WORKCARE WEST MIDLANDS

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

Registered Charity No. 1208119

WORKCARE WEST MIDLANDS
showing Christian care to all people at work

WORKCARE WEST MIDLANDS

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

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WORKCARE WEST MIDLANDS

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

REPORT OF THE TRUSTEES

The financial statements comply with 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 applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019).

WorkCare West Midlands (WWM) is a charity that was first registered with the Charity Commission on 3 May 2024 and is a charitable incorporated organisation (CIO).

The trustees have pleasure in presenting the charity's report and financial statements for the year ended 31 December 2025.

STRATEGIC AIM AND OBJECTIVES

WWM is an ecumenical body which engages the Christian teaching and faith to the economy, workplaces and communities of Warwickshire and the West Midlands and to the lives of the people who work there. The Charity operates particularly, but not exclusively, within Warwickshire and the West Midlands.

The objects of the CIO are:

(1) The advancement of the Christian faith by ministering to individuals in both industrial and urban environment.
(2) 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 to training for employment and training in business.
(3) The advancement of education through the provision and support of information and training schemes within Birmingham, Coventry, Solihull and Warwickshire.

As a formal statement of operations and position, the independently examined accounts reflect WWM's health in financial terms.

HOW OUR ACTIVITES DELIVER PUBLIC BENEFIT

The trustees have had regard to the Charity Commission's guidance on Public Benefit. Some of our activities to further public benefit include:

- Providing chaplaincy support to individuals in workplaces and bodies engaged in economic and training issues, without distinction of race, sex, politics or religion. Chaplaincy support improves mental and emotional health, by giving people a space to be valued and listened to, as well as signposting them to other places of support or lifestyle advice. Some of our Chaplains have been trained as Mental Health First Aiders. Our Chaplains are also used by organisations to provide comfort to the bereaved.

- Chaplains build social capital and help to resolve conflict within organisations: within workforces, chaplains bring workers together to share and grow together and to help them to understand different points of view. Chaplains also construct relationships between work organisations and their local communities.

- Chaplains improve social cohesion and build religious capital by working ecumenically amongst different churches and faiths; and by encouraging reasonable and lawful personal expression of all faiths and spiritualities. Chaplains proactively make relationships between different faith communities, help to dispel misunderstandings and enable working together on common tasks – e.g. crisis response.

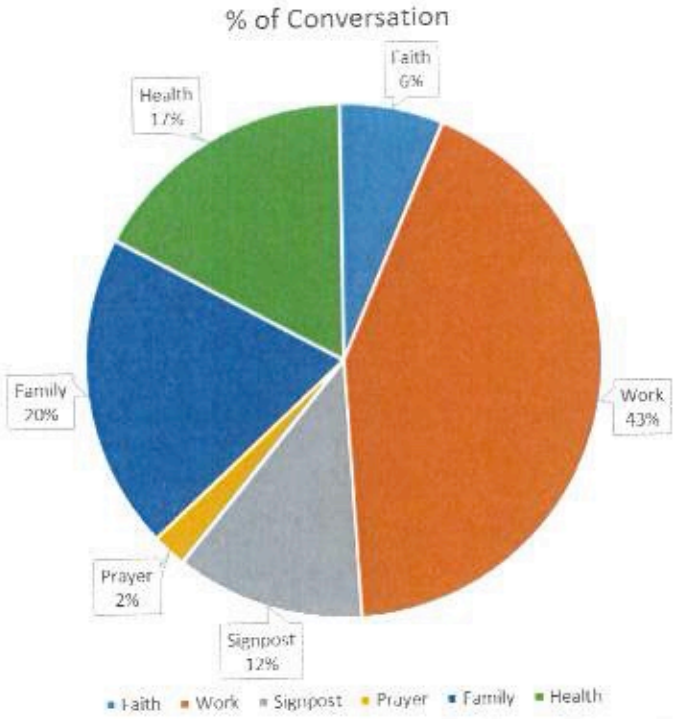
2025 Chaplain activity

The trustees are pleased to share the following information on the activity of our chaplains during 2025:

Number of conversations - 3451

Total Amount of Chaplaincy Hours - 544.6 hours

Types of conversations during 2025:



The different contexts for the conversations our chaplains had in 2025:

Context	Number of conversations
Airport	778
Boldmere	87
Retail – Great Western Arcade	112
Buses	1308
Retail – Bull Ring	724
Retail – Frankfurt Market	308
Retail – High Street	55
Bullring Ops & Management Centre	70
Canals	9
Total	**3451**

FINANCIAL REVIEW

Financial performance

The Charity's income for the year ended 31 December 2025 was £71,845 (£118,376 in 2024). This included donations from churches, companies and other faith-based charities of £50,850 (£37,185 in 2024) and £20,013 transfer from CIGB.

