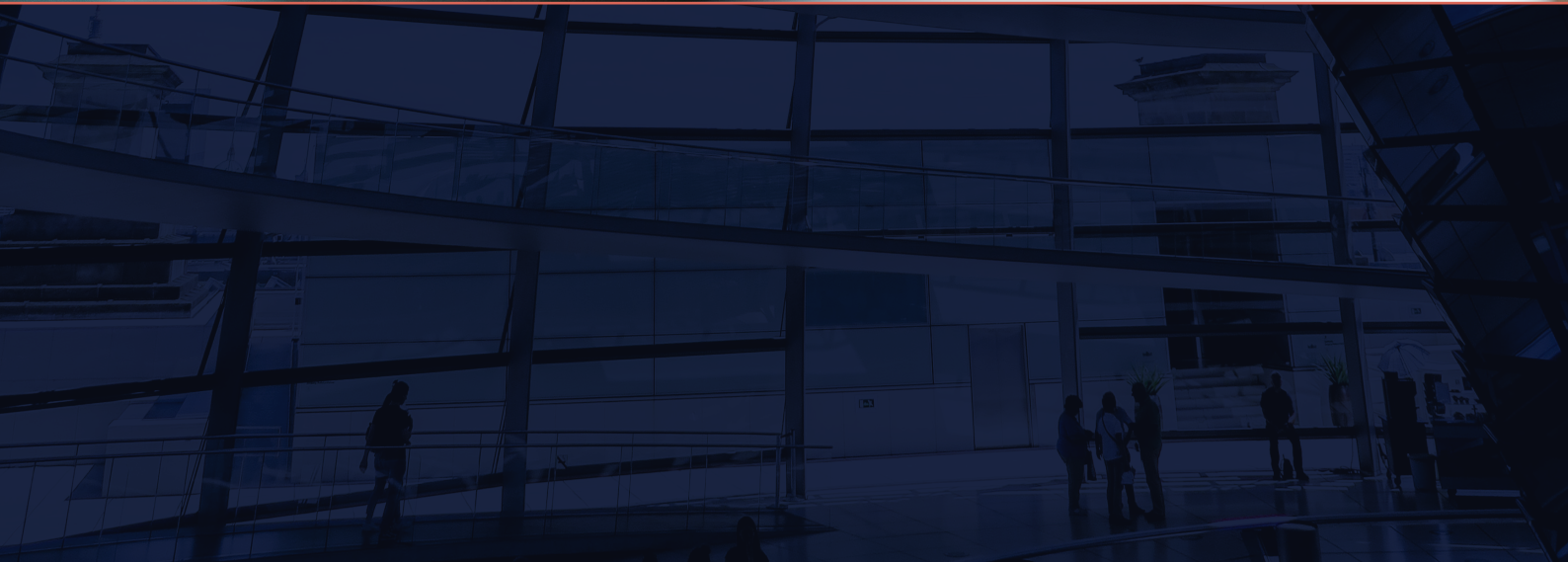


 transformwork

# Annual Report

1st February 2023 - 31st January 2024



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## ■ We Give Thanks...

Every year our small yet passionate, faith-filled, dedicated team - mostly of volunteers - goes over and above to connect, support and equip Christians to empower them to transform their workplaces in Jesus' name. And this year has been the fullest yet with even greater growth and impact. We have felt stretched and yet at the same time have experienced the Lord's favour. So right at the start of this Annual Report, we want to stop and give thanks to JESUS.

*LORD we thank you for sustaining us as your workplace ministry for another year. You said to drop the UK from our name and in obedience we became Transform Work on Feb 1st 2023. We couldn't see how we would grow internationally but during this year You, Father, have connected us in ways we couldn't have dreamed or imagined.*

*Through our regular prayer and fasting meetings we cried out to you, The Lord of the Harvest, to send us workers and each of our teams - operations, board, associates and ambassadors - has expanded.*

*The Christian Professional and Sector Groups have grown in number and forged deeper connections.*

*Many of the Christian Workplace Groups have experienced a greater impact and influence, sharing their faith within their organisations.*

*Some of our group leaders were invited to share stories of the impact of their groups in promoting faith friendly employment cultural change at No. 10 Downing Street and in the Palace of Westminster.*

*You, Holy Spirit, gave us so much JOY when in September we gathered friends from across our movement to celebrate our 20th Birthday on the land of the Eternal Wall of Answered Prayer (how prophetic)! And then we heard about a possible grant funding opportunity to develop our work in Scotland, and by the end of November we were awarded the grant - all in under 3 months!*

