



NOVI MOST INTERNATIONAL

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2023

Company Registration Number 3006953

Charity Number 1043501

NOVI MOST INTERNATIONAL

TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2023

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ANNUAL TRUSTEES' REPORT: Year to 30 September 2023

The Trustees present the annual report and unaudited financial statements of the charity for the year ended 30 September 2023. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the memorandum and articles of association, the Companies Act 2006 and 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.

OBJECTIVES AND ACTIVITIES

Our vision is to equip young people in Bosnia and Herzegovina (BiH) to enter their futures with hope and confidence and empower them to become positive instruments of transformation in their communities.

In order to outwork our vision, we adhere to the following strategic objectives and implement the following activities.

1. Objectives

The charitable objectives of Novi Most International (NMI) can be summarised as the relief of hardship of young people living in Europe. To provide counselling and education for such persons, and social welfare for recreational purposes, in order to improve their conditions of life. Also, to advance the Christian religion and promote any other charitable purpose for the benefit of young people living both in the UK and overseas.

In setting our objectives each year we have regard to both the Charity Commission's general guidance on public benefit and prevention and relief of poverty for the public benefit. The Trustees ensure that the programmes we undertake are in line with our charitable objects and aims.

2. Activities

Novi Most International is operating in 4 towns in BiH and we use four premises (not owned by NMI) for regular weekly activities and programmes, as well as taking young people on trips to the cinema, bowling, barbecues, swimming, for joint events at other Novi Most locations, and special trips out. Omladinski Centre is in West Mostar, Centar Novi Most is in Capljina, Jajce Novi Most holds many activities in the building owned by the Evangelical Church and our Klub in Sarajevo also uses the building owned by the Evangelical Church Sarajevo. As a pioneering youth agency, we reach young people aged 11-21 years, sometimes older, sometimes younger, depending on the activity.

Each location has developed a distinctive ministry:

MOSTAR

Novi Most Centre in Mostar collaborates closely with the West Mostar Evangelical Church to engage in impactful community initiatives. A key focus of their joint efforts is the thriving Royal Rangers programme, which has demonstrated significant interest of young people in the community. The programme encompasses weekly gatherings and diverse outdoor activities, including hikes and community service projects. This initiative serves as a nurturing space for local youth, fostering physical, social, psychological, and spiritual development.

The Royal Rangers programme itself is an activity-driven, small group ministry designed for both boys and girls. It aims to instill Christ-like character and cultivate servant leadership in a relational and enjoyable environment. Beyond the regular gatherings, it provides additional opportunities for young individuals to participate in creative workshops. These workshops aim to impart essential skills such as critical thinking, collaboration, self-expression, and compassion.

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In addition to the Royal Rangers programme, Novi Most Centre hosts activities on Tuesday and Wednesday evenings tailored for young people. These events provide an opportunity for young people to grow in social and spiritual context as well as developing skills and talents like arts and crafts, music and cooking.

CAPLJINA

Čapljina Centar continues to provide customised English classes tailored to individual needs. These classes range from structured courses, offering the possibility of earning a Cambridge University diploma upon completion, to opportunities for expanding and practicing English as a second language. The core of Centar's language education initiative is centered on providing a dynamic and confidence-boosting environment for English learning.

Novi Most Centar reaffirms its commitment to holistic development through weekly drop-in sessions. These sessions serve as a platform for engaging in arts and crafts, games, table tennis, snooker, and more. By participating in these activities, young people have the opportunity to meet new individuals, discover more about themselves, as well as gain insights into the world around them.

Čapljina Novi Most also aims to broaden the perspectives of young people, both within their local community and beyond. Through offerings such as visits to new places and the chance to try various activities, including snowboarding, the youth are encouraged to step outside their comfort zones. These experiences challenge them to develop, grow, and embrace new opportunities.

JAJCE

Jajce Novi Most specialises in music education, offering year-round courses in drums, guitar (electric, acoustic, and bass guitar), keyboards, and violin. Additionally, the centre provides opportunities for artistic expression through arts and crafts as well as singing courses. Edina (Dina) Hajder's unihockey club has gained popularity among the youth, providing them with a dynamic outlet for physical activity.

During the winter months, the team at Jajce Novi Most integrates snowboarding into their programme. This not only introduces young people to a new skill but also fosters team building and an appreciation for the diverse offerings of their country.

Matt and Budo are actively involved in the development of music recording and production initiatives. These projects serve as engaging opportunities for young individuals while also functioning as a valuable resource for the broader church community in Bosnia and Herzegovina. Matt Hellyer further contributes to the local community by producing content for a radio programme, enhancing the cultural landscape.

Rowan Hellyer offers music lessons and courses in a range of instruments, including clarinet, trumpet, flute, saxophone and violin. Additionally, she holds a part-time position as a music teacher at a local elementary music school and is conducting the brass band of Jajce town. Her dual roles contribute significantly to enriching the local music scene, providing valuable musical education and fostering a vibrant musical community. The Jajce team remains deeply engaged in cultural and community events, participating in activities such as the 10k race in Jajce, open-air concerts, and youth festivals. This active involvement underscores their commitment to fostering cultural vibrancy and community cohesion.

SARAJEVO

The Sarajevo location operates in a closely-knit partnership with the Evangelical Church of Sarajevo. Throughout specific months, the team orchestrates engaging courses in music and art, utilizing a well-equipped space that also serves as a haven for young bands to practice and unleash their musical creativity.

