

ANNUAL REVIEW 2024-2025



Contents

About ChaplaincyPlus	3
Our Team	4
Our Network	
Network Groups	6
DrawBreath Conversations	9
Network events	11
Chair's Report	13
Finance Summary	15
Building for the Future	16
Pay it Forward	17

About ChaplaincyPlus

ChaplaincyPlus is an ecumenical community dedicated to supporting, equipping, and encouraging the faith of Christians in the workplace. Whether through one-on-one DrawBreath conversations, network group gatherings, workshops or events, ChaplaincyPlus helps Christians from all walks of life live out their calling and be a positive influence in their professions.

Our strategic objectives

*Listen

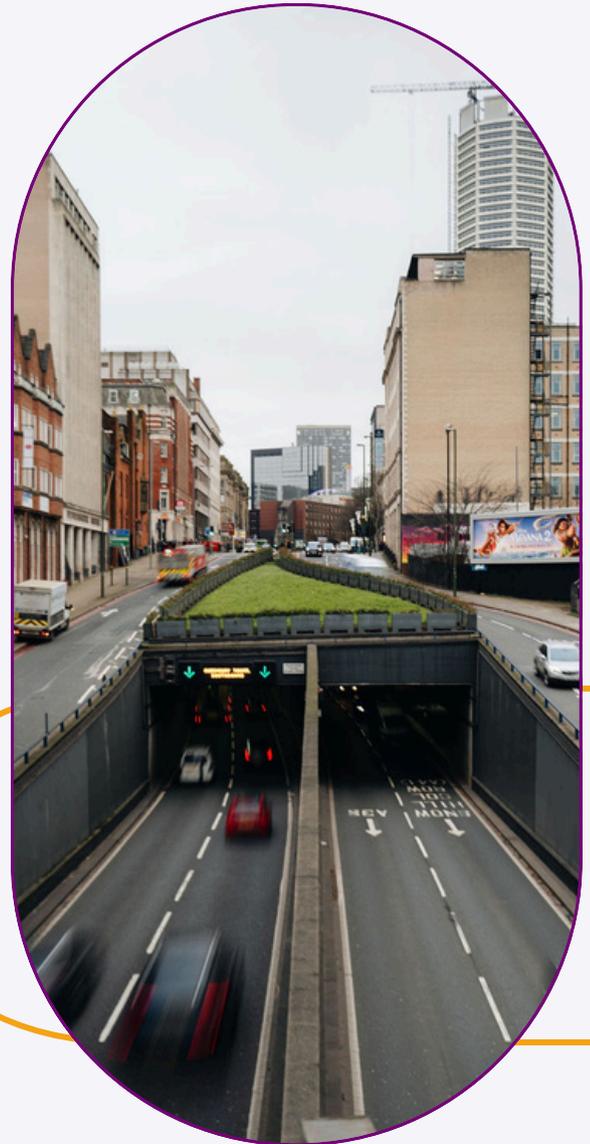
To provide a prayerful, pastoral support service to working individuals

*Build Community

To combat workplace isolation by building community

*Engage

To encourage engagement with and understanding of the Christian faith



Our Team

Staff



Jane Merson
Network
Support Manager



Sarah Thorpe
DrawBreath
Listening Coordinator



Reuben Williams
Belonging and Network Groups
Strategic Lead

Trustees



**Alan
Holdsworth**



**Sue
Iqbal**



**Victoria
Beddows**



**Ramin
Akhyani**



**Mike
Hibbs**

Our Network



Network Groups

CityDiscipleship

CityLegal

CitySustainability

CityVibes

CityWomen

New to the Workplace

Network Groups

CityDiscipleship

A space for men, with two small groups meeting every two weeks for intentional discipleship.



“

CityDiscipleship has been a safe place to be vulnerable and real with other Christians.

CityDiscipleship grew by **44%**

”

“

I am visually impaired and CityVibes allows me to connect with people my age... everyone is so helpful...

