

## TRANSFORM WORK UK

### ANNUAL REPORT 2015/16

#### *Introduction*

Through the year, the Transform Work UK team has been widely active including attendance at various conferences and interacting with Christian Workplace Groups and their leaders around the country including in Scotland. It's been a challenging but exciting year and prospects are good for 2016/17. Transform Work UK is in the right place at the right time.

#### *Overall picture*

Overall the picture is positive and upbeat. The team has grown in confidence and clarity of vision. Numbers of CWGs continues to increase. There have of course been challenges and there is a need to move forward in a number of key areas. These are set out below. The way we communicate is developing with an increasing clarity in expressing what is undeniably a breath-taking vision - to impact for the good of all, the ethos of countless business houses and workplaces across the nation and beyond. In particular, our forward planning has advanced notably, with a recognition that, as the Chief Executive of the Maldon Sea Salt Company expressed this year, "every advance in business creates a bottle neck somewhere else. You need to be 2 years ahead of the game." 2016 has seen a new emphasis on longer term planning and avoiding short term thinking.

A renewed sense of professionalism has been embraced through the year, and that by a team that is substantially made up of volunteers. We intend to move forward on the coming year with new focus on accountability and developing skills. The growth in the TWUK team has come with a recognition of the need for constant attention to team dynamics and team unity and agreement.

Critically, however, the number of Christian Workplace and other groups we serve has grown faster during the year than the team resources available. As a result, our plans have been made more specific to the creation and development of Christian Workplace Groups, while relinquishing other options including otherwise excellent and attractive initiatives closely related to what we do. Our resources are now better matched to our main focus. We can't do everything. At the same time, we fully recognise that our impact on secular workplaces will be through what the Lord does and the doors He opens, not through our performance, however excellent.

Finance and human resources are continuing challenges. We continue to seek new sources of funding for future growth. Ambassador numbers and input have remained roughly stable but again, additional key players are sought. Director input has tumbled through the year due mostly to other leadership commitments on the part of various directors, but showed welcome increase towards the end of the period. There is an aspiration to bring additional energies and skills onto the Board in 2016.

#### *Looking forward*

Assuming that progress continues as in recent years, the increase in numbers of Christian Workplace Groups may be expected to grow substantially, together with the attendant challenges and stresses. There is a high level of confidence that the challenges can be met. Further developments will then be to seek interaction with church groups, forge forward in communicating through Christian media in the next two years, and beyond that time frame to the secular media. A refined focus on the impact our groups have on their workplaces rather than number of groups, will be championed. As resources

allow, we will seek widening and new ways to seek out and create new groups. We will focus on supporting our team members more effectively and providing opportunities for their personal development and training. While acting always in a responsible manner, we will be open to faith initiatives to strengthen and widen our impact.

### *Finally, a thank you*

No start up initiative is easy. And to turn a start-up initiative as TWUK was not so long ago, into the vibrant and forward looking organisation it now is, takes huge investment of commitment, energy and funds, plus a very good team. TWUK has been fortunate to benefit from all of this in 2015. We are grateful to each person involved in large part or small, together with our eternal thanks to our gracious Lord and Master, Jesus Christ.

*Jeff Steady*

**1<sup>st</sup> October 2016**