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Every two months, the team arranges an exciting "OK" event, attracting young adults not only from Sarajevo but also from surrounding towns. This event is meticulously designed to blend elements of fun, music, games, creativity, and spiritual growth, fostering a vibrant and inclusive community spirit.

A Saturday night staple is the teenage club, welcoming individuals aged 12 to 17. Here, the team facilitates relevant discussions on pressing challenges faced by young people, delving into topics such as identity, ethics, moral dilemmas, and relationships.

In line with the outreach initiatives of Jajce and Čapljina, winter sports serve as a unique opportunity during the colder months. The focus on training young people in leadership remains a consistent theme, empowering them to take ownership of the Klub and actively contribute to both church and Novi Most activities. Sessions and trips are organised to help participants appreciate the facilities and scenic countryside, fostering a holistic understanding of their surroundings.

The commitment to Royal Rangers is evident in the emphasis on leadership development and the active involvement of young individuals in shaping the Klub's direction. This multifaceted approach ensures a well-rounded experience, encouraging personal growth and community engagement among the youth.

JOINT INITIATIVES

SUMMER CAMPS

In collaboration with the Evangelical Church, all our teams actively participated in leading the regular two month-long summer camp programme. This immersive experience proved to be a fantastic blend of games, adventure, and skill-building for the youth in Bosnia and Herzegovina. Witnessing the training of young adults for servant leadership during this period brought a special sense of joy and hope.

These camps play an important role in covering various essential aspects of our work. They serve as a platform where young individuals, hailing from different cities and ethnic backgrounds, come together for fellowship, discipleship, evangelism and reconciliation. The camps become transformative spaces where preconceived notions and prejudices are dismantled.

Within the camp setting, young people are afforded the opportunity to discover more about themselves, deepen their understanding of God, and nurture meaningful relationships. This exploration takes shape through adventurous activities, engaging games, and a diverse array of sports and other interactive pursuits.

Ultimately, the summer camps stand as more than just recreational retreats; they represent a crucial chapter in our mission, fostering unity, personal growth, and an inclusive community spirit among the youth in Bosnia and Herzegovina.

WINTER CAMP

The winter camp serves as a remarkable opportunity for young people from diverse ethnic backgrounds to come together for a week of building new friendships. Beyond fostering connections, it provides a platform for learning and honing new skills, set against the backdrop of the breathtaking mountains in Bosnia and Herzegovina. Witnessing the youth develop a love and connection with nature, particularly its winter beauty, is truly rewarding.

This year, we successfully organised two camps catering to different age groups: one for individuals aged 10 to 15 and another for those between 18 and 28. Amidst the stunning natural surroundings,

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participants engaged in physical training and skill development, with a focus on skiing or snowboarding.

The evening programme was crafted to be equally enriching, comprising a blend of fun, games, music, talks, and group discussions. This holistic approach ensures that the winter camp becomes not just a space for outdoor activities but also a forum for personal growth, meaningful conversations and shared experiences. The joy of seeing young people immerse themselves in both the challenges of physical training and the joys of communal engagement underscores the transformative impact of the winter camp experience.

OTHER REGULAR MEETUPS BETWEEN NOVI MOST GROUPS

As well as camps in both summer and winter the different Novi Most sites organise trips to the different locations to help build the relationships that are created on camp and allow sharing of skills across different locations.

Big teen gatherings

This year, we organised four significant teen gatherings in Čapljina, Sarajevo, Jajce, and Mostar, with an impressive turnout of an average of 60 teens per event. Our day-long excursions featured a diverse programme that encompassed everything from engaging outdoor and indoor activities to sports, fostering a sense of fellowship and providing nourishing meals. The agenda also included elements of creativity, discipline, and personal development. These gatherings served as enriching experiences, promoting holistic growth and positive connections among the participating teens.

Year of Prayer

This year, the Evangelical Church of Bosnia and Herzegovina had declared the "Year of Prayer." Our collective initiative involved monthly gatherings in various local churches, emphasizing joint prayer and fellowship. Each gathering focused on a specific city, allowing us to unite in prayer while considering the unique challenges posed by the political and economic struggles in Bosnia and Herzegovina. As a cohesive church family, we are committed to standing together, interceding for our nation, and proclaiming the truth of God over this region. In the face of the numerous challenges, our goal is to foster a sense of unity and spiritual strength that transcends the difficulties impacting the overall well-being of our country.

RESOURCES DEVELOPMENT FOR YOUTH

Throughout the year, we collaborated closely with young people, fostering their engagement in both music and leadership initiatives. Our emphasis was on hands-on involvement, encouraging them to actively participate in the music-making process, event planning, and the creation of camp programmes. We strongly believe that these experiences contribute significantly to their personal growth.

In addition to these efforts, we successfully created and produced a new puppet play that served as a beneficial resource for multiple towns in Bosnia and Herzegovina, particularly in community outreach initiatives for kids. Furthermore, we contributed to Novi Most media by producing six new songs written by different young adult authors.

Our commitment extended to designing three distinct programmes tailored for kids, teens, and young adults, along with a comprehensive training programme for our volunteer camp team. It is essential to note that this programme will undergo revision in the coming years, with a projected completion date in 2024.

Throughout the year, we conducted a series of workshops covering diverse topics such as music, team building, and spiritual formation. These workshops aimed to provide a holistic learning

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experience for the participants, fostering not only musical skills but also teamwork and personal development.

FOR NMI FUNDRAISING

Matt Hellyer produces the NMI 'New Bridge' publication which informs supporters of up-to-date NMI work and he also produces the prayer updates. Team members had the opportunity to speak and raise awareness for Novi Most in various different churches in the UK.

