

transforming conflict • embracing difference

place for hope



Place for Hope

**REPORT OF THE TRUSTEES
and
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED

31 MARCH 2024

Charity No. SC045224

Report and Financial Statements

For the Year Ended 31 March 2024



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Report of the Trustees

For the Year Ended 31 March 2024



The trustees present their annual report and financial statements of the charity for the year ended 31st March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16th July 2014.

Objectives and Activities

Place for Hope is a charity which aims to resolve conflict in the faith community using voluntary practitioners so far as possible and whose primary purposes are:

- To advance conflict resolution and reconciliation through mediation as a means to help individuals, groups and leaders in faith communities and the wider community live more effectively with difference and diversity;
- To advance citizenship, community development and peace-making through promoting methods of interaction and dialogue which support healthy relationships and reconciliation drawing on the wisdom from Christian and other religious traditions;
- To advance conflict resolution and reconciliation through the promotion of societal harmony, and prevent conflict, by providing trained mediators to work with individuals and within communities, addressing issues of inequality and division; and
- To advance education through the provision of training in mediation and conflict resolution, conflict reconciliation and conflict transformation.

These purposes are achieved by:

- Providing leadership training, workshops and resources for understanding and working with conflict as well as hosting and navigating difficult conversations;
- Responding to requests for help and support, including helping groups and individuals at a time of crisis ; accompanying sensitive or difficult group conversations; providing individual coaching, advice and support ; hosting and enabling community dialogues on difficult, potentially divisive issues;
- Developing and supporting a team of practitioners skilled in understanding conflict and able to provide mediation, training and facilitation; and
- Nurturing a network of people and organisations who are committed to the work of peace building, equipping them in the work of conflict transformation in their communities, homes and lives.

Achievements and Performance

Place for Hope continued to prioritise developing sustainable partnerships with key denominations in 2023/24 and expanded our focus on building long-term capacity for a wider range of partners. Demand for and income from training grew significantly in the year, with an increasing range of clients including in the primary education sector. As planned by Trustees, we again drew on some of our free reserves to manage a year of transition from financial challenge to increased financial stability.

Achievements and Performance (continued)

Longer-term partnerships

Place for Hope continues to prioritise the embedding of a culture of reconciliation and peace in faith communities in line with our Choosing Peace Strategy. We are increasingly focused on longer-term partnerships within which we can develop learning pathways for both clergy and laity, and train and equip a strong team of mediators from the partner denomination. Place for Hope brings our training expertise and long years of mediation experience to build learning and capacity within denominations in line with our theory of change.

2023/24 saw the completion of the first year of Place for Hope's current 5-year agreement with the Church of Scotland (CoS) and the commencement of the second year. We concentrated significant effort on raising awareness of the breadth of our offer through a tailored range of attractive flyers to communicate to different audiences within CoS. We delivered eight online training courses for Church of Scotland personnel in 2023/24. The majority of participants on our open 2023 residential Faith in Change and Conflict course at St Mary's Monastery, Kinnoull were from the Church of Scotland. A total of 39 cases (mediation, facilitated conversation or coaching) for the Church of Scotland were managed in 2023/24, with 21 of those cases newly opened during the year. There was much positive feedback received from this casework, for example:

"Place for Hope did a really good job when they were with us. They had everyone feeling comfortable to speak, that is a miracle in itself." (Mediation Participant)

"To have a plan of action was really helpful. And prepared me for the situation in front of me." (Coaching Client)

Place for Hope further strengthened our partnership with the Methodist Church during 2023/24. We completed the 3-year pilot of the Reconciliation and Mediation Team programme to train a team of mediators and to co-ordinate mediation delivery for three pilot regions. Responding to the success of this work and of the ongoing Positive Working Together training partnership, Methodist Conference 2023 approved roll-out of an integrated programme of trainer (PWT) and mediator (RMT) training and support throughout the whole Connexion under a new 5-year funding and partnership agreement. Delivery under this longer-term partnership commenced in October 2023 with the development of a detailed programme plan following a joint planning residential in December 2023. Methodist casework continued to expand in 2023/24 with a total of 39 cases managed in the year, 24 of which were newly opened during the year, representing 42% of all cases opened in the period. Place for Hope delivered a new Train the Trainer programme to the Methodist Learning Network in 2023/24; based around our Journeying and Leading through Change and Transition training. We also delivered training in Responding to Challenging Behaviours at the Safeguarding Conference and ran two Network meetings for Methodist trainers. Methodist Church feedback continued to indicate high satisfaction, including:

