



transformwork

Annual Report

1st February 2022- 31st January 2023



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■ Context

We connect, equip and support Christians to transform the places they work in, so they can openly express their faith in word and action.

We do this through a team of Ambassadors who connect with Christian Workplace Groups (CWGs). We also support Christian Professional and Sector Groups (CPSGs) who represent various professions such as finance, transport and government.

Although we currently operate mainly within England, we are keen to grow in Scotland and Wales, and we have an increasing number of international connections where similar groups have begun to develop.

We have links with a number of Associates who offer specialist knowledge and expertise.

The effects of the lockdowns and subsequent hybrid working on those in the workplace continue to bring joys and challenges.

Many are not going back into the office or work premises and thus the CWG is not able to meet in person. This has hindered communication and building relationships within the CWG.

For others, online CWG meetings continue to be effective as those who work in the regions or feel isolated as a Christian in their organisation are able to meet virtually and still have a sense of being part of a group ■



■ Strategic Direction 2021-2025

The early stages of our 5 year strategy concentrate on building a strong base through increasing our times of prayer, updating our governance policies, developing our financial management and rebranding.

Our initiative in the Diversity and Inclusion area, Faith Friendly Workplaces, is gradually gathering momentum.

Once we have strengthened our base, we will focus on growth. This will include

- ⊙ increasing our Ambassador team across the UK, especially Scotland and Wales
- ⊙ developing relationships across workplace mission and established churches
- ⊙ reaching out through our social media communities.

■ Christian Workplace Groups

We record the details of our groups and how they are growing and developing.

During the year we added 42 new groups. It has been more challenging for Ambassadors to keep in touch with groups many of whom are meeting virtually. The groups are at different stages of development depending on how well established they are in the life of the organisation they are part of.

This varies from Level 1 where we may know of only one individual Christian within an organisation through to Level 6 where the group is well established and highly regarded by the organisation.

At the end of this year the number of groups at different stages of development was as follows:

- ⊙ **Level 1:** individual (82 individuals)
- ⊙ **Level 2:** initial contact (53 groups)
- ⊙ **Level 3:** early formation (125 groups)
- ⊙ **Level 4:** organisational acceptance (148 groups)
- ⊙ **Level 5:** formal integration (69 groups)
- ⊙ **Level 6:** organisational celebration (65 groups).

This gives us a total of 460 formed groups and 82 potential future groups (i.e. those organisations where we just know of one individual Christian at the moment).

Three groups, Bromley Council / Oxleas NHS Foundation Trust, L+Q Housing Association London & Airbus Portsmouth were put into Level 0 (i.e. former group) as they had folded.

We assess the 'health' of our groups according to a number of criteria - for example, whether they are meeting regularly, looking outwards as a group, developing new leaders.

We are still completing our assessment across all groups, but we estimate that 90 groups are 'flourishing', 125 are 'improving', 50 are 'struggling' and 66 are 'failing'. This rough analysis helps us to know which groups need more help and where we need to focus our support ■



■ Christian Professional and Sector Groups

We added eight new Christian Professional and Sector Groups (CPSGs) during the year:

- ⊙ Christian Healthcare Professionals Network
- ⊙ Christians in Care
- ⊙ Christians in Engineering
- ⊙ Festive - Further Education Colleges
- ⊙ Heaven in Healthcare
- ⊙ HR Christian Network
- ⊙ Local Authorities Christian Network
- ⊙ NHS Christian Network

We have introduced a website portal for the CPSGs called Christian-professionals.net. This includes a CPSG audio prayer page resulting from the Thy Kingdom Come initiative.

There are 13 audio prayers from CPSG leaders and 11 online Zoom prayers from CPSG leaders. A core team has emerged who join in the weekly Tuesday lunchtime 30 minutes' prayer calls. In addition a WhatsApp group continues to be a strength of encouragement and communication across the CPSG leadership ■

Christian-Professionals.org

We gradually improved our website thanks to a new volunteer Sam Porter who joined us in March 2022. He helped to create www.christian-professionals.org, a portal of CPSG logos in sectors (e.g. healthcare and media) that link directly to their websites ■



■ Christian Workplace Ministries

Christian Workplace Ministries (CWM) include chaplains to the workplace, business and entrepreneurial groups as well as larger ministries that seek to support workplace Christians that aren't CWGs or CPSGs.

We are looking to find someone who can manage this CWM database going forward. We added six new Christian Workplace Ministries during the year:

- ⦿ Word on the Street
- ⦿ Pray4 NHS SE Scotland
- ⦿ Moorgate Talks
- ⦿ Aldersgate Talks
- ⦿ Christian Businesses In Kent (CBiK)
- ⦿ City Bible Forum.

■ Transform Work Team

■ Ambassadors

Eight new ambassadors joined the Transform Work Team during this year, whilst other ambassadors had changes in role. We were sorry to see Rick Pearl leave us due to family commitments but thankful for the 7 years he volunteered with us, supporting groups in Wales which he was able to hand over to Bernadette Sam-King.

- ⊙ **Lee Higson**, former Ambassador for Bolton, went back into the Oil and Gas Industry where he now supports CWGs in Oil and Gas organisations.
- ⊙ **Grace Gillen** moved jobs from Local Authority to the NHS and so moved sideways from the Local Authority Christian Network (LACN) into the NHS Christian Network.
- ⊙ Two new ambassadors known to the LACN - **Paul Mew** and **Velma Dean** who officially joined the Ambassador Team in May 2022.
- ⊙ **Brian Raj** joined in June 2022 to support groups on Canary Wharf.
- ⊙ **Sue White** and **Alan Bowden** both took retirement from the Department for Education where they were part of the Christian Staff Network. They joined the Ambassador team in July

2022 to create a strong team of three with **Carol Porter** to support CWGs in different Government department groups.