ACHIEVEMENTS AND PERFORMANCE

PARTNERSHIP WITH THE EVANGELICAL CHURCH OF BOSNIA & HERZEGOVINA (ECBiH)

All Novi Most international and local workers actively participate as members in their local churches, playing integral roles in church development as leaders, elders, and deacons. Across various locations, Novi Most personnel take on leadership and supportive roles in youth and children's work. The Evangelical Church in Bosnia and Herzegovina (ECBiH), comprising 500-600 members, faces unique challenges in a population of just under 3 million. Regrettably, it is sometimes misconstrued as a sect, given that mainstream religions in BiH are Islam, Catholicism, and Serb Orthodox. The ECBiH, therefore, requires ongoing encouragement, support, and constructive efforts to strengthen and build its presence in the community. Novi Most's engagement in church activities and community outreach is crucial for fostering understanding and acceptance within this diverse religious landscape.

In the Brankovac Church located in East Mostar (on the Bošnjak - muslim side of the city), our work is firmly established and effectively led by the dedicated long-term worker, Claire Gingell. In 2018, we made the significant step of releasing Claire into full-time ministry within the church. Our commitment to supporting the ongoing efforts of this church remains steadfast. Claire, having been a former member of the Novi Most team, continues to play a vital role by bringing young people from the region to Hercegovina-wide events, where they can engage with other Novi Most groups. Her involvement serves as a bridge between different communities, fostering unity and collaboration within the diverse cultural and religious landscape of Hercegovina.

In Centar Dva church, West Mostar, the church is using the NMI Centre for Sunday Services, knitting courses and English courses as well as weekly arts and crafts. The church also leads the Royal Rangers programme, which is supported by Novi Most workers. The church in West Mostar is looking for a new space. Our plan is to move with the church into this space when this happens.

In Capljina, Ivica is leading the church team and represents them at different church meetings. Once a week our workers in Capljina organise youth meetings and activities and regular discipleship of the youth takes place. The Novi Most team join the church for regular weekly prayer meetings.

In Jajce, Dina Hajder, the church leader, joins the team for weekly planning meetings and prayer, and participates in many NMI activities. Novi Most team members lead worship in the church and occasionally preach, and work together to reach out and disciple young people. They are creating a bridge between the NMI activities and the church.

In Sarajevo, Beki takes the lead in the youth work within the church. Continuously building a bridge between NMI youth work activities and the church, Beki reached a significant milestone by being ordained in June 2023. His dedication extends beyond the local church, as he actively participates in country-wide Evangelical Church events and activities, including leading church camps and conferences. Thanks to years of discipleship and mentoring, two young individuals have transitioned to becoming members of the NMI team through the Novi Most scholarship programme. Currently, they play key roles in leading the teen club and Royal Rangers in Sarajevo. Their involvement extends to organising and creating events for children, such as the annual Christmas Puppet show where Samaritan's Purse shoeboxes are distributed. Beki holds the position of an elder within the Church,

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and the entire team actively contributes to other church events, playing integral roles in the broader church life. Their commitment showcases the interconnectedness of NMI and the local church, creating a dynamic and impactful presence in Sarajevo.

ECBiH (Evangelical Church of Bosnia & Herzegovina) youth conference - It was such a blessing and joy to see young people dedicated to create and host Youth Conference that brought 150 young participants from Bosnia and Herzegovina, Serbia, and Croatia, offering them a unique opportunity to connect and grow. The conference was a celebration of fellowship, enriched by delicious food, enlightening master classes covering a wide range of topics, heartfelt worship, inspiring testimonies, and the profound teachings of God's Word. What made this event truly remarkable was its location in a region that was once the tragic theatre of war in the 1990s, marked by deep-seated ethnic, national, and religious divisions. The fact that these young people, representing diverse backgrounds and histories, could come together in unity and harmony speaks volumes about the power of the Gospel and their shared vision for a brighter future.

The conference emphasised the significance of the culture of belonging in shaping human identity, values, and behaviour. The Apostle John recorded an interesting message and prayer of his teacher, Jesus Christ. "If you belonged to the world, it would love you as its own. As it is, you do not belong to the world, but I have chosen you out of the world. That is why the world hates you." John 15:19 "I have given them your word, and the world has hated them, for they are not of the world any more than I am of the world. My prayer is not that you take them out of the world but that you protect them from the evil one. They are not of the world, even as I am not of it." John 17:14-16. The culture of belonging is a social phenomenon that has a significant influence on human identity, values, and behaviour. In a world that differs greatly from the time of Jesus, the question of belonging remains relevant. Attendees were encouraged to ponder their own sense of belonging, addressing questions such as "To whom do I (not) belong?" and "Why do I (not) belong?" as they contemplated how they fit into today's society.

COMPASSION POT

Because poverty is so high in BiH, NMI makes available a small allowance each month in every location to allocate according to perceived needs. The team corporately agree who will be the beneficiaries of this financial aid and it is made clear that the gift comes from NMI. This year Compassion Pot has funded medicine and hospital bills, winter fuel, school books, and food parcels.