The charity's expenditure for the year ended 31 December 2025 was £39,127 (£17,007 in 2024).

By the end of 2025, the charity had unrestricted funds of £133,724 (£101,006 in 2024) (and restricted funds of £363, unchanged from 2024).

Reserves Policy and Funds (Unrestricted and Restricted)

The reserves policy has been formulated by the trustees in line with recommendation of the Charity Commission of England and Wales. The basic aim is to maintain free reserves in unrestricted funds at a level which equates to approximately six months of unrestricted charitable expenditure. The unrestricted reserves as at 31 December 2025 are £133,724. The trustees regularly review the appropriateness of the reserves policy with regard to the current environment in which the Charity operates.

Risk Management – principal risks and uncertainties

The trustees are responsible for the identification, mitigation and/or management of risk. They have a risk management strategy which comprises:

- Annual review of principal risks and uncertainties that the charity faces.
- A rolling review at each trustee meeting of the policies and procedures to mitigate those risks or delegation of that review to subcommittees.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The principal risks and uncertainties that have been identified and their management are:

Maintaining and sourcing key funding donations.

The trustees maintain a relationship with the charity's core funders in order to be alert to any reductions in the level of their support. The church denominations that fund us are represented on the Board of Trustees, supported by the Council of Reference. We maintain an active relationship with our business donors, not least through their chaplain(s).

Trustees are endeavouring to diversify the range of our funders in order to reduce dependency on core funders. We are seeking to increase our income with charges for our training courses and asking for voluntary contributions to help mitigate the costs of some of our events.

In late 2025 WWM completed and filed with HMRC the paperwork for Gift Aid registration. As at 31 Dec 2025 we awaited confirmation of our registration.

Key members of staff being temporarily or permanently absent

The ongoing recruitment of new chaplaincy volunteers continues to help to fill any Chaplaincy vacancies. Team Leaders and the Administration Officer have knowledge of the Lead Officer's work streams and access to necessary information in the event of the Lead Officer post being vacant.

Unexpected shocks to the economy or society

Through our Reserves Policy we have enough funds to weather a short-term crisis, and enough to pay our liabilities in a longer-term situation. A large amount of our work is done by volunteers and some of this could carry on in the medium term, if it became necessary to cut back on central staffing costs. We have sympathetic partners (e.g. churches and voluntary groups) who will work with us to find solutions.

Key relationships

Key relationships in the pursuit of our charitable objectives are with:

- Churches within our operational area;
- Companies and organisations we work with;
- Other faith-based associations and charities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

WWM is a CIO, governed by a Constitution (dated 30 April 2024), which is lodged with the Charity Commission.

Governance Structure including the appointment of trustees, induction & training

The appointment of the initial trustees was from the Board of Trustees of the forerunner charities, together with two additional trustees, who went through a formal recruitment and appointment process, who brought particular skills identified by the trustee body. The Constitution determines that the Board of Trustees is made up of a minimum of 7 and a maximum of 13 trustees.

Trustees are nominated by invitation or recruited given that they have the necessary skills and

expertise to contribute to the charity's activities and to be able to discharge their obligations as trustees.

On appointment, trustees undergo an induction programme that includes briefings from key staff and the Chair of the Trustees. A welcome pack includes an overview of the charity, copy trustee board meeting minutes, a copy of the last year's annual report and financial statements, a copy of the governing documentation and a copy of the Charity Commission's guidance to trustees. Trustees also have the opportunity, and are positively encouraged, to meet other trustees and Chaplains.

At the trustees' meetings at least annually, the trustees agree the broad strategy and areas of activity for the charity, including the consideration of development projects, reserves and risk management policies and performance.

Management and Organisational Structure

Day to day management is delegated to the Lead Officer, assisted by the Administration Officer.

