Company registration number: 13497678
Charity registration number: 1197918

NORTHUMBRIAN INDUSTRIAL MISSION LTD
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

NORTHUMBRIAN INDUSTRIAL MISSION LTD
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NORTHUMBRIAN INDUSTRIAL MISSION LTD
Company No. 13497678
Trustees' Report For The Year Ended 31 December 2025

The trustees present their report and the financial statements for the year ended 31 December 2025.

Objectives and Activities

Aims and Objectives

Objectives, strategies and activities
The charity organises the activities of 1 part-time paid Chaplain Team Leader and 21 Voluntary Chaplains who

a) engage directly with people in places of work.
b) work collaboratively with ministries in other sectors, with local churches and with other agencies.
c) represent to those in authority, peoples' experience and perception of work, and raise questions with those who make decisions.

The charity offers chaplaincy services to a range of industrial and commercial enterprises on a voluntary basis. Many people have suffered traumatic experiences in their lives, particularly during the Covid pandemic. Emotional and mental health issues have increased in recent years and the charity tries to support those in need. The charity selects and trains individuals who maybe aspire to be potential chaplains and who have the right attributes, it then partners them with organisations that they are usually familiar with and to which they have some connection.

Objectives and policies
The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Public Benefit

Our Chaplains stand in a crucial place: often perceived as being outside of the mainstream yet in reality deeply involved in the everyday lives and concerns of people in their diverse communities, such as the North East Ambulance Service (NEAS), Tyne & Wear Fire & Rescue Service, Gateshead Metrocentre, Nexus, Asda, Trinity Square Shopping Centre, Newcastle International Airport, Department of Work and Pensions, Hexham Mart, Veterinary Practices, Newcastle Cathedral and many other sundry organisations.

Chaplains must understand the institutions where they work, be sensitive to the challenges and pressures facing those they serve, learn the questions that most fundamentally concern people and witness to God's love in a maelstrom of competing forces. Chaplains build bridges of trust, understanding and critical friendship within society. This has been critical over the last year as the charity has continued to pick up the pieces of some very traumatised and broken people.

The Directors/Trustees of NIM Ltd confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. They would like to thank all of our volunteer Chaplains who make our work possible and also our Volunteer Co-ordinator who works tirelessly to keep the service running smoothly. They would also like to thank the companies and organisations who welcome us into their workplaces, allowing us to host our meetings and discussions with their workforce.

Additional Note

Funding
The charity has formed fund-raising group that works alongside one of the members of the organisation who submits grant applications on its behalf to cover any shortfalls in funding. Any monies raised from the public follows all guidance set out by the Charities Commission and UK law in every respect. NIM Ltd respects the privacy and contact preferences of all public donors.

As aways, the charity is extremely grateful to our denominational sponsors and other funders for their support of this important mission 'beyond the walls of church'. Its work could not be maintained without their financial contributions. Regular support is vital to our existence; we rely heavily on our sponsors:

Church of England (Durham Diocese)
Church of England (Newcastle Diocese)
Newcastle International Airport
Newcastle Methodist District
Northern Baptist Association
Roman Catholic Church (Hexham and Newcastle Diocese)
United Reformed Church (Northern Synod)

We are also grateful for our grant funders in this ever-competitive environment for charitable support.

Achievements and Performance

Main Achievements

Achievements and performance
The charity, like many other organisations, has suffered from the financial pressures of the country. Industrial and commercial establishments have continued to adapt to different styles and methods of working that sometimes affect the organisation's ability to hold face to face meetings between employees and managers. Thankfully, in most cases former relationships have been slowly re-established and by the end of the year the friendly 'sympathetic ear' service that the charity offers has returned to almost normal.

Financial Review

Reserves Policy

Policy on reserves
The charity holds sufficient reserves in a separate CCLA account to meet its obligations in the event of any redundancy payments and closing down costs of the organisation. Day to day running costs are held in a separate Virgin Money account and the Trustees have set up a fund-raising group that meets regularly. Financial affairs are always discussed by the Directors at the main board meetings.