SCHOLARSHIP PROGRAMME

We all share the desire to witness the next generation take active roles within NMI. Recognising that education is a crucial factor in the nation's development, we believe that discipleship holds even greater importance. Implementing a scholarship programme allows us to invest in both the academic and spiritual growth of potential future leaders in Bosnia and Herzegovina. Through this programme, we aim to provide scholarships to current or aspiring university students who have demonstrated interest and capability in the youth work programmes we conduct. The unique aspect of this initiative involves inviting these young individuals to engage with us in an internship format, dedicating 2-3 days a week alongside their academic studies. This approach does not immediately entail employment but rather an investment in their personal and professional development. By adopting this strategy, we have the opportunity to discern whether the individual aligns with the vision of NMI. Simultaneously, it provides the young person with a safe space and time to "test their call" for ministry and youth work, fostering their growth and development. This thoughtful and intentional approach allows us to prayerfully consider the potential for a long-term partnership while nurturing the next generation of leaders.

Our scholarship programme has funded three university students, Malina, in Sarajevo graduated in the Summer 2023. Angela Sarah Bošnjak is pursuing a masters degree in Theological Seminary of Osijek, Vanja Nikolinović is studying at the Faculty of Criminology and Security Studies, University of Sarajevo and Mihaela Kojić is a student at the Faculty of Health Studies, studying physiotherapy at

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the University of Mostar. They are volunteering with the work of Novi Most Sarajevo and Novi Most Hercegovina teams two days a week and we are financially helping them in their education. We believe that higher education is an important opportunity for people to pursue here and want to help make it accessible for everyone. We are also pleased by the opportunity to train up more locals to serve the next generation.

TEAM RETREATS

This year, our team retreat took place in the UK and brought together the majority of our team along with all the trustees. The primary objective of the retreat was to build on the decisions and discussions that emerged from the Strategy Review in 2022.

We participated in the annual Josiah Venture conference this year in September. Becca and Ivica took our 3 students to be inspired, encouraged and challenged in their spiritual growth and leadership. The topic was “Lifeline, First responders and the anxious generation” and JV managed to gather 400 participants from 18 countries to talk about the role of “the first responder”. The speaker was Dr. David Van Dyke who brought deep insights coupled with practical strategies on how to respond to current mental health needs. The idea was to equip young leaders as first responders who can later equip their young people so that they can bring hope to this anxious generation. The team from Bosnia took the opportunity to also have gatherings in prayer as a form of teambuilding. We’ve also had the chance to bond with young adults from Croatia and Serbia that were at the conference.

In October, Ivica and Beki had opportunity to take part in the General Assembly Conference, an event organised by the Youth for Christ ministry which took place in the Netherlands. The conference's central theme, "TOGETHER," underscored the critical significance of unity at all levels of Christian life. It was encouraging to witness representatives from all corners of the globe, each grappling with the same essential challenge – how to connect with and empower the youth of their respective regions. The sense of a global community, all working toward a shared goal, was truly inspiring. The conference offered a platform for attendees to share stories and testimonies of God’s faithfulness. Hearing these narratives from different corners of the world served as a powerful reminder of God’s presence. Furthermore, the event presented a golden opportunity to forge connections and exchange valuable resources, particularly with leaders from their home region. It was an occasion to strengthen bonds and gather insights that would undoubtedly further enrich their mission of reaching and guiding young people on their spiritual journeys.

PRAYER

Prayer for BiH is facilitated by NMI through monthly e-mail updates (written in and distributed by the Jajce office) to the UK supporters and local BiH churches. Many churches and individuals in the UK pray regularly for the work of NMI and we are grateful for that.

PERSONNEL

BiH Team

International Novi Most team members in BiH are volunteers who are financially and prayerfully supported by their churches, friends and families. The enormous contribution that supporters make to individual workers and to the ministry of NMI is greatly appreciated and valued. Local workers are salaried, and funded through general NMI funds. At the end of this year we employed 4 local workers, (1 in Mostar, 1 in Capljina, 1 in Jajce and 1 in Sarajevo) and there were 3 international volunteers (from the UK). All the team regularly meet together for weekly planning meetings, prayer and Bible study and meet with Team Leaders on a monthly basis for review. Beki Trbić is the

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Director and we have also formed a Local Leadership Board, which includes team leaders from each location. This board meets once a month to discuss current situations and plan and execute the strategy for the future.

Herzegovina NMI Team

Ivica Simunovic serves as the Herzegovina team leader. Indira Zovko remains the NMI legal representative and actively oversees youth activities in Mostar. Becca Simunovic takes the lead in youth club activities in Capljina, utilising English teaching, craft activities, and mentoring projects. Ivica contributes to these activities in Capljina and also coordinates initiatives tailored for young men, incorporating sports and challenging activities.

Jajce NMI Team

Matt and Rowan Hellyer, alongside local worker Budo Hajder, have actively integrated themselves into the local community by participating in various outreach opportunities. Leveraging their musical skills, the team has had a significant impact and is currently expanding into songwriting and recording opportunities for young people. Additionally, they are enthusiastic about utilising local winter amenities to provide snowboarding sessions for the youth.

Matt and Budo extend their support to other locations whenever possible, actively encouraging young people in the realm of music. Their commitment to community engagement and skill development showcases their dedication to fostering positive experiences for the next generation.

Sarajevo NMI Team

Damir Trbic Beki serves as the Director but remains actively engaged in local youth ministry in Sarajevo. In addition to teaching music, including guitars and drums, he plays a key role in leading Saturday evening theme nights. Angela and Vanja have been instrumental in supporting Beki, assisting with event organisation, various activities such as administration, youth club hangouts, and resource creation for work with teenagers. Their collaborative efforts contribute to the vibrant and dynamic youth ministry in Sarajevo.

