	(38,391)	–

16. Related parties

At the year end, a balance of £20,296 (2024: £20,296) owing to the Church Urban Fund was held within deferred income.

During the year the charitable company received donations from Norwich Diocesan Board of Finance of £15,000 (2024: £15,000). A balance of £4,286 owed from the Norwich Diocesan Board of Finance is included in debtors at the year end (in 2024 £161,525 was owed to the Norwich Diocesan Board of Finance and was included in other creditors at the year end).

The Norwich Diocesan Board of Finance provided financial and administration services of £4,374 during the year (2024: £4,150).