Average CityVibes event attendance grew by **29%**

”

CityVibes

CityVibes is a 20's, 30's and 40's Christian social network, creating a sense of belonging, building friendships, and growing in faith.



Network Groups

“

Many things don't have this longevity - I'm grateful for this space.

”

CityLegal

A group for anyone working in the legal profession, meeting weekly for encouragement, discussion, and prayer.

Average weekly attendance at CityLegal grew by **29%**



CityWomen

A group for Christian women working across Birmingham for friendships and encouragement to authentically live out faith in the workplace.

“

Being part of [this group] has helped me to be more confident in my Christian faith and be my authentic self more fully.



CityWomen launched **two** new discipleship groups ”

Network Groups

City Sustainability

CitySustainability is for anyone interested in the environment and sustainability, offering space to learn, share and pray with one another.



“

[CitySustainability] is a real meeting of minds that gives hope in what ordinary media makes a gloomy topic.

CitySustainability
grew by **29%**

”

New to the Workplace

Whether you've come through university, college, an apprenticeship, or an internship, this space is for you. A place to connect with others in the same season, share experiences, support one another, and explore how to build a life of faith and purpose in the workplace.



DrawBreath Conversations

These individual conversations remain at the heart of our work, giving space to name what's important at present, at work and beyond, allowing perspective and energies to be refreshed – and they are well used by our network, with honest conversation about both challenges and opportunities.

“

I've had a number of DrawBreath conversations over the years and they have always been extremely helpful in taking stock of where I am on my faith journey and in life.

”



Led by Sarah Thorpe, our DrawBreath Listening Coordinator, this year we have expanded our team of Listeners, welcoming two DrawBreath Listeners from the ChaplaincyPlus network, Mike Hibbs and Jenny Shone: both Mike and Jenny have benefitted from ChaplaincyPlus conversations over the years and are now

glad to offer a listening ear. Additionally, for the thirteenth year in a row, we offered an autumn *Retreat in Daily Working Life*, partnering with Manresa Link. This year, Claire Broadbent and Susan Winsor joined the Retreat Team, inviting the network to participate – and 17 people took part in the Retreat,

which fits around the demands of work and life over a six-week period. One participant valued: 'The discipline of intentionally setting aside time to pray, listen and reflect; space with the prayer guide to explore my reflections and being prompted to go deeper; and hearing from God in new and surprising ways.' It is heartening to see the network making such good use of the opportunity to make life-giving connections, connecting work and faith and life, offered by both our Retreat and our DrawBreath conversations.

Weekly Prayer and Encouragement

Each Wednesday morning, there is an open invitation to meet together online for prayer with the aim of offering support in our respective workplaces, as well as prayer for current workplace issues impacting the city and our nation. This time set aside has proved to be a real source of encouragement and an opportunity to ground oneself in prayer in the middle of the working week.

A total number of 112 DrawBreath conversations were had this year.



Network events



Carols for the Business Community

Birmingham Cathedral was packed out for the 2024 carol service. We were delighted to have The Rt Rev Dr Michael Volland share encouragement from Scriptures around 'the joy of the Lord is our strength'.



Partnership events

In Spring, we partnered with the London Institute for Contemporary Christianity (LICC) to explore together with 20 local church leaders and over 70 Christians in the workplace what it might look like if Jesus was to live our life.

Chair's Report

It has been an absolute privilege to serve as Chair of Trustees over the past 11 months, and on the Board of Trustees for five and a half years. During the last 12 months we have seen a great deal of change behind the scenes, preparing ChaplaincyPlus for what I believe will be an incredible new season. As we know, when a seed is planted in the ground a lot of work goes on unseen beneath the surface, before we finally see the green shoots emerge. The same can be said of buildings which rely upon solid foundations to ensure the structure remains standing when completed.