UK Office

The UK office distributes appeals, banks donations, and resources BiH personnel. Production of appeals is generally being handed over to BiH; social media campaigns are already generated there. Recruitment of short and long term personnel continues to be undertaken by the UK office alongside the director in BiH. Katie Flory (part-time) Finance Manager and Linda Eldridge (part-time) Administrator make a significant contribution to the smooth running of the office. Volunteers (a pool of 10 or so) from local churches assist with our direct mailings. The staff work well together and are flexible and servant hearted; this is appreciated by the Trustees. The UK staff have continued the pattern of reduced working hours in order to ease the financial pressure on the organisation whilst we also transfer further administrative tasks to BiH.

FUTURE PLANS

The location objectives put together by each of the locations follow the line of the recent NMI Strategy document. They are very encouraging and show the continued enthusiasm and passion the long term team have about working with the young people of BiH and helping them in their futures. With this in mind the work of Novi Most has the possibility to grow and develop further. However both resources in manpower and finances will be needed for this to happen. To this end Trustees advertised the new position of Supporter Development Manager and at the end of September were shortlisting for interview.

LINKS TO OTHER ORGANISATIONS

NMI maintains a strong network of partnerships to enhance its mission and impact. We are a proud member of The Evangelical Alliance of the UK. In Bosnia and Herzegovina, our collaboration extends

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to the Evangelical Church of Bosnia & Herzegovina, reflecting our commitment to working in unity with local communities.

Our ongoing partnership with Josiah Venture, an umbrella organisation for Christian youth organisations across Central and Eastern Europe, is a key element of our strategy. Attending their conferences has proven instrumental in providing both NMI and young adults with a broader perspective on youth work.

Collaboration with Youth For Christ (YFC) involves the exchange of resources and encouragement, strengthening our shared commitment to youth development. Additionally, we maintain positive relationships with other Christian agencies in Bosnia and Herzegovina, including Operation Mobilisation (OM), Christian Missionary Alliance (CMA), and the Evangelical Union of Students (EUS). These partnerships support the church and contribute to the organisation of events, conferences, and training initiatives.

In our various locations, we foster loose relationships with other youth organisations and schools, seeking to nurture and build upon these connections for mutual benefit. Notably, Novi Most is supported by over 100 UK churches and maintains links with churches internationally, particularly in Germany, Switzerland, and the United States, through our team members. These diverse connections contribute to the strength and global reach of Novi Most's mission.

FINANCIAL REVIEW

NMI seeks to be transparent in its handling of money. The UK office, although small, has managed to raise funds and support the organisation's vision as the ministry in BiH has changed. We have maintained and developed youth work in Mostar, Capljina, Jajce and Sarajevo and the number of projects which occur in those locations.

We budgeted for a small deficit this year, and ended the year with an unrestricted deficit of £30,256. We are tremendously grateful for the generosity of our faithful supporters, and churches, who have given to the work and enabled the organisation grow. At the end of 2022 the trustees designated £40,000 for organisational restructuring, the Future Strategy Fund. We enter the new financial year with more than three months reserves in a high interest account with CCLA.

Fundraising

NMI has a targeted fundraising strategy and sends mailings 5 times a year. The organisation has a committed following of individuals and churches who support us regularly in prayer and financial giving, without which the work could not continue and for which we are extremely thankful. Standing order gifts provided around 62% of our unrestricted income. We are grateful too for the support of a number of small trusts for their commitment to our work.

Catherine Bartlem has been involved in investigating grant applications for the future and will work with the new Supporter Development Manager moving forward.

Reserves Policy

We aim to maintain a flexible reserve equivalent to at least £24,000 which is three months core expenditure. At the year end the general reserve was £84,917. The trustees expect to have to purchase another minibus within the next 2 years and will designate funds for this at that time.

Grants Policy

It is our normal practice to apply available funds to projects initiated and run by NMI for the benefit of young people in BiH. We do not welcome unsolicited applications and will not consider funding any project which falls outside our stated objectives in BiH.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Novi Most International is a registered charity and a company limited by guarantee, governed by a Memorandum and Articles of Association.

Organisational Structure

Novi Most International (NMI) has a Board of Trustees who meet five times a year. The Trustees are responsible for the strategic direction and policy of the charity. The Board must have three members and there is no limit on maximum membership. Each Trustee brings professional expertise to the organisation relevant to the work of the charity. All Trustees have personal knowledge of our ministry in Bosnia and Herzegovina (BiH), through field visits, which are encouraged. The Secretary sits on the Board but has no voting rights.

The BiH Director is responsible for daily operations and management, policies and strategy implementation in the field. He maintains regular contact with the Board of Trustees. Together, the Director and Trustees ensure that the charity meets its strategic objectives and that the organisation functions in accordance with good practice, both in the UK and in BiH. The UK office is staffed by a part-time Finance Manager, part-time Administrator and faithful volunteers who help with fundraising. The BiH office is staffed by a Legal Representative and Team leaders in each location are responsible for their administration, accounts and monthly reports. Team leaders are accountable to the BiH Director regarding field operations, and report regularly to the Trustees.

Recruitment and Appointment of Trustees

Under the requirements of the Memorandum and Articles of Association, Trustees are elected to serve for a period of three years, after which they must be re-elected at the next Annual General Meeting. All Trustees are required to subscribe to the Lausanne Covenant (1974) which is the charity's Statement of Faith. New Trustees are appointed to the Board after attending a meeting as observer (for non-confidential items), so that they have an opportunity to meet all the Trustees. After a formal recommendation and an interview with at least two serving Trustees, the Board co-elects the new Trustee, for which ratification at the AGM is sought. Trustees are usually recruited through personal contact. In order to help them consider the role, Trustees are given a Trustee Information Pack which includes: the Role of Trustees, Charity Commission CC3, the Lausanne Covenant, Annual Report and Accounts, current literature/resources on the work of Novi Most International.