"I would love to see sessions 1 and 2 (Journeying and Leading through Change and Transition) available as a small package for all leaders in the Methodist Church." (Training Participant)

"Both sessions were excellent and much appreciated." (Training Participant)

"I learnt how to handle a difficult situation, so you don't become part of the problem, and now understand the different stages of conflict and how to deal with them." (Coaching Client)

Place for Hope built a significant new partnership with the United Reformed Church (URC) during 2023/24. Although we undertook training work for some URC Synods several years ago, this is the first time we have built a relationship with the United Reformed Church centrally. The URC General Assembly 2023 resolved to develop costed proposals for a denomination-wide mediation and reconciliation service. Following discussions with our staff, Place for Hope were invited to submit a proposal for integrated provision of wider conflict transformation training together with the training, equipping and oversight of a URC team for mediation delivery, modelled on our partnership with the Methodist Church. The Assembly Executive agreed in February 2024 to enter a 5-year agreement with Place for Hope for delivery of this integrated programme. This agreement will be signed, and delivery commenced, in 2024/25.

Achievements and Performance (continued)

Building partner capacity

Place for Hope also worked with new partners from the Church of England (CoE) in 2023/24 to help them build internal capacity to develop a culture of reconciliation and peace-making in their churches, nationally and regionally.

We worked with the HR Department of the Church of England at national level to design a pilot training programme in four dioceses to help HR reach decisions about the most appropriate foundation training in responding to bullying and harassment for future roll-out through the Church. Under this pilot programme Place for Hope will deliver different training course and modality options, through inclusion of both Living Well with Differences and Responding to Bullying and Harassment courses, and of both online and in-person delivery. An agreement for delivery was signed and funded in 2023/24 with delivery scheduled for the early part of 2024/25. After assessment of preferred courses and modalities at the end of the pilot, we anticipate Place for Hope working with the Church of England in 2024/25 to develop a Train the Trainer programme to support the ongoing roll-out of this training across the Church of England.

At diocesan level, we worked with our Reconcilers Together partner the CoE Diocese of Coventry to develop a rolling programme for Place for Hope to support the Diocese in expanding its ministry of reconciliation through the development of a Conflict Transformation Group (CTG). The delivery of stage one of this programme was almost completed by year-end. It commenced with a 2-day foundation course for the first cohort of the Conflict Transformation Group followed by facilitated sessions each month, some online and some in-person, concluding in early 2024/25. A further agreement was signed and funded before year-end for a stage two programme of training and support to be delivered in the first nine months of 2024/25. This includes a different mode of training for the second cohort using our full Faith in Change and Conflict course, joint formation and refreshers for both cohorts, bi-monthly facilitated peer sessions, and mentored deployment and supervision of the CTG as a Community of Practice made up from both cohorts. The feedback from this formation and training programme has been very positive:

"Training for the CTG has been excellent. It provides key insights into the dynamics around conflict and positive strategies for mediating conflictual situations in transformative ways. I have already found positive benefits of applying these strategies in real parish circumstances. I would highly recommend the programme." (CTG Programme Participant)

Growth and consolidation

Demand for and delivery of Place for Hope training continued to grow in 2023/24. In addition to the popularity of our standard courses, we received many more requests for training tailored to a particular group or situation. Total training income, including our smaller capacity-building training partnerships, more than doubled from 2022/23. Between April 2023 and March 2024 we delivered 52 training courses and workshops spread over 94 separate training sessions with a total of 747 people trained, which represents a 15% increase in training delivered compared to 2022/23. It is also interesting to note that 63% of the training provided this year was bespoke training, tailored to the needs of the client (compared to 43% in 2022/23).

Several diverse ecumenical organisations received our training for the first time in 2023/24 including Churches Together in England, the Retreat Association and Renew Oxford. Following an opportunity to provide keynote input at Carlisle Diocesan Schools Conference for school heads in June 2023, we were approached for training support for teachers by a geographical cluster of schools in the county, not all of which are faith-based. This led to a funded agreement for a two-year package of delivery of our Living Well with Differences foundation course using a new modality of presentation-style one-hour sessions each term, tailored to a school setting. Delivery commenced in January 2024. Feedback from training course participants continues to be very positive:

"Thanks so much for the session last night, it was really useful. I was telling a friend all about it last night. Great to have discussion time with staff as well."

"You are very skilled facilitators and teachers – doing this sort of thing is hard, particularly by Zoom! This class was worth every minute."

