



# ANNUAL REPORT 2022





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The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 December 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### **// Objectives and aims**

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relieve persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

### **// Public benefit**

The Trustees are aware of the Charity Commission guidance on public benefit and this is taken into account when considering the Charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.



## WELCOME FROM THE CHAIR

I am delighted to welcome you to the 2022 Annual Report for Pioneers UK.

I have had the privilege of being the Chair of Trustees for 6 years now and each year I am greatly encouraged by the sacrificial work that is carried out by the staff, members and volunteers associated with the organisation.

In 2022, following the challenge of the COVID pandemic, it has been wonderful for the staff to move properly back into the office whilst maintaining some benefits of working from home where appropriate.

Our CEO, Rev Stephen Carling, has continued to skilfully lead our ever-expanding office team, many of whom are volunteers. We have also been able to fully resume our in-person board meetings and I appreciated being able to take part in the Pioneers International Council meeting in Accra, Ghana in November.

We continue to invest and steward our resources carefully to fulfil our goals of advancing the Christian religion in Africa and the world. We have approved three new ongoing priorities for our mission mobilisation team. These are mobilising Christian diaspora in the UK, supporting mobilisation movements in the global south and mobilisation within UK churches. We have also increased our donations to support projects relieving people in need and in crisis and supporting mobilisation projects worldwide.

We have developed ever closer fellowship and collaboration with our sister organisation AWM Pioneers in Loughborough. We have continued to refine and develop our 'creation care' policy.

It is our hope and expectation that over the coming years, as well as continuing to mobilise Christians from the UK into mission, we will also be able to impart a greater vision of God's mission to the world in the UK church.

I am grateful for each one of our inspiring team who are playing their part in this.

Dr Julie Ruth Hickson

Dr Julie Ruth Hickson  
Chair







## HISTORY

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went so as to offer the Christian message, to meet the holistic need of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central and eastern Africa, working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international Mission family that sends Christian workers from 17 national sending gateways to 104 countries - over 3,200 members worldwide in 340 ministry teams, serving 510 people groups in 287 languages.

Throughout our 119-year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. And ever since 1904, when we tentatively stepped onto those boats to begin a pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations in order to fulfil the vision and goals of the organisation.

## OBJECTIVES

**Advancement of the Christian religion in Africa and the world**

**Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world**

**To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world**

**The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world**



## WELCOME FROM THE CEO

2022 saw Pioneers UK, along with many of our charity and mission colleagues, emerging from lockdown restriction with its 100% remote working and into a new hybrid working week of productive remote working alongside face-to-face meetings and team office days where we can build relationships and progress the work of the mission together around tables and desks.

I am pleased to say that the team - both near and far from our South Yorkshire base - has adapted well and even flourished in this new hybrid pattern. Our overall travel costs and our carbon footprint have been reduced and yet we have been able to maintain our cohesive, team-centred ethos. Indeed, the increased number of meetings using Zoom rather has enabled those living farther away, and those overseas, to feel far more intimately involved in every part of team life, from prayer times to board meetings.

As a Sending Base team, we saw a steady flow of enquirers across 2022. Moreover, by being creative in our communications, mentoring and church relationships, we have been able to press on with the recruitment, sending and sustaining of field workers both in the UK and overseas, in the work of the missio Dei.

I am grateful to God that we have been able to forge increasingly strong working relationships with the staff team and Trustees of our sister charity, AWM-Pioneers and have also strengthened our formalised ministry partnership with the Leeds-based Afro Diaspora Mission Network (ADMiN) with whom we share the desire to mobilise people of African heritage in the UK to reach out missionally to their near-neighbour communities and even be open to God calling them in mission to the regions of their ancestors' birth.

In the face of advancing technology, increased risks across many countries in which we work, and with a keen awareness of cyber security, we have held regular training sessions for staff and our non-stipendiary workers to ensure our overseas workers, our data, the data of our valued supporters, and our finances are protected with the best safety and security protocols.

Nevertheless, with a strong ethos of prayer and trust in God, we have continued to look several steps ahead for new opportunities and to our colleagues in other evangelical mission agencies around the UK for further ways to work together for the sake of God's calling to reach those who have never heard of the love of God for them.

We hope that as you read through this report of our 2022 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK Team

Rev Stephen Carling  
CEO







## STRATEGIC REPORT

**We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.**

### Using Business to Help Achieve Social Justice for the Poor in South East Asia

Pioneers UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a business provides family income to send children to school, provide nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence, culture to emerge.



### Goats as Investments for the Poorest of Ugandan Women



Widows and abandoned women have very few rights and often their land is 'grabbed' by relatives when their husband dies, meaning they cannot even grow their own food. A Pioneers UK Field Member serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to several grants from British charitable trusts partnering with Pioneers UK, David and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 100 widows or abandoned women have benefitted from this project since 2021.