Trustee Induction and Training

The Company Secretary ensures that the Trustees are aware of the legal commitments they are undertaking before being appointed. Most Trustees are familiar with the ministry of NMI before being elected to the Board. Trustees are encouraged to visit, and as appropriate, participate in, our ministry in BiH. Trustees are satisfied with the appointment process, and draw on information from the various Charity Commission publications as necessary. They take up opportunities for training as they are able.

Risk Management

The Board regularly reviews the major risks relating to the operation and finances of the charity. Where necessary, action is taken to mitigate the risks the charity faces.

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REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	Novi Most International
Charity Registration No:	1043501
Company Registration No:	3006953
Registered Office and Operational address:	Lee Common Methodist Church Oxford Street Lee Common Bucks HP16 9JP

PRESIDENT	Mark Hedley
Title:	Sir Mark Hedley

TRUSTEES

Miss Anna Hedley	Chair
Mr Simon Evans	Treasurer
Mr Peter Flory	
Mr Michael Elliot	
Rev Paul Lewis	
Mr Peter Gray	

COMPANY SECRETARY	Mrs Katie Flory
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BiH DIRECTOR	Mr Damir Trbic
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UK STAFF MANAGEMENT TEAM

Mrs Katie Flory	Finance Manager
Mrs Linda Eldridge	Administrator

INDEPENDENT EXAMINER

Nicola Anderson FCA FCIE
189 Baldwins Lane
Croxley Green
Rickmansworth
Herts. WD3 3LL

BANKERS

Nat West Bank plc
P O Box 92
Hanley
Stoke on Trent
ST1 1QA

Sort Code: 01-03-69
Account No: 13495380

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the charitable affairs at the end of the year, and of its income and expenditure for that period. In preparing these financial statements the Trustees are required to:

- Select suitable accounting practices and then apply them consistently
- 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 accounts
- Prepare the financial statements on the ongoing basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Company, and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company, and hence, for taking reasonable steps for the prevention and detection of fraud or other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (SORP FRS102), and in accordance with the small companies exemptions as found in section 415A of the Companies Act 2006

This report was approved by the Board on 29th February 2024

Katie Flory, Secretary

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Novi Most International (company no. 3006953 and charity no: 1043501) for the year ended 30 September 2023 as set out on pages 15 to 23.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Nicola Anderson FCA FCIE

dated:

Chartered Accountant and Independent Examiner
189 Baldwins Lane
Croxley Green
Rickmansworth
Herts WD3 3LL

NOVI MOST INTERNATIONAL

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 30 SEPTEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
INCOME FROM:							
<i>Donations and Legacies</i>							
Donations	2a	89,774	35,519	125,293	107,713	35,794	143,507
Legacy		0	0	0	41,977	0	41,977
Grants receivable	2b	0	0	0	0	2,000	2,000
<i>Investments</i>							
Bank Interest		4,315	0	4,315	525	0	525
TOTAL		94,089	35,519	129,608	150,215	37,794	188,009
EXPENDITURE ON:							
Raising Funds	3	3,744	0	3,744	3,699	0	3,699
Charitable Activities	4	120,601	39,047	159,648	98,146	51,280	149,426
TOTAL		124,345	39,047	163,392	101,845	51,280	153,125
Net income/(expenditure)	6	-30,256	-3,528	-33,784	48,370	-13,486	34,883
Transfers between funds		0	0	0	0	0	0
Net movement in funds:		-30,256	-3,528	-33,784	48,370	-13,486	34,883
RECONCILIATION OF FUNDS							
Total funds brought forward		155,173	15,059	170,232	106,803	28,545	135,348
Total funds carried forward	11	124,917	11,531	136,448	155,173	15,059	170,232

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 17 to 23 form part of these financial statements.

NOVI MOST INTERNATIONAL

BALANCE SHEET

30th SEPTEMBER 2023

	Note	2023 £	2022 £
FIXED ASSETS			
Tangible assets	7	2	2,110
CURRENT ASSETS			
Stocks		0	0
Debtors	8	3,012	2,774
Cash at bank and in hand		<u>134,263</u>	<u>166,474</u>
		137,275	169,248
CREDITORS: Amounts falling due within one year	9	<u>-829</u>	<u>-1,126</u>
NET CURRENT ASSETS		136,446	168,122
NET ASSETS		<u>136,448</u>	<u>170,232</u>
FUNDS			
Restricted Funds	11	11,531	15,059
Unrestricted Funds	11	124,917	155,173
TOTAL FUNDS		<u>136,448</u>	<u>170,232</u>

For the year ending 30 September 2023, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The notes on pages 17 to 23 form part of these financial statements.

The directors approved these financial statements on 29 February 2024.

.....
MR S EVANS

Company registered No. 3006953

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2023

1. Accounting Policies

Basis of preparation

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (SORP FRS102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income recognition

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 relating to future periods is deferred.

Donations under gift aid, together with the associated income tax recovery are recognised as income when the donation is received.

Expenditure recognition

Expenditure is recognised when a liability is incurred, it is probable that settlement will be made and the liability can be measured reliably. Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Allocation of expenditure

Direct costs of an activity are allocated to that activity. Where direct costs relate to more than one activity they are apportioned across activities based on the extent to which each activity utilises the resources.