Achievements and Performance (continued)

We entered into new funded training agreements in 2023/24 with two existing partners, the Scottish Episcopal Church (SEC) for a 2-year programme, and Metropolitan Community Churches for a further calendar year, both commencing delivery in early 2024/25. We also continued delivery of our 2-year training and coaching programme for the Iona Community to help build a common language of understanding around conflict, difference, reconciliation and peace-making through the island and mainland staff teams and the leadership of the membership movement. At the end of 2023, following a period of reflection, Place for Hope and the (SEC) Diocese of Brechin mutually concluded that the aspirations of the 5-year agreement signed in 2022/23 did not match the needs of the Diocese at this time. It is pleasing to note that although the agreement has now been terminated, the Diocese continues to welcome annual refresher training by Place for Hope.

Place for Hope again delivered training for the Journey of Hope programme as part of the Reconcilers Together network, this year drawing on the specialist skills of a staff member and a practitioner to lead on Restorative Justice. We again supported the (CoE) Diocese of Carlisle, training curates in autumn 2023, and preparing a new Pass the Peace course for laity, initially designed for delivery in Lent 2024, but postponed for future delivery due to insufficient take-up in the face of the many and diverse Lent-course options available.

2023/24 was a year of consolidation for our mediation, facilitated conversation and coaching work, delivered both within our keynote partnerships and on a case-by-case chargeable basis for a range of other clients. A total of 98 cases were managed by Place for Hope during the year, of which 57 were newly opened in 2023/24. (These statistics also include awareness-raising). New clients included the United Reformed Church (four cases), a Church of England Diocese (two cases), and two SEC churches. There was an increase in chargeable casework income from the previous year. However, as more than half of chargeable cases were Methodist cases outwith the RMT pilot regions, and several more were United Reformed Church cases, this income stream may reduce over the next few years as mediation provision free at the point of delivery becomes incrementally available to all churches of these denominations during the course of our 5-year partnerships.

Outreach for peace

Our Director Carolyn Merry and her dog Pace (Italian for 'peace') undertook the Long Walk to Peace Pilgrimage of 290 miles from the Holy Island of Lindisfarne in Northumberland to the Island of Iona off the west coast of Scotland in August 2023. Carolyn was joined for various parts of the route by Place for Hope volunteer practitioners (including the sterling companionship of long-standing practitioner Russell McLarty for two weeks), by two fellow staff members for the last part of the pilgrimage, and by representatives of partner organisations, such as Ruth Harvey from the Iona Community. This gruelling undertaking reached many people across Scotland who had not previously encountered Place for Hope and our work, leading to much interest and to deep conversations about reconciliation and peace-making. Carolyn wrote a daily blog, and daily reflections on peace and reconciliation from Place for Hope written by a wide variety of contributors were distributed throughout the pilgrimage, with 103 people signing up to receive these emails.

We have continued to reach out electronically throughout the year, sharing news and reflections on peace-making through three editions of our Peacemakers Network newsletter and via our social media channels. Place for Hope's Facebook content had an estimated reach of 15.5k, with content interaction increasing by a massive 758% from the previous year; The number of our Facebook followers increased by 18% and our followers on X [previously Twitter] by 3.2% over the year, despite the general decrease in numbers utilising X over the past year.

Achievements and Performance (continued)

Human resources

Place for Hope was sorry to say goodbye to our Training Officer David McColl in August 2023 after a year in post but delighted to welcome Gill Thomas to the new post of Training Programme Co-ordinator in September 2024. The division of responsibility in our small training team was re-organised, with the new post focusing on coordination of existing training programmes and courses, and a reconfiguration of the former Training Manager role as Learning and Development Manager focused on training quality assurance, CPD, and development of new courses, training partnership development and the training bank.

Two new practitioners were accredited during the year. We were also delighted to welcome new supervisor David Kendrew, from the Methodist Church, and to welcome back Charlie Irvine to the role of supervisor, joining former Director of Place for Hope Hugh Donald who continues to offer us his years of experience and expertise as a supervisor.

We were delighted to gather the Place for Hope community in July 2023 for an in-person CPD (continuing professional development) event held at the Edinburgh University conference facility. A good cross-section of Trustees, staff and practitioners were present to enjoy an excellent keynote address by poet, theologian and mediator Pádraig Ó Tuama, a diverse selection of workshops, and much rich conversation and relationship-building. Online CPD opportunities were offered across the year. Five editions of the internal newsletter Community Message were distributed during 2023/24 to further support the Place for Hope community.

The Trustees are grateful to all the Place for Hope volunteers and staff for the high quality of all our work and for ensuring reliable delivery despite the challenges of illness in the team again this year.