## **We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.**

### **Offering Hope Through Education and Nutrition for Poor and Migrant Children**

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Arua area experiences multiple social problems caused by family breakdown, alcohol and drug addiction and a high disease burden. Many children are neglected and many parents and guardians are not able to afford to send their children to school.

Cheka Child, set up by Pioneers UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers.

In 2022, 30 children were supported through school who otherwise wouldn't have been able to attend. In addition, in the face of the global food crisis exacerbated by the Ukrainian conflict, the charity's 'Emergency Food Pack' programme benefitted nearly 200 children and well over 120 adults.



### **Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff**

Migrant parents of children with special needs often find themselves doubly isolated, unable to fit into the mainstream foreign culture because of language barriers and also struggling to be accepted even among their own ethnic group due to their child's needs.

Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes led by our Pioneers member who is qualified Special Needs teacher, herself of Asian origin. A beneficiary said, "Because of my son's needs we have felt very isolated. We are so grateful for this help. It makes us feel we belong."





# **WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT**

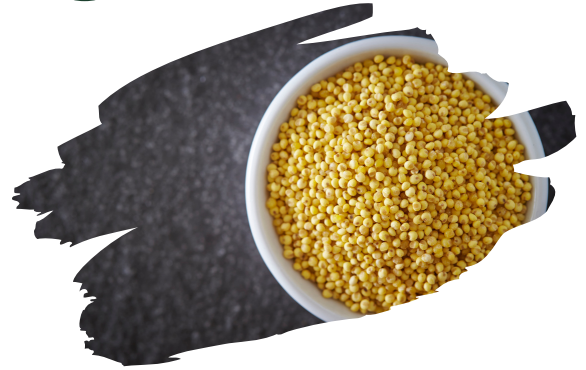


We are very grateful to the trusts who have invested in our work this year and we are working hard to develop these relationships in 2023 so that we may further increase our capacity to nurture positive change in the communities we serve.



# GRANT SUPPORTED PROJECTS

Support Internally Displaced Peoples (IDPs) who have fled their homes in northern Nigeria by funding fertiliser for cultivating their own crops. This aims to provide such victims of conflict with the means to be economically self-reliant.



Fund the protection of natural water springs in Uganda by constructing sanitising structures. Such WASH (Water, Sanitation and Hygiene) provision will reduce deaths from water-borne diseases. UNICEF states that '2.2. billion people still lack access to safe drinking water' (Water, Sanitation and Hygiene (WASH) | UNICEF). Our local workers have also built bathing facilities to encourage better sanitation.

Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking often fuelled by inter-faith friction and extremists.



Encourage promising low-income students to pursue their studies at the Theological College of Northern Nigeria.



Help the integration of otherwise isolated Asian women and their families in Yorkshire with highly relational classes in English language provided in a safe women-only environment in community halls.





We have made a difference through the advancement of the Christian religion in Africa and the world.

**BY THE END OF 2022  
WE HAD 71 ACTIVE  
ADULT FIELD  
WORKERS IN PI UK  
(EXCLUDING SHORT-  
TERM WORKERS).**

AS WELL AS THE SPECIFIC PROJECT WORK OUTLINED, OUR WORKERS ARE ENGAGED IN LOCAL HOSPITALS; SCHOOLS (LOCAL AND INTERNATIONAL); TERTIARY EDUCATION (INCLUDING THEOLOGICAL COLLEGES); YOUTH INITIATIVES; HIV/AIDS SCREENING AND TRAINING, PALLIATIVE CARE; IT ADMINISTRATION AND TEACHING; PRISON OUTREACH; COMMUNITY DEVELOPMENT; ENVIRONMENTAL WORK; AUTHORIZING BOOKS; SETTING UP LOCAL BUSINESS INITIATIVES AND ENCOURAGING UNDERSTANDING AND FRIENDSHIP WITH OTHER FAITH GROUPS.

**IN MOST CASES, THEY ARE  
BEFRIENDING THE MOST  
VULNERABLE, OFTEN  
DESPISED, IN SOCIETIES.**

IN ORDER TO INTEGRATE EFFECTIVELY INTO LOCAL COMMUNITIES, OUR WORKERS ARE ENCOURAGED TO UNDERTAKE INTENSIVE LANGUAGE ACQUISITION AND MOST WILL HAVE RECEIVED SOME CROSS-CULTURAL TRAINING PRIOR TO DEPARTURE. THERE IS A DEDICATED MEMBER CARE TEAM, INCLUDING SPECIALIST VOLUNTEERS, PROVIDING ONGOING PRACTICAL AND MENTAL HEALTH SUPPORT.







**We have made a difference to support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world.**

Throughout 2022, Pioneers UK maintained and developed excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas and other agencies through the placement of staff in numerous countries worldwide and by financial support of projects engaged in the holistic wellbeing of local communities.