*Surely this is The Lord's doing and we give you thanks and praise in Jesus' name, Amen ■*



## ■ Our Mission

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 and help develop Christian Workplace Groups (CWGs) across the public sector and many industries in the private sector throughout the UK. We also support and connect Christian Professional and Sector Groups (CPSGs) who represent a host of professions such as finance, transport and government. We have a team of Associates with specialist skills who can offer specific expertise to Christians at work. Although we currently operate mainly within England, we are growing in Wales and Scotland and we have an increasing number of international connections with similar groups ■







## ■ Strategic Direction 2021-2025

The initial stages of our 5 year strategy are building a strong foundation based on updated governance, stabilised finances, a comprehensive marketing rebrand and integrating regular prayer into all our activities.

Our commitment to Diversity, Equality and Inclusion has developed strongly into a joint initiative with other international partners, and has included engagement with an All-Party Parliamentary Group.

We are now going for growth, seeking to significantly increase the number of CWGs and deepen the support we give to them.

We aim to:

- ⊙ grow the Ambassador team and deepen both their maturity and capability
- ⊙ extend our reach across the British Isles, with an initial focus on Scotland
- ⊙ partner with other international missions to develop in other countries
- ⊙ develop our relationships with churches, encouraging them to acknowledge the importance of workplace missional discipleship.

To achieve this we need to increase our financial support both from regular givers and other sources including trusts and Christian businesses ■



## ■ Christian Workplace Groups

We are now supporting 476 groups and 92 individuals seeking to start new groups. This year, we have helped to start 24 new groups. It remains more challenging for Ambassadors to keep in touch with groups as many now meet virtually in a hybrid working environment.

The groups are at different stages of development depending on how well established they are in their organisation. This ranges from Level 1 where we 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 (92 individuals)
- ⊙ **Level 2:** initial contact (52 groups)
- ⊙ **Level 3:** early formation (135 groups)
- ⊙ **Level 4:** organisational acceptance (152 groups)
- ⊙ **Level 5:** formal integration (67 groups)
- ⊙ **Level 6:** organisational celebration (70 groups)

Two groups have closed.

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. Of those we have assessed, 104 groups are 'flourishing', 177 are 'improving', 66 are 'struggling' and 75 are 'failing'. This analysis helps us to know which groups need more help and where we need to focus our support ■



## ■ Christian Professional and Sector Groups

We are now supporting 58 Christian Professional and Sector Groups (CPSGs), and helped to form 5 new CPSGs this year whilst adding two established Healthcare groups:

- ⊙ Healthcare Christian Fellowship (Great Britain + Ireland)
- ⊙ Healthcare Christians Fellowship Switzerland - Chrétiens Au Service de la Santé
- ⊙ Christian Rail
- ⊙ Finance and Insurance Christian Network
- ⊙ Christians In Security
- ⊙ Christians in Health and safety
- ⊙ Christians in Events.
- ⊙ The CPSG website portal christian-professionals.net, continues to develop and grow
- ⊙ A core team has emerged who join in the weekly Tuesday lunchtime 30 minutes' prayer calls
- ⊙ A WhatsApp group continues to be a strength of encouragement and communication to the CPSG leadership
- ⊙ In February we organised a retreat for CPSG leaders at Ffald-y-Brenin. 16 people attended from 9 sectors
- ⊙ In March we held our first hybrid annual CPSG leaders' meeting in London. This was well attended with keynote speakers Dr Jonathan Oloyede, National Day of Prayer and Worship, and Anne de Leyser, Director of Ffald-y-Brenin and Local Houses of Prayer.
- ⊙ We have jointly produced a postcard, designed by LICC, to distribute through the CPSGs, student ministries and local churches to encourage Christians to join their relevant CPSG.

We assess the 'health' of these groups also according to a number of criteria - for example, whether they are meeting the needs of their members, are outwardly focused, engaging with their professional body, reaching out to new members, students and graduates and developing new leaders. Of those we have assessed, 21 groups are 'flourishing', 17 are 'improving', 12 are 'struggling' and 8 are 'failing'. Again, this analysis helps us to know which groups need more help and where we need to focus our support.

