

## **TRANSFORM WORK UK**

### **ANNUAL REPORT 2016/17**

#### ***Introduction***

The year to 31<sup>st</sup> January 2017 has seen encouraging progress. There were new structures, new resources for Transform Work UK (TWUK) and further growth in the number of Christian Workplace Groups. It would not be unreasonable to describe TWUK at this point as a strong and successful organisation as far as we have gone. Critically, Christian Workplace Groups are making increasing impact in their workplaces through pastoral care and prayer support, and a wide range of events, activities and participation. The future is inviting.

#### ***Key Features 2016/17***

In view of the growth recorded in 2015/16, we reorganised our structure into two key streams – Operations and Support Services - and engaged a second part-time Lead Ambassador in the Operations Team. An external sponsor has made it possible to further increase the paid working time of a Lead Ambassador.

These steps effectively both increased our ability to help create and develop Christian Workplace Groups (CWGs) across the nation and helped our Lead Ambassadors focus on TWUK core objectives.

With the development of a discrete 'Resources' stream in January 2017 to oversee our publications, newsletters and HR, we are firmly on the road to more effective business processes. A comprehensive Governance Document has been prepared, and adopted by the Trustee Board.

Our national conference in London in October 2016 brought together friends and key players from Christian Workplace Groups, to receive challenging presentations from the TWUK team and guest speakers. The conference focused on the community and legal context for our endeavours and underlined that CWGs exist ultimately for the benefit of their employing organisations and colleagues.

Our 'Operations' team introduced a series of regional events for CWG leaders. Once again this year, we have declined involvement in a range of otherwise attractive opportunities, to avoid reducing resources for our key aims.

We established a 'Steering Group' of CWG leaders which immediately released new energies. We redefined our work with the London Councils' Christian Network and Christians in Government network, where we increased our interaction with individual groups; and also with Christian Professional and Sector Groups, where we refocused our input exclusively to the 25 CPSGs who wish to develop CWGs.

#### ***Practicalities***

Our faith and prayers have been answered. A further two new Lead Ambassadors joined us on 1<sup>st</sup> February 2017 on a voluntary part-time basis. Throughout 2016 our Operations Team

operated out of St George Church, Holborn, where we have found a warm welcome, and enormous thanks are due to them.

For our Lead Ambassadors working on a contractor basis, we established revised daily rates, contracts and job descriptions, and support processes. Additional measures to increase income are being adopted to help sustainability. We introduced reporting processes to help gauge our progress against targets.

### ***Looking Forward***

A number of new members are in prospect to join the Trustee Board to engage with us in high level decision making and overall strategy. With the increase in workloads and the number of team members, we will need to strengthen our Support Services in 2017.

We aim to undertake planning towards raising our profile in UK once our business and operations arrangements are ready and robust. Sustaining and increasing our team resources and funding will also be important, for which we need to attract a fundraiser.

### ***Summary***

In a fast moving year, our staffing, management arrangements, business systems and direct support to CWGs have all been substantially enhanced. A national conference underlined our still fresh vision and strategy. Our essential focus on providing benefit to employing organisations and work colleagues through our CWGs has been re-emphasised and a contributory approach to finance is being adopted to help sustainability.

With the apparent and continuing blessing of God, we continue to position ourselves and press forward in our key aims, ready for significant levels of expansion in the medium-long term. For the immediate future we may reasonably anticipate continuing growth in all areas. Our aspiration is to grow strong by growing slowly. But the pace and context of our work is not in our hands, but in His...