The assessment of outcomes of such work is reinforced with field visits by the UK Director and base staff from time to time as finances permit and regular feedback from the Pioneers International structure of local and regional leadership.

**Students on Medical Electives** serving through Pioneers UK in 2022 in overseas hospital locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnership in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.



**Many of our workers** gave many hours of their time sharing their faith to encourage younger or less mature believers. This may be in an informal setting as youth workers, sports coaches, medical and health advisors or as community development workers or in more formal settings, as teachers or lecturers.





**In the face of tribal and interfaith conflict,** Christians in northern Nigeria have begun to be trained to relate to their Muslim neighbours with words of reconciliation rather than discord.

Meanwhile, our established workers in Nigeria continued to lecture and work alongside the Nationals at the Theological College of Northern Nigeria.

Another continued to train Christian school teachers in South East Asia, while our fieldworkers, a Bolivian national, travelled regularly from the UK to support poorly resourced rural church pastors in his homeland.



**Since 2003, over 195,000 West African Christians** in six nations have been educated about HIV/Aids and how lifestyle choices can make them more vulnerable. Under the banner of Grace and Light and with the leadership of our Pioneers workers, over 14,000 people in Nigeria, Cameroon, Chad, Liberia, Sierra Leone and Zambia were tested for Aids in 2022.





## **We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world.**

During 2022 staff members and volunteers promoted the humanitarian and spiritual needs and opportunities at events, Bible colleges, churches and online events spanning the UK. We were able to make good use of promotional materials, the internet, social media sites and public meetings.

These included an annual joint conference (with life-minded mission agency, AIM) for retired, senior missionaries who continue to provide a vital source of prayerful and financial support to the work.

Through our partnership with ADMiN (see our CEO's report above) we helped share our beneficiaries' needs with British diaspora Christians via various online training courses.

Our three-year partnership with the Guild of the Church of Scotland allows us to clearly present spiritual needs in SE Asia and how we are alleviating poverty for one community.

Short-term trips abroad were offered via our sister bases. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs in other countries.







# FINANCIAL REVIEW

## FINANCIAL REVIEW

The financial results for the company for the year ended 31 December 2022 are set out in the Financial Statements.

The Trustees of PI UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

### // How we steward our Finances

Our unrestricted reserves for the year ending 2022 show a balance of **£1,370,492 (2021: £1,910,055)** of which **£860,973** is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity needed it. Therefore, this variable asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of **£502,654 (2021: £502,654)** which is the direct income from the sale of the previous freehold offices, and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of **£867,838 (£1,370,492 - £502,654)** reserved for the new building) is split into the following areas:

**£350,000** is to maintain available reserves which is composed of:

- Contingency Reserves (£205,000)
- Financial Management Reserve (£75,000)
- Strategic Initiatives Fund (£40,000)
- Pension Fund Reserve (£30,000)

**£112,616.71** are funds received in the 2022 financial year for the work of our missionaries overseas and within the United Kingdom.

**£405,221.29** is in a portfolio of investments designed to yield a 4% return in order to maximise resources both now and ongoing.



## //Budget And Costs

In recognition of the amount in investment, we operated on a deficit budget basis during 2022, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying unconsolidated position of Pioneers UK on Unrestricted Funds comprised a deficit before gains on investments of **£466,439 (2021: £314,631 surplus)** and total deficit before gains on investments on all funds for the year of **£413,216 (2021: £350,706 surplus)**. The net deficit after gains on all funds was **£482,313 (2021: £462,771 surplus)**.

During 2022 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of Pioneers UK on Unrestricted Funds comprised a deficit of **£535,203**. In 2022, UK projects saw an increase of 22% whilst the overseas projects saw an increase of 33% in grants given out to the work of this ministry.

This deficit means we were cautiously still able to invest in and encourage an increasing number of missionaries during 2022 and 2023, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2023 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of **£125,747** to additional projects supported and championed by Pioneers UK.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

## //Investment Policy And Objectives

During 2014, **£1,250,000** was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, **£650,000** was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using **£500,000** to purchase a new head office for the Charity.





The largest investment held by the charity is the St James Place portfolio, totalling **£860,973** and this can be withdrawn as Cash, with seven days' notice if the charity needed it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charities Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

### **// Reserves policy**

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2022 and stands at **£1,623,089 (2021: £2,103,502)**. Of this, **£502,654** has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

Pioneers UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2022. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board has, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, Pioneers UK trustees continue not to include any legacy giving within the annual budget, and instead plan an annual deficit budget, with any legacies offsetting the deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also help to offset the annual deficit. So far, we have managed to clear the deficit each year based on the above strategy.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.



## // Fundraising Policy

Pioneers UK is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.



## // Going Concern

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.