We are encouraging the CPSGs to share their resources for maximum impact, collaborating at key Church events, Christian media and other online activities. Please join us in praying for an Ambassador for the CPSGs to facilitate and coordinate their activities during 2024 ■



## ■ 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.

This year we have added four new ministries to our database of 88 workplace ministries:

- ⊙ The Catholic Union of Great Britain
- ⊙ BizMin
- ⊙ God and Work Netherlands
- ⊙ Work With God

We are aware of the potential to collaborate with these ministries and are looking for someone to manage this database and identify how we can work effectively in partnership with them ■





## ■ Transform Work Team & Events

### ■ Ambassadors

We now have 22 Ambassadors, with four new ambassadors joining us this year:

- ⊙ **Ridgely Johnson**, South England
- ⊙ **Brad McLaughlin**, Finance & Insurance Christian Network
- ⊙ **Bently Eapen**, North East of England region and Consumer Packaged Goods Sector
- ⊙ **Moyin Olu Davies**, Greater Manchester

We have established four Ambassador 'hubs' as part of our strategy to develop a team of 72 Ambassadors with 12 hub leaders across the British Isles.

Here are a couple of stories of how our workplace groups and CPSPGs have been making an impact in their organisations, equipping and mobilising frontline Christians at work. ■

### ■ Testimonies

#### BAE Systems Christian Group Leader - Brian Forbes

In the Spring of 2020 I had a sense of being called to bring more of God to my workplace, including a form of pastoral care. In early 2021, I approached Diversity, Equality and Inclusion (DE&I) within the company to ask if they had a Christian group. They said no and invited me to start one. That same week, another couple of people and I started to meet virtually to pray for what God wanted us to do for Him in our workplace. We spoke blessings over the company and its sites and employees.

Within DE&I, we fitted into an Employee Resource Group (ERG) for cultural and ethnic diversity called Embrace which includes other faith sub-groups. We are represented on the Embrace steering group.

The support from DE&I and Embrace has been ever-increasing and is tremendous. The support that we are receiving from the company is getting better and better. There is increasing focus on not just evolving and improving what is offered through DE&I in the UK, the strategy is to replicate the growth in the company's home markets overseas.

The Group has grown from a few of us to over 80 people mainly in the UK and every week it keeps growing. We have people connecting with us too from as far away as Malaysia and Australia. One of the beautiful things about the Group is that it is diverse with people from all different church backgrounds and stages of faith. There is great joy in seeing something grow that is non-denominational and united by the One Holy Spirit.

As well as continually meeting weekly to pray, we started to offer virtual lunch and learns and webinars. Those have significantly increased in number and broadened in topic. When we started, we ran a couple a year but in 2024 we are proposing to run nine. They are growing quickly, in some cases a 400% increase compared to the previous webinar and most of that increase is people not connected with the Group before. And we are getting into the practical application and relevance today of the Christian Faith in many of these sessions, for example, one is on healing, another is on our identity. We are getting growing interest in our talks from people who are not connected to the Group yet and the feedback is very positive.

As well as virtual talks, we have started talks in-person from 2023. We have twice given talks on our faith to cohorts of 80 young apprentices in one part of the company and we have been invited back. The wheels are in motion for us to give talks this year, 2024, to the new apprentice intake of 900 young people in another part of the company and another 900 already on the apprentice scheme there. We share the basic Gospel message and our faith in a relational and authentic way.

In 2024 chaplaincy re-started in a couple of parts of the company after a long break. This is an impartial listening ear and pastoral care service sitting alongside other employee health and well-being services. We are in talks to support the development and improvement of this including the expansion to other sites. The feedback from this has also been very positive.



Here are some key pointers based on our experience:

- ⦿ Listen to the Lord and obey Him, be patient, don't go ahead of Him
- ⦿ Don't limit the Lord
- ⦿ Pray lots and big and be expectant
- ⦿ Make the most of every opportunity
- ⦿ Be bold
- ⦿ Share the Gospel and aspects of the Christian faith explaining their importance and why this is relevant to everyone today.

### Lucy Honeysett, Lead Coordinator for Christians in Care

Christians in Care is a new network that launched in the summer of 2023. Our prayer is that we connect with Christians working in the care sector across the UK,

### ■ Associates

Associates are people who are able to give their time and expertise free to our groups to support and equip workplace Christians to fulfil their calling. Dave Law and David MacFarlane initially joined the Transform Work Team as Ambassadors. They sensed God calling them to work in a different capacity with Transform Work and thus during the year they have both become Associates and joined the existing team.

together encouraging and inspiring one another to live and speak for Jesus. We're now connected with almost a hundred carers and meet monthly online. We have active WhatsApp groups with regular prayer requests, Bible encouragements, and worship songs to dance around the kitchen to! It's a joy to encourage Christian carers who are at risk of feeling forgotten and yet day and night provide compassionate care and support to the most vulnerable in society and convey our Father's heart as they care.

