

**Our Aim:** To develop Faith at Work in Worcestershire (FWW) as a volunteer led charity supporting the Church's mission in the economy, through workplace chaplaincy across Worcestershire.

## The Context

- ◆ Over 50 years FWW has supported the church in mission in the workplace
- ◆ Increasing costs, but fewer financial resources
- ◆ Need for chaplaincy continues to grow

## Key Elements of the Plan



Become a 100% volunteer organisation

Develop local chaplaincy leadership roles

Develop new volunteer supporting roles

Review the charity structure & recruit new trustees

Plan now for a measured & smooth transition over 2 years

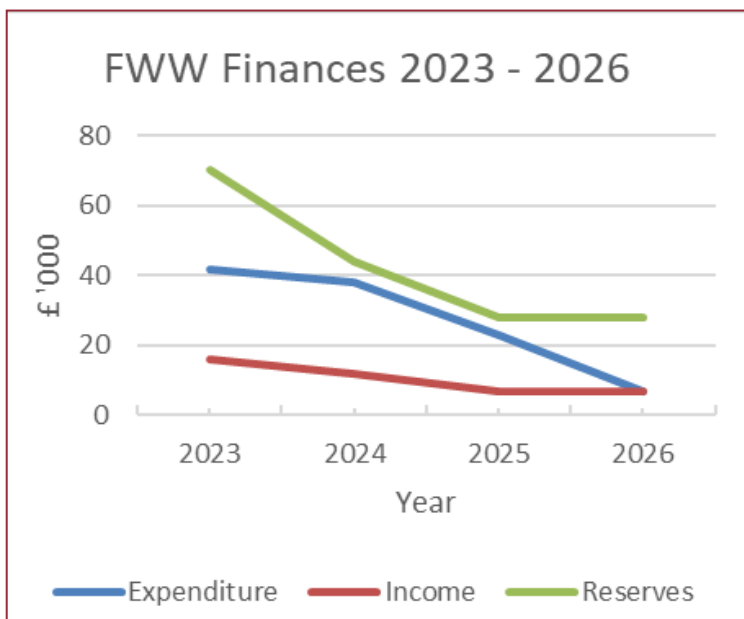
## New Volunteer Roles

Volunteers are already at the heart of FWW, as chaplains and trustees. In the future other tasks, currently undertaken by staff, will need to be taken on by new volunteers, including

- training
- publicity
- bookkeeping
- maintaining the website
- database management
- communications
- chaplaincy development

## Reforming our finances

Over the past 5 years 86% of FWW's funding has come in the form of grants from our denominational partners and others. This has included grants from Kidderminster Industrial Chaplaincy (KIC), a legacy fund from the origins of Industrial Mission in the 1970s in the carpet industry of the town. In 2021 the KIC trustees closed the charity and transferred their remaining capital to FWW for the continued support of mission in the economy through chaplaincy across the county.



With increasing pressure on central church budgets this model has to change. With the KIC fund as reserves we are able to plan for a measured transition to a much lower cost, sustainable charity.

84% of our annual expenditure is to maintain the small FWW office at Top Barn Business Centre, and employ two part-time staff – Dick and Alison. Both are expected to retire during this transition phase and the plan will also see the office close in 2024.

Impact on budgets	
<b>Expenditure</b>	
2024	£38,000
2025	£22,600
2026 & beyond	£6,500

By January 2026 Reserves will stand at approximately £27,000, with a target income of £6,500, including much smaller grants from denominations, and with more than 50% raised through the Supporters of FWW and through gifts from individuals, congregations and others.

To read the more detailed FWW Development Plan for 2024-26, please go to [www.faithatwork.org.uk/about-us/devplan/](http://www.faithatwork.org.uk/about-us/devplan/)



Visit our website [www.faithatwork.org.uk](http://www.faithatwork.org.uk)

Facebook [@faithatworkworc](https://www.facebook.com/faithatworkworc)

email us at [enquiries@faithatwork.org.uk](mailto:enquiries@faithatwork.org.uk)

or call **01905 621 780** or **07946 655 450**

*All contacts are handled in confidence*

Registered charity, no. 1176881

14b Top Barn Business Centre, Worcester Road, Holt Heath, Worcester, WR6 6NH.