- ⊙ **Stephen Doel** joined our Ambassador team in August 2022 with the remit of connecting, equipping and supporting workplace Christians in Cambridge.
- ⊙ **Alexander Keen** had started a CWG in his local authority but left soon after to become ordained. Still committed to workplace ministry having become a curate in the Midlands, Alex joined us in the summer of 2022. This coincided with Steve Bavington from Chaplaincy Plus leaving his role and enabled a successful handover supporting the CWGs that had been overseen by Chaplaincy Plus.

Our monthly zoom call to support Ambassadors was proving difficult for quite a number to join, so towards the end of the year we decided to introduce a new approach with Ambassadors meeting instead in four smaller groups of six Ambassadors based on common interests ■



■ Associates

On 25th January 2023 Joe Cleave presented the Faith Literacy material at a hybrid meeting held at the Christian Medical Fellowship offices. Even though delegates were low in number we had people join us from the United States. We had a good edifying discussion where people were able to voice their concerns and receive responses from Joe, Ros and Julian too. During the year the material started to be used in a few workplaces as momentum built with great feedback ■

■ The Office

Amy Styles, Graphic Design, left us to get a full time position

Natalie Mensa, Graphic Designer volunteer

Rafik Massih, IT, volunteer

Sam Porter, Website Developer volunteer

Poornima Whomsley, Partnership and Strategic work volunteer

Rio Summers, Branding based in Spain, contract worker.

Rashmi Horo, Finance Officer 3 hours a week employed from May 2022

Ali Loaker, Administration, 1.5 days a week, contractor, from November 2022

Ros Loaker, Chief Executive Officer, 3 days a week employed



■ Prayer

■ Pastoral Support

Femi Idowu continued to serve workplace individuals with 1-2-1 pastoral care as well as producing Wisdom for Work edifying weekly sound bites ■

■ Jesus to be revealed

We introduced two corporate days of prayer and fasting. This year these were at the start of Lent, Wednesday 2nd March and the beginning of Advent, November 28th 2022 ■

■ Eternal Wall of Answered Prayer

Transform Work started partnering with this organisation to galvanise workplace answered prayer to feature on the Eternal Wall ■

■ Thy Kingdom Come

We are aligning our workplace material to support the updated themes of Thy Kingdom Come, the global wave of prayer at Pentecost. This year we increased the contribution from the professional sector groups who led prayers using pre-recorded videos.

The longer term aim is to use these resources to establish workplace prayer groups that continue beyond the eleven days of Thy Kingdom Come ■

■ Strategic Prayer Lead

We wanted to increase our prayer opportunities together as a team and prayed for someone who could coordinate prayer support. Instead of one person, God has given us a team of three Transform Work prayer champions, each wanting to train up workplace Christians in different aspects of prayer.

In January 2023 Dave MacFarlane led the first of many cohorts training up first our Ambassador team on how to hear from God in our workplaces for our workplaces.

We also began talking with Lloyd van Vuuren from Concert of Prayer about training workplace leaders in corporate prayer and Anne De Leyser from Local House of Prayer to train people in how to use 'blessing prayers' for our workplaces and organisations ■



■ Faith friendly workplaces

God has placed the vision for Faith Friendly Workplaces on Dave Law's heart and with support from his Equality, Diversity and Inclusion management in his organisation, Thames Water, he has run with this vision supported by Transform Work.

In the space of a year Dave has been instrumental in bringing together 35 organisations, thanks to the connections within Transform Work. A steering group was formed containing eight of the organisations. They began to host larger open meetings with keynote speakers such as the Director of the Multi-Faith Centre, University of Derby and another meeting discussed the topic of Sikhism in the workplace. At the end of 2022 the steering group agreed to work with the Multi-Faith Centre to research a potential kite mark for faith in the workplace ■



■ Improving the way we work

■ Marketing & Branding

Our rebrand progressed well with the support of our contracted graphic designer Rio Summers and our web site provider Hubb church. We brought together a diverse group of Transform Work supporters and gained their input to determine how we should express our identity more clearly. Following this input, we chose new colours, fonts and logo, and these are reflected in this Annual Report.

We began to upgrade our booklets, restructure our website and make the transition to a global identity through changing our name from 'Transform Work UK' to simply 'Transform Work'. Our target is to launch the rebrand in May 2023. The rebrand will provide a more professional and contemporary image to help us communicate more effectively ■



■ Finances

■ Fundraising

We are exploring opportunities to build on our foundation of regular donors with whom we share our strategy and development successes every 6 months. This is important to our growth as we seek to develop our Ambassador team across the U.K. to a target of 72 Ambassadors supporting 1000 workplace groups.

Our particular area of focus is building relationships with large funders, Christian CEOs, churches and our wider followers on social media.

We are also considering the potential of a membership model provided this empowers our mission rather than acts as a constraint ■

■ VIP Connections

We have developed opportunities for positive engagement with those who financially give towards the ministry of Transform Work (our VIPs), providing regular updates to outline our goals and objectives and share financial information in a spirit of gratitude and accountability. This included our hybrid Celebration and Annual General Meeting on 26 October 2022 where we thanked our VIPs for their contribution to the past and also into the future and encouraged them to share about Transform Work with their friends and ask them if they would give financially towards this work. We spent time together praising and thanking God for sustaining this ministry and also now for lifting off into the coming expansion.

See www.youtube.com/playlist?list=PL5y-8vYmDbR0qhtkpd2egQWuwweyI04zw0

A handwritten signature in black ink that reads "Ros Loaker".

Ros Loaker

CEO, Transform Work

October 2023

A handwritten signature in black ink that reads "Julian Shellard".

Julian Shellard

Chair of the Board, Transform Work

October 2023



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