Ros from Transform Work has been a wonderful source of encouragement, advice, wisdom and prayerful support. The weekly prayer times with Ros and fellow CPSGs leaders have been invaluable and we enjoyed a face to face meeting in March which was a real blessing. Thank you TW for walking with us as we all seek to shine bright for Jesus in every line of work He's given us ■

The team now comprises:

- ⦿ **Joe Clease**, Faith Literacy and Diversity & Inclusion Specialist
- ⦿ **Jeremiah Igunnubole**, Workplace Advocacy in defence of freedom of speech and religion
- ⦿ **Dave Law**, Faith Friendly Workplaces
- ⦿ **David MacFarlane**, Strategist and Coach, Hearing God's Voice
- ⦿ **Andy Moore**, Apologetics and keynote speaker for workplace events
- ⦿ **Collin Seale**, Workplace Discipleship & Faith Sharing
- ⦿ **Lyndsey Seale**, Workplace Discipleship & Faith Sharing



### ■ Operations Team

We have a small remunerated Operations Team including our CEO:

- ⦿ **Ros Loaker**, Chief Executive Officer, employed 3 days a week
- ⦿ **Ali Loaker**, Transform Work Administrator, contracted 1.5 days a week
- ⦿ **Rashmi Horo**, Finance Officer, employed 3 hours a week.

In addition, we have excellent volunteers:

- ⦿ **Emma Mew**, Transform Work Retreat Coordinator
- ⦿ **Poornima Whomsley**, Partnership and Strategic work
- ⦿ **Rafik Massih**, IT

We are keen to grow our office team to support our Ambassadors more effectively.

We also contracted with Rio Summers as a graphic designer to lead our rebrand.

### ■ Board

- ⦿ **Julian Shellard**, Chair of the Board of Trustees
- ⦿ **Mal Shaw**, Trustee Director
- ⦿ **Ofonimeh Abudu**, Trustee Director
- ⦿ **Ros Loaker**, Chief Executive Officer
- ⦿ **Stephen Doel**, Trustee Director
- ⦿ **Steve Matthews**, Trustee Director

### ■ Project and Events Manager

We are keen to employ a Project and Events Manager to release the CEO from organising events. Emma Mew volunteered to coordinate the Transform Work retreat at Ffald-y-Brenin, Wales, and this proved highly successful. We are seeking financial support for a part-time role ■





## ■ Kickstart Scotland

We received a generous grant of £10,000 from the Haldane Trust to kickstart our mission in Scotland and at year end were recruiting a paid Lead Ambassador for 2 days a week for a year. We plan to build a sustainable base for our work in Scotland, starting by developing Scottish networks of CWGs in the University, Local Authority and Energy sectors ■

## ■ 20 Year Celebration

On Saturday 30th September we met to give thanks to the Lord for the ministry of Transform Work. It was a privilege to be asked to host our celebration on the land where the Eternal Wall of Answered Prayer will be built. What an amazing opportunity to sow prayers for the workplace and be on the actual land (an open field) before the wall is built. At the time we did not know we were the first organisation to do this - forever pioneering!

We heard Richard Gamble's amazing testimony of how the Lord has led him in this initiative. Dr Jonathan Oloyede, Director of the National Day of Prayer and Worship, gave an inspiring and

challenging talk about how important it is for Christians to multiply, based on Deuteronomy 1:11. We had an inspirational celebration to help galvanise our future vision ■

## ■ Team Day

We held a hybrid Team Day on 25 November, the first time since November 2019 to connect with most of the team in person, celebrate in worship and share testimonies. 23 attended, a significant increase from the previous attendance of 16 in 2019. A huge thank you to Ann Cheung, our North West Ambassador, for excellently facilitating the 3 workshops: An Engaging Vision, Being Equipped and Empowered and Building for the Future. We look forward to building on this at our next Team Day in November 2024. Special thanks to the Evangelical Alliance London Office for their hospitality ■