Financial Review

Details of the income and expenditure for the year are shown in the Statement of Financial Activities on page 12, with further information provided in the notes to the accounts.

The Trustees are pleased to report net income this year of £20,286, a better outcome than budgeted due to the payment of the whole year-1 Methodist grant under the new agreement in October 2023 and lower expenditure in the restricted funds than anticipated. As planned and budgeted, there was a deficit again this year in the balance of unrestricted income against expenditure, albeit much smaller than that in 2022/23. Reserves continued to be used as planned to support this deficit and to return them closer to the identified policy level.

The Trustees are grateful for the security offered by three 5-year funding agreements with key partners: the Church of Scotland, the Methodist Church and the United Reformed Church. This provides a secure financial foundation for Place for Hope and the opportunity to support our partners in building a culture of reconciliation and peace. We are also grateful for the several new training partnerships which commenced or expanded development in 2023/24.

The overall position at year-end is healthier than budgeted. The additional fundraising target was not fully achieved, but significant unbudgeted funding was received during the year. This helped offset budgeted funding not received, for example from the Diocese of Brechin.

Risk management

Place for Hope's exposure to financial risk fell over the year with the signing of the new 5-year funding agreement with the Methodist Church and the confirmation of a similar pending agreement with the United Reformed Church.

Trustees were delighted to approve a balanced budget for 2024/25, the first in several years, marking a significant recovery from the constraints of the pandemic and the significant cuts in core funding in earlier years.

The capacity risk posed by a growing workload combined with continuing higher than expected levels of staff sickness has continued to be a challenge, again reflecting a pattern in wider society post-pandemic. New staff capacity is planned for 2024/25. Trustees will continue to monitor Place for Hope's human and financial resource capacity to respond to demand for our offer.

The Director has continued the process of quarterly review of Place for Hope's risk register, reporting updates to each Board meeting.

Reserves policy

The Trustees asked staff to review Place for Hope's reserves policy during the year, considering current and future liabilities. As a result of this review, the Board of Trustees approved a revised reserves policy in March 2024. The Board of Trustees currently aims to maintain free reserves in unrestricted funds at a level which equates to at least five months of unrestricted charitable expenditure against budget.

The total balance held in the general fund at 31 March 2024 was £58,239, and a further £10,860 is designated for identified future work for which fee income has already been received. These two funds, totalling £69,099, can all be considered as free reserves, which comprise around 8 months' unrestricted charitable expenditure in the 2024/25 budget.

Plans for the future

Our key plans for 2024/25 continue to reflect priorities in our Choosing Peace Strategy and include:

- Increasing staff capacity to support key partnerships
- Growing and strengthening relationships with denominational partners
- Developing further potential partnerships in the education sector
- Supporting Place for Hope's training capacity through the review and ongoing development of the most efficient and effective systems for training delivery
- Ongoing development of course materials and new models for equipping partner organisations for conflict transformation
- Ongoing provision of and equipping for outstanding coaching and mediation support
- 15th Anniversary online event on trauma-informed mediation practice
- Further strengthening of the Trustee Board through targeted recruitment
- Establishment of new forums to facilitate regular refresh of policies and review of practice and to make recommendations to the Trustee Board
- Continued income growth and diversification in line with the Funding Strategy
- Starting to explore the changing longer-term context in which Place for Hope operates ahead of a year of developing its next 5-year strategy in 2025.

Report of the Trustees (continued)

Structure, Governance and Management

Governing Document

Place for Hope is a Scottish Charitable Incorporated Organisation (SCIO) which came into being in 2014 and was subsequently registered as a charity by the Office of the Scottish Charity Regulator (OSCR) with effect from 10th November 2014. Place for Hope is governed by a Board of Trustees under the terms of its constitution, most recently revised in September 2023 to ensure representation on the Board from major denominational partners and to clarify the length of a term of office.

Appointment of New Trustees (Members of the Board)

New Trustees must be nominated by at least two existing Trustees and are appointed by the Board. The term of office of a Trustee is three years from the first AGM following their appointment at a board meeting. A Trustee may offer themselves for re-election, but may hold office for a maximum of two consecutive terms before a compulsory break of at least one term prior to re-appointment. The minimum number of Trustees is 6 and the maximum number of Trustees holding office at any one time is 12.

Recruitment of new Trustees

The Board tries to ensure the Trustees have a range of skills to offer and represent a range of Christian denominations. In line with the revised constitution, the Trustee Board endeavours to ensure representation on the Board of at least two individuals from major denominational partners, defined as partners who have provided more than a quarter of Place for Hope's income in the previous financial year. Where there are gaps, the Board aims to appoint appropriate new Trustees.