Support costs comprise costs incurred in support of these activities. Included in support costs are costs incurred in the governance of the charity which are primarily associated with the constitutional and statutory requirements. Support costs are allocated to activities on a proportional basis.

Capitalisation and depreciation of tangible fixed assets

UK held assets:

Items in excess of £500 that are of a capital nature are capitalised and depreciated to write off their cost less residual value over estimated useful life as follows:

Furniture and Fittings – 4 years

Computer equipment - 4 years

Overseas held assets:

Vehicles for use in Bosnia & Herzegovina are capitalised and depreciated to write off the cost less residual value over estimated useful life of 4 years. All other assets, which comprise fixtures, fittings and computer equipment, are written off in the year they are acquired.

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 30 SEPTEMBER 2023

Fund structure

Restricted funds represent funds received whereby the application of those funds is restricted by the donor. Funds that may be applied at the discretion of the trustees within the charitable objects are unrestricted. Where trustees have set aside funds for specific purposes, these are identified as designated funds.

Foreign Currency Transactions

Foreign currency transactions are initially recognised at the spot exchange rate between the foreign currency and GBP sterling rate at the date of the transfer of funds. At the end of the reporting period balances are translated at the closing rate.

Significant exchange rate profits and losses on translation are taken to the Statement of Financial Activities.

2a. DONATIONS

	Total Funds 2023 £	Total Funds 2022 £
Individuals	110,335	128,587
Churches	11,486	10,587
Other institutions	3,472	4,333
	<u>125,293</u>	<u>143,507</u>

Significant Church and other institution donors (Over £500)

Great Chesham P C C (4 churches)	6,076	0
Bromsgrove Baptist Church	1,750	1,500
Arise Church	1,200	1,200
SMB Charitable Trust	1,000	2,000
St James Styvechale	1,000	1,000
The Forest Hill Charitable Trust	1,000	1,000
St Catherine's Church, Tilehurst	750	786
Holy Trinity Church	0	1,500
Operation Mobilisation	0	1,000
Grays Baptist Church	0	950
Perth Baptist Church	0	700
Broadway Baptist Church	0	700
St John's Ashley Green	0	504

2b. GRANTS

	Total Funds 2023 £	Total Funds 2022 £
The Souter Trust	0	2,000
	<u>0</u>	<u>2,000</u>

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 30 SEPTEMBER 2023

3. RAISING FUNDS

	Total Funds 2023 £	Total Funds 2022 £
Salaries and professional charges	871	825
Marketing and advertising	0	100
Rent, rates, light and heat	279	245
Postage, printing and stationery	2,532	2,474
Telephone	62	55
	3,744	3,699

4. CHARITABLE ACTIVITIES

	Volunteer funding, Grants and Aid £	Central £	Mostar £	Capljina £	Jajce £	Sarajevo £	Training and Intern ship Schemes £	Field visits and prayer £	2023 Total £	2022 Total £
Grants and volunteer support	23,421	0	0	0	0	0	0	0	23,421	29,626
Project costs	862	0	0	0	0	0	0	0	862	796
Activities and Courses	0	3,781	890	911	8,769	4,138	0	0	18,489	11,872
Salaries	0	7,541	3,425	11,154	10,805	11,652	7,180	8	51,765	39,813
Travel and vehicle costs	0	2,298	1,489	4,526	5,455	2,217	0	0	15,985	13,988
Rent, Rates Heat, Light & Maintenance	0	0	2,153	2,995	2,327	2,681	0	0	10,156	13,187
Postage, Printing & Stationery	0	89	63	64	125	178	0	0	519	279
Telephone	0	536	0	557	471	458	0	0	2,022	1,778
Insurance	0	0	0	0	0	0	0	0	0	50
Professional Charges	0	620	0	0	713	0	0	0	1,333	970
Training	0	53	0	0	34	257	0	0	344	1,125
Bank charges & Sundry expenses	0	1,026	37	60	182	555	0	212	2,072	1,501
Support										
Salaries	3,164	2,078	1,050	2,641	3,764	2,885	936	29	16,547	15,667
Office costs	2,562	1,682	850	2,138	3,047	2,335	757	23	13,394	18,144
Sundry expenses	524	344	174	437	623	477	155	5	2,739	630
	30,533	20,049	10,132	25,483	36,314	27,832	9,028	277	159,648	
2022	39,535	14,191	9,346	22,382	33,028	28,889	2,045	10		149,426

Costs are allocated directly to relevant expense categories wherever possible. Support costs are allocated based on staff time.

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 30 SEPTEMBER 2023

5. ANALYSIS OF STAFF COSTS, THE COST OF KEY MANAGEMENT PERSONNEL AND RELATED PARTY TRANSACTIONS

The aggregate payroll costs were:

	2023 £	2022 £
Wages and salaries	69,180	56,305
Contracted Staff	0	0
	<u>69,180</u>	<u>56,305</u>

No employees had emoluments in excess of £60,000 (2016 nil)

Particulars of employees:

The average number of employees (head count based on number of staff employed) during the financial year amounted to:

	2023	2022
Raising funds	1	1
Direct charitable activities	4	4
Support and Governance	2	2
	<u>7</u>	<u>7</u>

The trustees of the charity are considered to be the key management. No trustee received any remuneration during the year (2022: nil)

No trustee was reimbursed for expenses (2022 : 0) Trustees donated £5,421 aggregated to the charity (2022 £22,231)

6. NET INCOME

Net Income is stated after charging:

	Total Funds 2023 £	2022 £
Staff pension contributions	0	0
Depreciation	2,109	4,316
Independent examiner's fees	900	800

7. FIXED ASSETS

COST

	Vehicles £	Fixtures & Fittings £	Total £
At 1 October 2022	27,406	2,302	29,708
Additions	0	0	0
Disposals	0	0	0
At 30 September 2023	<u>27,406</u>	<u>2,302</u>	<u>29,708</u>

DEPRECIATION

	Vehicles £	Fixtures & Fittings £	Total £
At 1 October 2022	25,298	2,300	27,598
Charge for the year	2,108	0	2,108
Disposal	0	0	0
At 30 September 2023	<u>27,406</u>	<u>2,300</u>	<u>29,706</u>

NET BOOK VALUE

	Vehicles £	Fixtures & Fittings £	Total £
At 30 September 2023	<u>0</u>	<u>2</u>	<u>2</u>
At 30 September 2022	<u>2,108</u>	<u>2</u>	<u>2,110</u>

Motor vehicles are used for direct charitable activities in BiH.

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 30 SEPTEMBER 2023

8. DEBTORS

	Total Funds 2023 £	2022 £
Trade debtors	0	0
Gift Aid recoverable	3,012	2,594
Other debtors	0	180
Prepayments	0	0
	<u>3,012</u>	<u>2,774</u>

All assets are used in the management and administration of the charity.

9. CREDITORS: Amounts falling due within one year

	Total Funds 2023 £	2022 £
PAYE and social security	62	70
Other creditors	217	606
Accruals	550	450
	<u>829</u>	<u>1,126</u>

10. COMMITMENTS UNDER OPERATING LEASES

	Total Funds 2023		2022	
	Land and buildings £	Other items £	Land and buildings £	Other items £
Operating leases which expire:				
Within 1 year	0	0	0	0
Within 2 to 5 years	0	3,952	0	5,160
	<u>0</u>	<u>3,952</u>	<u>0</u>	<u>5,160</u>

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 30 SEPTEMBER 2023

11. FUNDS

2023	Balance at 1 Oct 2022 £	Incoming £	Outgoing £	Transfers £	Balance at 30 Sept 2023 £
Project workers	994	25,285	-23,421	0	2,858
Other restricted funds	14,065	10,234	-15,626	0	8,673
Total Restricted Funds	15,059	35,519	-39,047	0	11,531
Unrestricted Funds					
General Fund	115,173	94,089	-124,345	0	84,917
Designated Fund	40,000	0	0	0	40,000
Total Unrestricted Funds	155,173	94,089	-124,345	0	124,917
Total Funds	170,232	129,608	-163,392	0	136,448
Other restricted funds (breakdown)					
Intern/University Scheme	11,481	3,895	-7,180	0	8,196
Camps, Courses & Equip	0	6,339	-6,339	0	0
Transit	476	0	0	0	476
MiniBus	2,108	0	-2,108	0	0
	14,065	10,234	-15,626	0	8,673
2022	Balance at 1 Oct 2021 £	Incoming £	Outgoing £	Transfers £	Balance at 30 Sept 2022 £
Project workers	1,068	29,553	-29,626	0	994
Other restricted funds	27,477	8,241	-21,654	0	14,065
Total Restricted Funds	28,545	37,794	-51,280	0	15,059
Unrestricted Funds					
General Fund	106,803	150,215	-101,845	-40,000	115,173
Designated Fund	0	0	0	40,000	40,000
Total Unrestricted Funds	106,803	150,215	-101,845	0	155,173
Total Funds	135,348	188,009	-153,125	0	170,232
Other restricted funds (breakdown)					
Youth Worker Training	8,434	0	-8,434	0	0
Intern/University Scheme	12,244	811	-1,574	0	11,481
Camps, Courses & Equip	0	7,431	-7,431	0	0
Transit	476	0	0	0	476
MiniBus	6,323	0	-4,215	0	2,108
	27,477	8,241	-21,654	0	14,065

Purpose of Funds

Purpose of Funds

The Project Workers fund represents money received for the support of workers in Bosnia Herzegovina. Other restricted funds includes money given for the purchase of a minibus and gifts received for youth worker training and the intern scheme. Surplus funds from the minibus appeal have been transferred to general unrestricted funds. The Designated Fund represents funds set aside by trustees to implement the decisions resulting from the Strategy Review undertaken in May 2022

NOVI MOST INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 30 SEPTEMBER 2023

12. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

2023	Tangible fixed assets £	Other net assets £	2023 Total £
Restricted funds			
Project	0	2,858	2,858
Other	0	8,673	8,673
	0	11,531	11,531
Unrestricted funds	2	124,915	124,917
	<u>2</u>	<u>136,446</u>	<u>136,448</u>
2022	Tangible fixed assets £	Other net assets £	2022 Total £
Restricted funds			
Project	0	994	994
Other	2,108	11,957	14,065
	2,108	12,951	15,059
Unrestricted funds	2	155,171	155,173
	<u>2,110</u>	<u>168,122</u>	<u>170,232</u>

13. COMPANY LIMITED BY GUARANTEE

Novi Most International is a company limited by guarantee and a registered charity. The liability of each member is limited to one pound. At 30 September 2023 there were 6 members (2022: 6 members)

The company is registered with the Charity Commission as a charity (number 1043501) and is exempt from taxation in accordance with Chapter 3 of Part 11 of the Corporation Tax Act 2010.

14. CONTROL

The Charity was controlled by the Trustees in this year and the previous year.