Going Concern

Going concern
NIM Ltd was lucky enough to inherit a number of funds from our previous organisation NIM. It is fair to say that these funds are not sufficient to maintain the work of NIM Ltd indefinitely. Thankfully our sustainability is being helped by donations from our various sponsoring churches and contracts with commercial companies. A great deal of effort is being made by our funding sub-committee to raise sufficient money to cover any shortfall. However, this is an ever-increasing challenge due to competing organisations bidding for ever-decreasing funds of the granting bodies. We have sufficient funds that are 'ring fenced' or restricted to honour any redundancy payments should they become necessary. We are confident that this fund will not be required.

Structure, Governance and Management

Governing Document

Nature of governing document
Northumbrian Industrial Mission Ltd (NIM Ltd) is constituted as a registered charity and company under guarantee in accordance with its revised Memorandum and Articles of Association, dated 13th January 2022.

Additional Note

Induction and training of trustees
New trustees, undergo an induction process to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees/Directors are encouraged to attend appropriate external training events.

Organisational structure
Day to day management is vested in the Volunteer Co-ordinator of the charity, who regularly meets with the Board of Trustees. The Volunteer Co-ordinator meets regularly with the Chair in addition to the formal meetings and appraises him/her of any significant issues that arise between meetings.

Major risks and management of those risks
The Trustees/Directors are responsible for assessing the major risks to which the charitable company is exposed, and for establishing systems to mitigate those risks, they have considered risks which could have a negative effect on the charitable company's ability to pursue its aims, both in terms of the likelihood of these occurring and probable impact of such events. The Trustees/Directors continue to review and monitor these risks, and the adequacy of the systems in place to reduce them.

Reference and Administrative Details

Trustees

C H Knights
T Leach
R Styring
P E Southgate

Company Secretary

T Leach

Charity Number

1197918

Company Number

13497678

Registered Office

Lothian Steppey Lane
Lesbury
Alnwick
Northumberland
NE66 3PU

Independent Examiner

Richard Thompson
Wellway Accountants Limited
Chartered Accountants
Borough Hall
Wellway
Morpeth
Northumberland
NE61 1BN

Statement of Trustees' Responsibilities

The trustees (who are also the directors of NORTHUMBRIAN INDUSTRIAL MISSION LTD for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgments and accounting estimates that are reasonable and prudent; 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 which disclose with reasonable accuracy at anytime the financial position of the charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

R Styring

Trustee
11/09/2026

NORTHUMBRIAN INDUSTRIAL MISSION LTD
Independent Examiner's Report to the Trustees of NORTHUMBRIAN INDUSTRIAL MISSION LTD
For The Year Ended 31 December 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2025.

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 charity'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:

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 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.

Richard Thompson

11/09/2026
Borough Hall
Wellway
Morpeth
Northumberland
NE61 1BN

NORTHUMBRIAN INDUSTRIAL MISSION LTD
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2025

	Notes	2025 Unrestricted funds £	2024 Unrestricted funds £
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	**3**	494	130
Charitable activities	**4**	33,600	23,785
Investments	**5**	1,364	1,556
		35,458	25,471
EXPENDITURE ON:			
Charitable activities	**7**	(31,430)	(34,559)
NET INCOME/(EXPENDITURE)		4,028	(9,088)
NET MOVEMENT IN FUNDS		4,028	(9,088)
RECONCILIATION OF FUNDS:			
Total funds brought forward		43,463	52,551
TOTAL FUNDS CARRIED FORWARD	**15**	47,491	43,463

The notes on pages 8 to 12 form part of these financial statements.

NORTHUMBRIAN INDUSTRIAL MISSION LTD
Balance Sheet
As At 31 December 2025

	Notes	2025 Unrestricted funds £	2024 Total funds £
FIXED ASSETS			
Tangible Assets	**12**	4	422
		4	422
CURRENT ASSETS			
Debtors	**13**	-	214
Cash at bank and in hand		49,045	45,981
		49,045	46,195
Creditors: Amounts Falling Due Within One Year	**14**	(1,558)	(3,154)
NET CURRENT ASSETS (LIABILITIES)		47,487	43,041
TOTAL ASSETS LESS CURRENT LIABILITIES		47,491	43,463
NET ASSETS		47,491	43,463
FUNDS OF THE CHARITY			
Unrestricted Funds		47,491	43,463
TOTAL FUNDS	**15**	47,491	43,463

For the year ending 31 December 2025 the charitable 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 in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board

R Styring

Trustee
11/09/2026

The notes on pages 8 to 12 form part of these financial statements.