At ChaplaincyPlus, the foundations of our organisation are sustainable finance and strong governance. From a governance perspective, we welcomed Sue Iqbal and Ramin Akhyani to the Board in August last year, and Victoria Beddows is now approaching the end of her second year. We said goodbye to Kiki Alo, Demo Andu and Michelle Knight in January as they stepped down. It is my pleasure to now welcome Mike Hibbs as a trustee, bringing with him a wealth of HR experience. I am delighted with how we have grown as a team over the last 12 months and with the progress we have made in that time. Trustee vacancies remain for a treasurer and a secretary, which I am praying will be filled in the year ahead.



When it comes to sustainable finance, I was incredibly humbled by the generosity of our network in response to the end of year appeal, bringing in an additional £6,000 income. Much of this was through new or increased regular giving, which enables the trustees to plan well and make good financial decisions. As a result, we ended the year with a £3,000 deficit, which, although disappointing, represents a 'break even' position over the last three financial years (Sept 2022 – Aug 2025). As a Board we have been thinking a lot about our fundraising strategy and how we can bring more funds into the charity to enable us to grow our work.

If you were at either of our Team Nights this year or if we've interacted recently, you will have heard me say that I am hugely excited about the potential ChaplaincyPlus has, not just across Birmingham, but wider. As a charity we have seen growth across all our activities and have had some incredible feedback from our network members.



A particular highlight for me over this past year was seeing St Philip's Cathedral once again full (including the balconies!) for our annual 'Carols for the Business Community' event and to welcome the new Bishop of Birmingham as our speaker. I am already looking forward to this year's event on Wednesday 10th December.

My thanks to the London Institute of Contemporary Christianity (LICC) for partnering with us in spring on the subject of imagining Jesus living our life. This was also very well attended.

Thank you to all of you who continue to partner with us to enable us to continue our fantastic work, through being a volunteer, attending a group or event, praying for us and/or giving financial support. If 2024-25 represented a year of re-laying solid foundations, I am convinced that in 2025-26 and beyond, we will begin to see the rewards of our labour.

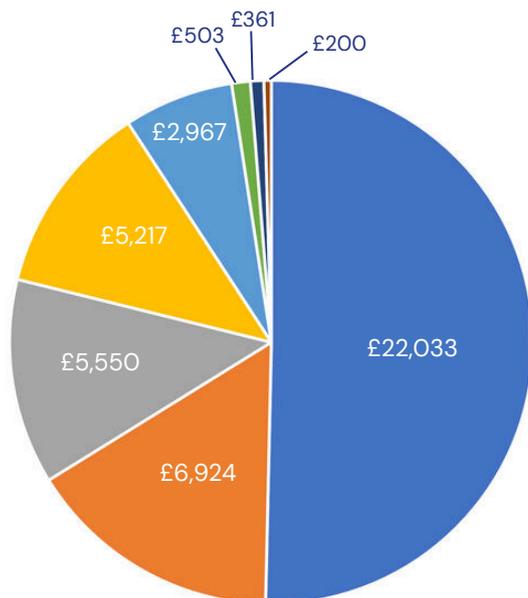
'Always give yourselves fully to the work of the Lord, because you know that your labour in the Lord is not in vain' 1 Corinthians 15:58, NIV.

In Christ,

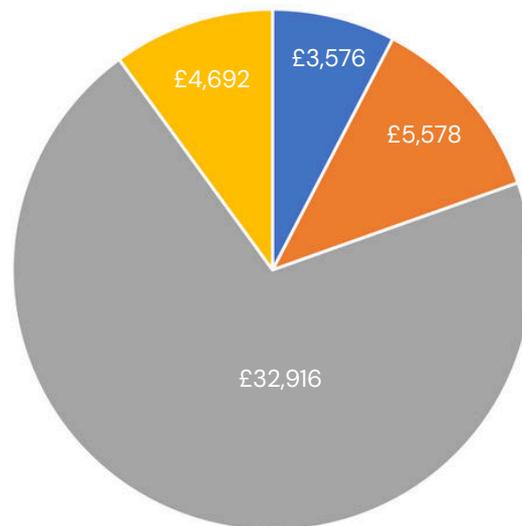
Alan Holdsworth
Chair of Trustees

Finance Summary

Income



Expenditure



Income Source	£	%
Regular Income Individual	22,033	50%
Gift Aid	6,924	16%
Trust Donations	5,550	13%
One-off Income Individual	5,217	12%
Church Donations	2,967	7%
Event Income	503	1%
Interest rec'd	361	1%
Other Gifts and Income	200	0%