Key Management Personnel remuneration

The trustees consider the Board of Trustees and the Lead Officer as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis respectively.

All trustees give their time freely and no trustee remuneration was paid in the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Number: 1208119

Trustees:

During 2025 the Trustees were:
Adrian Allman (from 17 November 2025)
Madeleine Bunker (from 7 April 2025)
Hilary Dougall (from 17 November 2025)
Emma Ekwegh
Rev David Ellis (retired 7 April 2025)
Rev Neil Le Tissier (retired 2 June 2025)
David Marshall (retired 17 November 2025)
Robert Mountford (retired 17 November 2025)
Gavin Page (from 17 November 2025)
Fiona Penhallurick
David Pinwell (retired 17 November 2025)
Ann Smith
Mina Tilt (from 17 November 2025)

The Trustees met seven times during 2025.

Office Address: John Cadbury House, 190 Corporation Street, Birmingham, B4 6QD

Independent Examiner
Jim Hopton
2 Broad Oaks Road
Olton
SOLIHULL
B91 1JB

Bankers
CAF (Charities Aid Foundation), 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4TA
CCLA (Churches, Charities and Local Authorities) Fund Managers Limited, 1 Angel Lane, London EC4R 3AB

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity 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 applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the Board and signed on its behalf by:

M Bunker.

Madeleine Bunker
Chair

Date

29/9/26.

WORKCARE WEST MIDLANDS

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

REPORT OF THE INDEPENDENT EXAMINER to the Trustees of WorkCare West Midlands

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

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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.

Jim Hopton

Independent Examiner



Date: 23 September 2026

WORKCARE WEST MIDLANDS

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FOR THE YEAR ENDED 31 DECEMBER 2025

STATEMENT OF FINANCIAL ACTIVITIES

	Note	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total Funds £	2024 Total Funds £
INCOME FROM:					
Transfer from CIGB		**20,013**	-	**20,013**	79,975
Donations	2	**50,850**	-	**50,850**	37,185
Charitable activities	3	**650**	-	**650**	1,163
Gift Aid		-	-	-	-
Investment income/bank interest		**332**	-	**332**	53
TOTAL INCOME		**71,845**	-	**71,845**	118,376
EXPENDITURE					
Charitable activities	4	**(33,474)**	-	**(33,474)**	(15,796)
Support costs	5	**(5,653)**	-	**(5,653)**	(1,211)
TOTAL EXPENDITURE		**(39,127)**	-	**(39,127)**	(17,007)
NET MOVEMENT IN FUNDS		**32,718**	-	**32,718**	101,369
RECONCILIATION OF FUNDS					
Total funds at 1 January 2025		101,006	363	101,369	-
Total funds at 31 December 2025		**133,724**	**363**	**134,087**	101,369

All activities derive from continuing operations.

WORKCARE WEST MIDLANDS

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

BALANCE SHEET

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Computer Equipment	7		-		-
CURRENT ASSETS					
Prepayments & Accrued Income		2,500		12,500	
Cash at bank		133,591		88,963	
		136,091		101,463	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - Accruals		**(2,004)**		(94)	
NET CURRENT ASSETS			**134,087**		101,369
TOTAL ASSETS LESS CURRENT LIABILITIES			**134,087**		101,369
NET ASSETS			**134,087**		101,369
FUNDS					
Unrestricted – general funds			133,724		101,006
Restricted funds			363		363
TOTAL CHARITY FUNDS			**134,087**		101,369

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees on 20th July 2026

and signed on their behalf by Fiona Penhallurick (Trustee)

NOTES TO THE ACCOUNTS

1 Principal accounting policies

Basis of accounting

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 (FRS102) (updated 1 January 2019) - (Charities SORP (FRS102)), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Going Concern statement

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from the charity's key donors. The charity's budget shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

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.

Income Recognition

All income is recognised in the Statement of Financial Activities when the charity is legally entitled, ultimate receipt is probable and the amount can be quantified with reasonable accuracy.

Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis. Expenditure is classified under the following activity headings:

- Expenditure on charitable expenditure includes the costs undertaken to further the purposes of the charity and their associated support costs.

Taxation

As a registered charity no provision is considered necessary for taxation.