Representation of Practitioners

One place on the Board of Trustees is reserved for a volunteer practitioner.

Structure

The Board meets quarterly to continue to guide the future direction of Place for Hope, set policy, consider risk and oversee delivery of the organisation's objectives. The Director is responsible for implementing the Board's policy and for managing the organisation on a day-to-day basis.

Key management personnel remuneration

The Trustees consider the Board of Trustees and the Director as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in note 4 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Director and in accordance with the charity's policy withdraw from decisions where a conflict of interest arises.

The Director's salary is reviewed annually, with the aim of ensuring that remuneration is fair. Remuneration, pay scales, and annual salary review and appraisal for all staff are guided by the Employee Engagement Report (2019). Details of the remuneration paid to key management personnel are provided in note 5 to the accounts.

Report of the Trustees (continued)

Reference and Administrative Information

Trustees:

Trustees serving at the date of this report:

John Conway	Chair
Muriel Pearson	Vice Chair
Richard Armiger	
John Collard	
Hugh Foy	
Elizabeth Mackin	Appointed 19 March 2024
David Plews	
Bevan Powell	Appointed 5 December 2023
Mirella Yandoli	

Others who served as trustees during the year:

Jane Fender-Allison	Resigned 26 September 2023
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Director: Carolyn Merry

Bankers:	Charities Aid Foundation Bank	Triodos Bank UK Ltd
	25 Kings Hill Avenue	Deanery Road
	Kings Hill	Bristol
	West Malling	BS1 5AS
	Kent	
	ME19 4TA	

Independent Examiner: Paul M Clelland CA
Paul Clelland Accountancy
74 Norse Road
Glasgow
G14 9EF

Registered Office: 272 Bath Street
Glasgow
G2 4JR

Charity Registration No: SC045224

Report of the Trustees (continued)

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005 and the Charity Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees on 12 September 2024 and signed on their behalf by:



John Conway
Trustee and Chair

Report of the Independent Examiner

To the Trustees of Place for Hope

I report on the accounts of Place for Hope for the year ended 31 March 2024 which are set out on pages 12 to 20.

Respective responsibilities of committee and independent examiner

The Trustees of Place for Hope are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The Trustees of Place for Hope considers that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44 (1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of Independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the Trustees of Place for Hope concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given in the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Paul M Clelland CA

Date: 26th September 2024

Member of the Institute of Chartered Accountants of Scotland

Paul Clelland Accountancy
74 Norse Road
Glasgow
G14 9EF

Statement of Financial Activities

For the year ended 31 March 2024



	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
<i>Donations</i>					
Grants & donations	2	50,747	200,000	250,747	137,579
<i>Charitable Activities</i>					
Fee income for provision of services		61,383	-	61,383	42,883
<i>Investments</i>					
Bank interest		2,095	-	2,095	1,258
Total income		<u>114,225</u>	<u>200,000</u>	<u>314,225</u>	<u>181,720</u>
Expenditure on:					
	3				
Staff costs		117,863	128,470	246,333	227,023
Practitioner costs		4,227	10,390	14,617	17,293
Project delivery costs		12,468	10,783	23,251	26,192
Administrative costs		8,735	-	8,735	9,318
Governance Costs		1,003	-	1,003	989
Total expenditure		<u>144,296</u>	<u>149,643</u>	<u>293,939</u>	<u>281,598</u>
Net (expenditure) / income		(30,071)	50,357	20,286	(99,878)
Transfers between funds		<u>5,991</u>	<u>(5,991)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(24,080)	44,366	20,286	(99,878)
Reconciliation of funds:					
Funds brought forward		<u>94,814</u>	<u>81,769</u>	<u>176,583</u>	<u>276,461</u>
Funds carried forward		<u><u>70,734</u></u>	<u><u>126,135</u></u>	<u><u>196,869</u></u>	<u><u>176,583</u></u>

The above statement includes all gains and losses recognised during the year.

Comparative figures for the previous year by fund type are shown in Note 11 on page 19.

The notes on pages 14 to 20 form part of these financial statements.