## **STRUCTURE, GOVERNANCE & MANAGEMENT**

Pioneers UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UK Board are the Directors of the company.

### **// Organisational Structure / Governance**

The Pioneers UK Board is the governing body of Trustees, to whom CEO, Reverend Stephen Carling, is accountable. New Trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the role and responsibility of Trustees.

In 2022 the Board met three times, in addition to the AGM. Two of these on Zoom calls and one in person. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The Trustees also held three planned zoom calls in between trustee meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The Trustees bring a mix of skills and experience to the governing body, many of whom have had a long and therefore stable association with the work.

### **// Staffing and Office**

The UK office staff team are responsible for the implementation and execution of the policies and strategies and maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Chris Burges and Justin Elkins onto the team to develop and progress the work we do amongst students and churches. We have been especially pleased to have employed Harriet Ngugi from Kenya to continue to develop our work among the African Diaspora in the UK. Paul Flack, our Australian Finance manager, moved on to a field appointment with Pioneers and Chris Mukuka (originally from Zambia) has stepped up into this role ... and, during 2022, we have appointed two part-time Finance Assistants to support the work of our finance department. We are very pleased to continue to be a significantly multi-cultural staff team!

### **// Volunteers**

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, on-going support of the present-day work of Pioneers UK Ministries is vital. In 2022 we had help from ten regular volunteers and a few occasional volunteers.



## **// Key Management Remuneration**

Total remuneration paid to key management during the year amounted to £223,305 (2021: £223,135). This is set by the board of Trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the finance Department.

## **// Risk Management**

The Board of Trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely exams risk in the following categories: strategic risk, operational risk, personnel risk, financial risk and reputational risk.

A current operational risk concerns the IT systems, data security and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we have completed the transitioning of our finance systems to two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

## **// Data Protection and the UK-GDPR**

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) and also the UK General Data Protection Regulation (UK-GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and supported by a staff member responsible as Data Protection Manager. Pioneers UK has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy.

Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

## **// Significant Relationships**

We continue as a UK national Base for the international Pioneers movement.

During 2022 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the Trustees in 2021. This Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the Trustees of Pioneers UK have approved in 2021 the employment of an Afro-diaspora mobiliser as part of our own Mission's wider mobilisation efforts.





The Director and Chair visited Nigeria and the Church of Christ in Nations (COCIN) in October/November 2022 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between Trustees, the two respective Directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.





## IN SUMMARY

We are very pleased to say that Pioneers UK continued to make progress towards its objectives in 2022 as evidenced in the increase of applicants to join the field work, field worker members being sent out to their new workplaces and a small net increase of office staff, representing a growing capacity.

We have developed through 2022 a hybrid of virtual and in-person engagement with churches, supporters and enquirers ... as well as strengthening a hybrid approach to staff team gatherings and resourcing.

Significant relationships with supporters, like-minded organisations and strategic listening has helped to create further network partnership opportunities for growth in each of our objectives. We are grateful to come out of almost two years of the pandemic with good resources, healthy staff, new opportunities and creative ways to further our work.

We continue to enjoy the benefits of belonging to the wider group of Pioneers International, with additional expertise in mission work being drawn from some 104 countries with staff deployed through this worldwide movement totalling over 3,000 members, involving 287 language groups. We have every reason to look forward to seeing such growth in 2023.

### // Future Plans

We remain committed to the promotion of Pioneers in the UK in order to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with the London-based centre of an international mobilisation agency with experience and resources for the Christian student world as well as continuing a greater collaboration with our sister Pioneers' charity, AWM-Pioneers. The focus will be on developing a shared presence at Christian events and working together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually-supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The Trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

We continue to explore options in respect to the purchase of a new facility to act as HQ for Pioneers in the years to come.





## REFERENCE & ADMINISTRATIVE DETAILS

### Registered Company number

02917955 (England and Wales)

### Registered Charity number

1037154

### Registered office

Bawtry Hall  
Bawtry  
Doncaster  
South Yorkshire  
DN10 6JH

### Trustees

Dr J R Hickson - Chairperson  
Mr D R Maddock  
Mrs C J Register  
Mr P J Maddock FCCA  
Rev Dr S Jenkins  
Dr C Bignell MRCGP  
Dr K McConkey MRCGP  
Rev Dr S Gordon  
Mrs J Barthow  
Rev E Aryee  
Mr C Clayton

### Company Secretary

P J Maddock FCCA

### Auditors

Wright Vigar Limited  
Statutory Auditors  
Chartered Accountants & Business Advisers  
Chancery Court  
34 West Street  
Retford  
Nottinghamshire  
DN22 6ES

### Solicitors

Anthony Collins LLP  
134 Edmund Street  
Birmingham  
B3 2ES

### Bankers

National Westminster Bank plc  
12 High Street  
Doncaster  
DN1 1ED