Fixed assets and depreciation

Capital items costing over £1,000 are capitalised and included in fixed assets. Depreciation is provided to write the cost of the asset off over its estimated useful economic life by equal annual instalments at rates estimated to write off their costs less any residual value over the expected useful lives that are as follows:

- IT equipment – 3 years

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short-term deposits repayable on or within a three month notice period.

Debtors
Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

2 Donations

	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total Funds £	2024 Total Funds £
URC West Midlands Synod	5,500	-	5,500	5,000
Coventry C of E Diocese	7,000	-	7,000	7,000
Heart of England Baptist Association	4,680	-	4,680	3,713
Methodist Birmingham District	-	-	-	3,500
Birmingham Anglican Diocese	13,620	-	13,620	4,972
Central England Quakers	7,000	-	7,000	-
Olton Baptist Church	500	-	500	500
National Express	2,500	-	2,500	2,500
Birmingham Airport	10,000	-	10,000	10,000
Miscellaneous	50	-	50	-
Totals	**50,850**	-	**50,850**	37,185

3 Income from charitable activities

	2025 Unrestricted Funds £	2025 Restricted Funds	2025 Total Funds	2024 Total Funds £
Training and conference contributions	650	-	650	700
Miscellaneous	-	-	-	463
Totals	**650**	-	**650**	1,163

4 Expenditure on charitable activities

	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total Funds £	2024 Total Funds £
Subscriptions	59	-	**59**	-
Training courses for chaplains	329	-	**329**	136
Chaplains Expenses	1,551	-	**1,551**	1,149
Donations to other chaplaincies	-	-	**-**	-
Office Facilities	866	-	**866**	563
Salaries	30,249	-	**30,249**	12,668
Staff expenses/training/conferences	420	-	**420**	1,280
Totals	**33,474**	-	**33,474**	15,796

5 Support costs

	2025 £	2024 £
Bank charges and depreciation	**60**	25
Postage, Photocopying, Stationery & Telephone	**301**	76
IT and Website	**372**	482
Insurance	**544**	528
Independent Examiner	**-**	-
Miscellaneous	**4,376**	100
	5,653	1,211

6 Analysis of staff costs

	2025 £	2024 £	
Wages and salaries	**30,249**	11,859	
Employer National Insurance	**2,159**	590	*restated*
Less HMRC Employer Allowance	**(2,159)**	(457)	*restated*
Pension costs	-	676	
	30,249	12,668	

In 2024 the Airport Chaplain Team Leader was employed by Birmingham Diocesan Board of Finance for the specific role of serving WWM. WWM reimbursed all employment costs and expenses of the Airport Chaplain Team Leader. From January 2025 WWM directly employed the Airport Chaplain Team Leader.

No employees had employee benefits in excess of £60,000 (2023: nil).

The charity trustees were not paid or received any other benefits from the charity.

For employed staff (Lead Officer and Airport Chaplain Team Leader) the average monthly head count and the average monthly number of full-time equivalents during the year was as follows:

	2025	2024
Head count	3	2
Full-time equivalents	1.5	1

7 Tangible Fixed Assets

	Computer equipment £
Cost/deemed cost or valuation	
At 1 January 2025	-
Additions	-
At 31 December 2025	-
Accumulated depreciation	
At 1 January 2025	-
Charge for the year	-
At 31 December 2025	-
Net book value	
At 31 December 2025	-
At 31 December 2024	-

8 Related Party Transactions

Revd Neil Le Tissier (Trustee) was and Rev David Ellis (Trustee) is remunerated by Heart of England Baptist Association, which gave a donation of £4,680.

9 Funds

	Balance at 1 January 2025 £	Income £	Expenditure £	Balance at 31 December 2025 £
Restricted Funds	363	-	-	**363**
General Fund	101,006	**71,845**	**(39,127)**	**133,724**
Total funds	101,369	**71,845**	**(39,127)**	**134,087**

ACKNOWLEDGEMENT OF FUNDERS

The trustees of WorkCare West Midlands acknowledge their thanks to the following funders for their generosity to the charity that enabled our work during the year ended 31 December 2025:

URC West Midlands Synod
Coventry C of E Diocese
Heart of England Baptist Association
Birmingham Anglican Diocese
Central England Quakers
Olton Baptist Church
National Express
Birmingham Airport