Statement of Financial Position

As at 31 March 2024



	Note	2024 £	2023 £
Fixed assets			
Tangible assets	6	1,635	1,771
Current assets			
Debtors	7	21,805	6,905
Cash at bank and in hand		178,915	179,641
		<u>200,720</u>	<u>186,546</u>
Creditors:			
Amounts due within one year:	8	5,486	11,734
		<u>195,234</u>	<u>174,812</u>
Net current assets			
		<u>196,869</u>	<u>176,583</u>
Net total assets			
Funds			
Unrestricted funds			
Designated fixed asset fund	9	1,635	1,771
Future funding	9	10,860	8,250
General fund	9	58,239	84,793
Total unrestricted funds		<u>70,734</u>	<u>94,814</u>
Restricted funds	9	126,135	81,769
Total Funds		<u>196,869</u>	<u>176,583</u>

The financial statements on pages 12 to 20 were approved by the trustees on 12 September 2024 and are signed on their behalf by:

Date: 12 - Sep - 24

Name: David Plews
Trustee

The notes on pages 14 to 20 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 March 2023



1. Accounting Policies

Basis of Accounting

The financial statements have been prepared on the historical cost basis and in accordance with the requirements 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 (FRS102) issued on 16 July 2014 (Charities SORP (FRS102)); and
- the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The charity constitutes a public benefit entity as defined by FRS102.

The accounts are prepared on the going concern basis. The trustees have considered whether there are any material uncertainties regarding the charity's ability to continue in operation for the foreseeable future, and are content that it is appropriate to report on this basis.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable. Where entitlement is conditional on the delivery of a specific performance by the charity, grants are recognised when the charity earns the right to consideration by its performance. Grants and donations are allocated between charitable activities depending on the terms of each individual grant. Where a grant or donation is given for a specific purpose, it is included in restricted income and any unexpended portion is carried forward as a restricted fund.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure is reported by cost type as the charity has opted not to report on the activity basis.

Governance costs are those associated with meeting the statutory obligations of running the charity.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on the straight line basis at the following annual rates, in order to write off each asset over its estimated useful life.

Computer equipment:	25%
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Other Basic Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Notes to the Financial Statements (continued)

1. Accounting Policies (continued)

Taxation

The organisation is a registered charity and is exempt from corporation tax on its charitable activity. No charge to corporation tax arose during the year. The organisation is not registered for VAT and expenditure includes VAT where relevant.

Pension Costs

The charity contributes to NEST on behalf of its employees. Contributions are charged to expenditure as they become payable.

Funds

Unrestricted funds can be used in accordance with any of the charitable objects at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

2. Grants & Donations

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<i>Grants</i>				
Church of Scotland	50,000	50,000	100,000	25,000
Methodist Church <i>The Way of Peace</i> Grant	-	150,000	150,000	-
Methodist Church RMT Grant	-	-	-	82,935
Methodist Church PWT Grant	-	-	-	28,899
<i>Donations</i>				
	<u>747</u>	<u>-</u>	<u>747</u>	<u>745</u>
	<u>50,747</u>	<u>200,000</u>	<u>250,747</u>	<u>137,579</u>

Notes to the Financial Statements (continued)

3. Expenditure

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<i>Staff costs</i>				
Salaries (see Note 5)	115,802	128,470	244,272	223,197
Recruitment	280	-	280	430
Staff travel, subsistence and accommodation	1,284	-	1,284	1,602
Staff training & supervision	497	-	497	1,794
	<u>117,863</u>	<u>128,470</u>	<u>246,333</u>	<u>227,023</u>
<i>Practitioner costs</i>				
Practitioner recruitment	620	-	620	8,606
Practitioner training & supervision	3,607	10,390	13,997	8,687
	<u>4,227</u>	<u>10,390</u>	<u>14,617</u>	<u>17,293</u>
<i>Project delivery costs</i>				
Project travel, subsistence and accommodation	11,280	10,783	22,063	20,884
Project consultancy	-	-	-	5,110
Peacebuilding & Festivals work	1,188	-	1,188	198
	<u>12,468</u>	<u>10,783</u>	<u>23,251</u>	<u>26,192</u>
<i>Promotion and publicity</i>				
	<u>-</u>	<u>-</u>	<u>-</u>	<u>783</u>
<i>Administrative costs</i>				
Office running costs	5,433	-	5,433	6,509
Room hire & meeting costs	90	-	90	72
Insurance	1,275	-	1,275	1,170
Legal, professional & consultancy fees	952	-	952	794
Depreciation	985	-	985	773
	<u>8,735</u>	<u>-</u>	<u>8,735</u>	<u>9,318</u>
<i>Governance Costs</i>				
Independent Examination fee	775	-	775	750
Board meetings	228	-	228	239
	<u>1,003</u>	<u>-</u>	<u>1,003</u>	<u>989</u>
	<u>144,296</u>	<u>149,643</u>	<u>293,939</u>	<u>281,598</u>

Expenditure above includes:

	£	£
<i>Independent examiner's remuneration</i>		
For performance of independent examination	775	750
For other services provided	300	285
	<u>1,075</u>	<u>1,035</u>
<i>Employer's pension contributions</i>	16,607	15,122
<i>Payments under operating leases</i>	611	558

4. Transactions with Trustees and Related Parties

No remuneration was paid to any trustees in the current or previous year.