1. General Information

NORTHUMBRIAN INDUSTRIAL MISSION LTD is a private company limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Registered number 13497678 and registered charity number 1197918.

The registered office is Lothian Steppey Lane, Lesbury, Alnwick, Northumberland, NE66 3PU.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "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) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Going Concern Disclosure

The trustees have not identified any material uncertainties related to events or conditions that may cast significant doubt about the charitable company's ability to continue as a going concern.

2.3. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for a specific purpose.

Restricted funds are to be used for specific purposes as laid down by the donor.

2.4. Resources Expended

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity’s compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

2.5. Tangible Fixed Assets and Depreciation

Tangible fixed assets costing £100.00 or more are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	3 year straight line basis

2.6. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

2.7. Taxation

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

2.8. Pensions

The charitable company operates a defined pension contribution scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

3. **Income from Donations and Legacies**

	2025 Unrestricted funds £	2024 Unrestricted funds £
Donations and gifts	494	130

4. **Income from Charitable Activities**

	2025 Unrestricted funds £	2024 Unrestricted funds £
Charitable activities	33,600	23,785

5. **Investment Income**

	2025 Unrestricted funds £	2024 Unrestricted funds £
Bank interest receivable	1,364	1,556

6. **Net Income/(Expenditure)**

The net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets - owned	418	417

7. **Analysis of Expenditure**

	2025 Support costs (see note 8) £
Charitable activities	31,430

	2024 Support costs (see note 8) £
Charitable activities	34,559

8. **Support Costs**

	2025 Charitable activities £
Employee costs	26,412
General administration	2,519
Depreciation	418
Governance costs	2,081
	31,430

	2024 Charitable activities £
Employee costs	27,037
General administration	4,400
Depreciation	417
Governance costs	2,705
	34,559

9. **Independent Examiner's Remuneration**

	2025 £	2024 £
Independent examination of the financial statements	1,434	1,494

10. **Staff Costs**

Staff costs were as follows:

	2025 £	2024 £
Wages and salaries	24,732	24,580
Other pension costs	696	682
	25,428	25,262

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

11. **Average Number of Employees**

Average number of employees during the year was: 1 (2024: 1)

12. **Tangible Assets**

	Computer Equipment
	£
Cost	
As at 1 January 2025	1,257
As at 31 December 2025	1,257
Depreciation	
As at 1 January 2025	835
Provided during the period	418
As at 31 December 2025	1,253
Net Book Value	
As at 31 December 2025	4
As at 1 January 2025	422

13. **Debtors**

	2025	2024
	£	£
Due within one year		
Other debtors	-	214

14. **Creditors: Amounts Falling Due Within One Year**

	2025	2024
	£	£
Accruals and deferred income	1,558	3,154

15. **Movement in Funds**

	As at 1 January 2025	Income	Expenditure	As at 31 December 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	43,463	35,458	(31,430)	47,491
Total funds	43,463	35,458	(31,430)	47,491

	As at 1 January 2024	Income	Expenditure	As at 31 December 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	52,551	25,471	(34,559)	43,463
Total funds	52,551	25,471	(34,559)	43,463

16. **Transactions with Trustees**

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

17. **Related Party Disclosures**

There have been no related party transactions in the reporting period that require disclosure.

NORTHUMBRIAN INDUSTRIAL MISSION LTD
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2025

	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations from individuals	494	130
	494	130
Charitable Activities:		
Charitable activities		
Grants	33,600	23,785
	33,600	23,785
Investments		
Bank interest receivable	1,364	1,556
	1,364	1,556
	35,458	25,471
EXPENDITURE ON:		
Charitable Activities:		
Charitable activities		
Wages and salaries	(24,732)	(24,580)
Employers pensions - defined contributions scheme	(696)	(682)
Travel and subsistence expenses	(984)	(1,775)
Insurance	(537)	(512)
Printing, postage and stationery	(71)	(400)
Telecommunications and data costs	(369)	(1,662)
Bank charges	(103)	(101)
Sundry expenses	(1,439)	(1,725)
Depreciation	(418)	(417)
Independent examiner's fees	(1,434)	(1,494)
Accountancy fees	-	(582)
Legal fees	(647)	(629)
	(31,430)	(34,559)
	(31,430)	(34,559)
NET INCOME/(EXPENDITURE)	4,028	(9,088)