## ■ International Connections

### ■ Vision For Work Europe Retreat

[Faith and Work Movement Global](#) organised a European retreat from 14-16th July to explore God's vision for work and to connect with like-minded leaders. Ros Loaker was a keynote speaker and contributed to a panel discussion alongside Dr. David Miller & Marie Vandermuelen. Carol Porter, our Ambassador for National Government

Groups, also attended. She met a group leader from Switzerland whom she had been coaching in setting up and leading a CWG in the Swiss national government. 30 people attended who were already passionate about workplace ministry in their organisations and great testimonies were shared ■

### ■ Exploring International Connections

We continue to be in touch with like minded organisations such as Corporate Christ in India, Transform Work Italy and Faith & Work Movement Global based in the USA. Since the summer retreat, Transform Work and Faith & Work Movement have jointly run a number of workplace gatherings in London including a meeting in the House of Lords in January to encourage Christians in Technology hosted by Lord Wei.

that has identified those in the workplace as a hard to reach people group. In their research they came across Transform Work. They have 40 offices across Europe with staff who can speak the native language and know workers in those countries. Could this be part of the Lord's strategy to connect, equip and support workplace Christians in other nations? Please pray for wisdom and discernment as we continue to meet and discuss ■

In November we received an enquiry from a well known mission organisation





## ■ Prayer

### ■ Thursdays 7:30am

During lockdown our Board began to meet weekly to pray. During this year we decided to open up these dedicated times of prayer not only to our team but

any who value this ministry. We have seen much fruit as a result of taking time to rest and intercede together. You are welcome to join us ■

### ■ Jesus to be Revealed

We continued with our two corporate days of prayer and fasting. This year these were at the start of Lent in February and the beginning of Advent in November, with those leading from our prayer initiatives. Online prayer

meetings were arranged during each of these weeks where we prayed for specific sectors and were joined by representatives of several CWGs and CPSGs as well as our donors and volunteers ■

### ■ Eternal Wall of Answered Prayer

Transform Work started partnering with Eternal Wall to galvanise workplace answered prayer to feature on the Eternal Wall. In the words of Founder Richard Gamble,

*"I can build this wall of a million bricks, but we need your help, we need your workplace answered prayers. So that when someone comes on this site from the police, or insurance or dentistry and sees*

*an answered prayer in their profession or sector, it could be life changing for them. Visit our website and please add your testimony."*

[Testimony - Eternal Wall of Answered Prayer](#) ■



### ■ Thy Kingdom Come

We have continued to develop workplace resources to support this global prayer mission outreach during the period from Ascension through to Pentecost. We received good feedback from the workplace prayer journal and are exploring opportunities for foreign translations, and to make church leaders more aware of these resources for their congregations. This year we increased the contribution from the CPSGs who led prayers using pre-recorded videos

as well as online lunchtime sector-led prayer meetings. Ros Loaker and Ali Loaker attended the international launch event in London where Transform Work was highlighted through the Defence Christian Network's contribution in the meeting.

The longer term aim is to use these resources to establish workplace prayer groups that last 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 some of our Ambassador team on how Christians can more clearly hear from God about the opportunities in our workplaces.

We also engaged with Lloyd van Vuuren from Concert of Prayer about training workplace leaders in corporate prayer. With Lloyd's help we trialled a "Corporate Prayer Academy", seeing 6-10 people from CWGs participate in online training sessions to learn how to lead others in corporate prayer, specifically in a workplace context. Our ambition is to support these trained leaders to equip others in expanding the Corporate Prayer Academy programme. We also worked with Anne de Leyser from Local House of Prayer to develop training in how to take our place as part of the Royal Priesthood to speak blessings over our workplaces and organisations. ■





## ■ Faith friendly workplaces

We are proud of the role that Transform Work is playing in developing faith friendly workplaces in the UK. As mentioned in our report last year, God has placed the vision for Faith Friendly Workplaces (FFW) on Dave Law's heart and with support from his Equality, Diversity and Inclusion management in his organisation, Thames Water, he has pioneered this vision supported by Transform Work. Currently, three of the top five faith friendly workplaces in the UK are led by Transform Work Ambassadors. [The Faith Friendly Workplaces initiative](#) led by Dave now covers 35 organisations and has increasingly grown in terms of reach and engagement. There were three standout developments this year:

1. Engagement with the [All Party Parliament Group \(APPG\) on International Freedom of Religion or Belief](#). This included a Call for Action Report published in November.
2. No.10 Downing Street engagement. A workplace faith summit was held in July at the Prime Minister's Office chaired by John Glen, Chief Secretary to the Treasury. Transform Work representatives took part and other attendees included executives from Rolls-Royce, NHS, Google, OVO Energy, Salesforce, Baringa, American Express, and NATS, sharing how they are embracing faith in the workplace. A key point expressed
3. The first UK national conference on faith and belief at work that took place in London in March 2024. Partnering with the [Religious Freedom & Business Foundation, Multifaith Centre, University of Derby, Baringa, Good Faith Partnership](#) and other stakeholders, Dave and FFW Initiative members played a key role in helping to organise this conference, and in launching [Faith at Work UK](#).

was that a person's beliefs are an asset with bottom line benefits and an opportunity to be grasped rather than missed.



## ■ Improving the way we work

### ■ Marketing & Branding

In May we completed our rebranding with the help of graphic designer Rio Summers and our web site provider Hubb Church. The rebrand includes new fonts, colours, restructured website, and a new logo signifying growth through collaboration.

Key aspects include a standard professional look and feel, and easier

access to resources for workplace groups. This coincides with the move to a more global focus with our new name of Transform Work.

We have begun to use the power of our rebranding on social media, with branded T shirts and are starting to apply for grants from large funders.



## ■ Finances

### ■ Fundraising

As a result of inviting our VIPs to join us for our 20 year celebration in September, Ruth Walker, a faithful friend and supporter of Transform Work, responded by encouraging us to apply for grant funding from the Haldane Trust. On November 8th we submitted our application and received an email on November 27th to let us know the committee has approved the £10K award to kickstart a Scottish Lead Ambassador.

*"If I can say your application was one of the best I've seen - and I've seen over 15,000 in my career! It was first rate." Haldane Trust*

We are aiming to grow 3 new Scottish networks in the University, Local Authority and Energy sectors and within each to grow 10 new CWGs discipling approximately 300 workplace Christians. This is a pioneering initiative and the role includes finding donors to provide

### ■ Are you one of our VIPs?

We are keen to find ways to increase our regular monthly giving. If you are reading this report and are not yet a financial supporter, please do not hesitate to get in touch or simply donate online at [www.transformwork.net/donate](http://www.transformwork.net/donate) to become one of our VIPs. It was a privilege to connect 1-2-1 with our VIPs

ongoing support.

We have carried out a review of potential grant funders, identifying a number of trusts funding Christian ministry projects who may become future funders. We will review our plans and bid for funding where appropriate.

Alongside this we are seeking to develop new channels of funding through social media outreach, and creating a 'value proposition' with our Christian Workplace Groups. We are excited about the opportunities open to us. In order to grow into the vision God has given us we recognise the need to actively request funds. This is a cultural change for us.

We are so thankful for the continued regular giving of our VIPs which sustains this ministry. We couldn't do it without them ■

during the year, sending special progress reports and invitations to our 20 Year Celebration and our Annual VIP Online Event. The VIP events give space for supporters to ask questions and interact with our Board and core team. Ideally to keep growing we need an extra £1000 a month from regular donations ■



## ■ Finally

As you have read this annual report, you will have seen that we have been laying firm foundations as an organisation, but the real work is to continue to build and establish workplace groups. For this we now need to invest in our amazing team of volunteer ambassadors like never before.

We sensed the Lord speaking to us in 2018 through Mark 6:39-44. Before Jesus performed the miracle of the feeding of the five thousand, *"He got the people to sit down in groups of hundreds and fifties"*. The message was clear - Transform Work, you need to get your structure right first so you will be able to steward the miracle that is coming through the workplace.

More than ever we need to make sure the workplace groups within our family are able to hold the miracle that is

coming, to disciple those the Father gives them. It is time to press forward to reach our goal of the 72 ambassadors who will be commissioned into their role to see men and women, through workplace missional communities, equipped to make disciples and transform their workplaces and change nations in Jesus' name. We know that *"with God all things are possible"* (Matthew 19:26). Please pray with us and join us in this exciting mission! ■





*Ros Loaker*

*Julian Shellard*

**Ros Loaker**

**Julian Shellard**

**Chief Executive Officer**

**Chair of the Board**

Transform Work

Transform Work

April 2024

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Transform Work, 8 Marshalsea Road, London, SE1 1HL • Registered Charity No. 1120053 •  
Company No. 620386

✉: [office@transformwork.net](mailto:office@transformwork.net) • 🌐: [www.transformwork.net](http://www.transformwork.net)