During the year, travel and subsistence expenses of £79 were paid to two trustees (2023: £595 to one trustee).

Notes to the Financial Statements (continued)

5. Staff Costs

	2024	2023
	£	£
Wages and salaries, net of statutory payments recovered	211,931	193,880
Social security costs	15,734	14,196
Employer's pension contributions	16,607	15,122
	<u>244,272</u>	<u>223,198</u>

The average numbers of staff employed directly during the year, on a headcount basis, was 7 (2023: 7).

The total amount of employee benefits, including employer national insurance and pension contributions, paid in respect of key management personnel was £53,627 (2023: £51,858). No employee had emoluments of more than £60,000 in the current or previous year.

6. Tangible Fixed Assets

	Computer equipment	Total
	£	£
<i>Cost</i>		
At 1 April 2023	9,774	9,774
Additions	849	849
At 31 March 2024	<u>10,623</u>	<u>10,623</u>
<i>Depreciation</i>		
At 1 April 2023	8,003	8,003
Charge for the year	985	985
At 31 March 2024	<u>8,988</u>	<u>8,988</u>
<i>Net Book Value</i>		
At 31 March 2024	<u>1,635</u>	<u>1,635</u>
At 31 March 2023	<u>1,771</u>	<u>1,771</u>

7. Debtors

	2024	2023
	£	£
Trade debtors	19,493	4,414
Accrued income	580	482
Prepayments	1,732	2,009
	<u>21,805</u>	<u>6,905</u>

8. Creditors

	£	£
Trade creditors	59	4,344
Accruals & other creditors	5,427	7,390
	<u>5,486</u>	<u>11,734</u>

Operating lease commitment

At the balance sheet date, the charity had future minimum payments under non-cancellable operating leases as follows:

	£	£
Payable in less than one year	<u>58</u>	<u>45</u>

Notes to the Financial Statements (continued)

9. Movement in Funds

		At 1/4/23	Movement in year			At 31/03/24
	Notes	£	Income £	Expenditure £	Transfers £	£
Restricted funds:						
Methodist Church Reconciliation & Mediation Team	(a)	55,500	-	(39,836)	(15,664)	-
Methodist Church Positive Working Together	(a)	19,664	-	(9,869)	(9,795)	-
Methodist Church The Way of Peace	(b)	-	150,000	(61,587)	19,468	107,881
Church of Scotland Ministry Benevolent Fund	(c)	6,605	50,000	(38,351)	-	18,254
Total restricted funds		<u>81,769</u>	<u>200,000</u>	<u>(149,643)</u>	<u>(5,991)</u>	126,135
Unrestricted funds:						
Designated fixed asset fund	(d)	1,771	-	(985)	849	1,635
Future funding	(e)	8,250	-	-	2,610	10,860
General fund		84,793	114,225	(143,311)	2,532	58,239
Total unrestricted funds		<u>94,814</u>	<u>114,225</u>	<u>(144,296)</u>	<u>5,991</u>	70,734
Total funds		<u>176,583</u>	<u>314,225</u>	<u>(293,939)</u>	<u>-</u>	196,869

Notes on funds:

Purposes of Restricted Funds:

- (a) These funds arose from an agreement with Methodist Connexion to fund two programmes between October 2020 and September 2023. The Reconciliation & Mediation Team (RMT) piloted the provision of coaching, mediation and facilitated conversations in three regions of the Methodist Church. The Positive Working Together (PWT) Training Programme continued to offer training for conflict transformation, following on from work in earlier years. The remaining funding in these funds at 30 September 2023 was transferred into the Methodist Church Way of Peace Fund.
- (b) These funds arise from The Way of Peace partnership and grant funding agreement with the Methodist Connexion to integrate the RMT and PWT programmes and roll-out the RMT element across the whole Connexion over the five years from October 2023 to September 2028. They include remaining funds transferred from RMT and PWT funds.
- (c) The Church of Scotland has agreed funding for 5 years from January 2023, which includes an element of restricted funding which must be applied towards eligible beneficiaries of the Church of Scotland's Ministry Benevolent Fund. The amount carried forward in the restricted fund will be spent in the subsequent financial year.