Category	£
Events and Groups	3,576
Office	5,578
People	32,916
Support and admin.	4,692

TOTAL **43,755**

TOTAL **46,762**

	2023-24	2024-25	Movement
Income	£46,901	£43,755	-£3,146
Expenditure	£44,735	£46,761	£2,026
Surplus	£2,166	-£3,006	-£5,172



Building for the Future

ChaplaincyPlus Vision and Strategy 2025–2030

In February 2025, the Board, in consultation with the staff team and network groups, began the process of clarifying the vision for the next period and developing a strategy to enable us to realise the vision. ChaplaincyPlus' Vision for 2025–2030 is comprised of five main aspects, which form the building above. We will have **secure foundations**, **three strong pillars** which are the focus of our ministry, and a **visible presence and partnerships** to further our vision and the kingdom we serve to build.

Secure Foundations

Strong Governance
Sustainable Finance

The three Pillars

Healthy Network and Groups
Listening and Chaplaincy
Gathering and Growing Together

Our External and Visible Roof

Presence and Partnerships

Much of the focus since February has been to secure our governance and to establish an effective route for fundraising. These two aspects are vital to the success of ChaplaincyPlus.

There has also been growth in all three of our main pillars, new network groups, more capacity for listening, and new ways of gathering. Our visibility, partnerships and presence, is the focus of ongoing work for which we expect to gather momentum for in 2026.

Pay it Forward

Could you pay it forward and give the gift of support to someone else in the workplaces of Birmingham and beyond?

THE IMPACT OF YOUR GIVING

£7

could provide someone with the chance to hear the good news of Jesus at our annual 'Carols for the Business Community' event.

£31

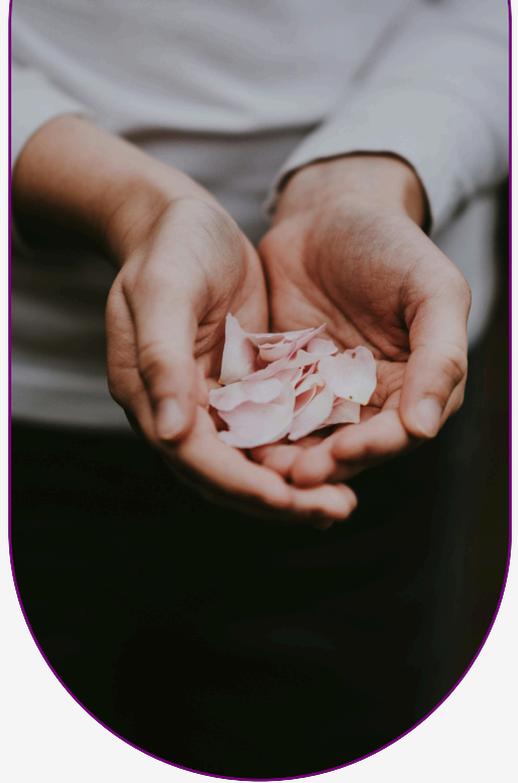
could provide someone with the opportunity for a DrawBreath Listening conversation, with a chance to pause and notice where they are and how they are, in work and life, naming both challenges and opportunities, refreshing perspectives and energies.

£80

could provide one person the opportunity to be deeply rooted in community for the next 12 months as part of one of our Network Groups.

£400

could facilitate an event or workshop to equip individuals with a theology of work and encourage them to be salt and light in their workplace.



Visit our website to find out how to give or use the QR code





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