Purposes of Designated Funds:

- (d) Designated fixed asset fund: This corresponds to the net book value of fixed assets. Annual depreciation is charged to this fund and the cost of any fixed assets purchased out of unrestricted funds is transferred into the fund.
- (e) Future funding: The opening balance on this fund represented funding for delivery of Iona Community partnership work during April to December 2023, set aside by the trustees and applied to this expenditure in the current year. The fund is retained for monies designated for delivery of specific partnership work in a subsequent year. The balance at the year end is for delivery of a range of partnership work during 2024-25.

Notes to the Financial Statements (continued)

9. Movement in Funds (continued)

Notes on funds (continued):

Transfers are made between funds to:

- move the cost of fixed assets purchased into the fixed asset fund
- establish new designated funds or adjust the balance held in designated funds in line with decisions of the trustees
- transfer agreed allocations of core administration cost from restricted funds to the general fund in line with funding agreements
- transfer the balance of the RMT and PWT Methodist funds to the new Methodist Church Way of Peace Fund

10. Analysis of Net Assets between Funds

	Unrestricted Funds			Restricted Funds	Total Funds
	General	Designated	Fixed Asset		
	£	£	£	£	£
Tangible fixed assets	-	-	1,635	-	1,635
Debtors	21,805	-	-	-	21,805
Cash at bank & in hand	41,920	10,860	-	126,135	178,915
Creditors due within one year	(5,486)	-	-	-	(5,486)
Net assets at 31 March 2024	58,239	10,860	1,635	126,135	196,869

11. Statement of Financial Activities - Prior Year

	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
Income from:			
<i>Donations</i>			
Grants & donations	13,245	124,334	137,579
<i>Charitable Activities</i>			
Fee income for provision of services	42,883	-	42,883
<i>Investments</i>			
Bank interest	1,258	-	1,258
Total income	57,386	124,334	181,720
Expenditure on:			
Staff costs	142,799	84,224	227,023
Practitioner costs	4,266	13,027	17,293
Project delivery costs	11,009	15,183	26,192
Administrative costs	9,278	40	9,318
Governance Costs	989	-	989
Total expenditure	169,124	112,474	281,598
Net income	(111,738)	11,860	(99,878)
Transfers between funds	9,684	(9,684)	-
Net movement in funds	(102,054)	2,176	(99,878)
Reconciliation of funds:			
Funds brought forward	196,868	79,593	276,461
Funds carried forward	94,814	81,769	176,583

Notes to the Financial Statements (continued)

12. Movement in Funds - Prior Year

	At	Movement in year			At
	1/4/22	Income	Expenditure	Transfers	31/03/23
	£	£	£	£	£
Restricted funds:					
Methodist Church	52,809	82,935	(77,764)	(2,480)	55,500
Reconciliation & Mediations Team					
Methodist Church	26,784	28,899	(28,815)	(7,204)	19,664
Positive Working Together					
Church of Scotland	-	12,500	(5,895)	-	6,605
Ministry Benevolent Fund					
Total restricted funds	<u>79,593</u>	<u>124,334</u>	<u>(112,474)</u>	<u>(9,684)</u>	<u>81,769</u>
Unrestricted funds:					
Reconciling Communities (a)	588	-	(588)	-	-
Designated fixed asset fund	1,645	-	(773)	899	1,771
Future funding	49,012	-	(49,012)	8,250	8,250
General fund	145,623	57,386	(118,751)	535	84,793
Total unrestricted funds	<u>196,868</u>	<u>57,386</u>	<u>(169,124)</u>	<u>9,684</u>	<u>94,814</u>
Total funds	<u>276,461</u>	<u>181,720</u>	<u>(281,598)</u>	<u>-</u>	<u>176,583</u>

Notes on funds - prior year:

(a) Reconciling Communities fund: this fund arose from the surplus generated from the Gathering in Glasgow on Conflict and Faith in autumn 2019. The remaining balance was applied during the year.

13. Analysis of Net Assets between Funds - Prior Year

	Unrestricted Funds			Restricted Funds	Total Funds
	General	Designated	Fixed Asset		
	£	£	£	£	£
Tangible fixed assets	-	-	1,771	-	1,771
Debtors	6,905	-	-	-	6,905
Cash at bank & in hand	85,280	8,250	-	86,111	179,641
Creditors due within one year	(7,392)	-	-	(4,342)	(11,734)
Net assets at 31 March 2023	<u>84,793</u>	<u>8,250</u>	<u>1,771</u>	<u>81,769</u>	<u>176,583</u>