

REGISTERED COMPANY NUMBER: 03212736 (England and Wales)
REGISTERED CHARITY NUMBER: 1056367

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2025
for
Connecting Communities in Berkshire Ltd

EDMONDS ACCOUNTANCY LIMITED
Unit 11, Diddenham Bus Park,
Diddenham Court
Grazeley,
READING
Berkshire
RG7 1JQ

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for the Year Ended 31 March 2025

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Report of the Trustees
for the Year Ended 31 March 2025

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025.

The annual report and financial statements comply with the Memorandum and Articles of Association, the requirements of the Statement of Reported Practice (SORP) Accounting and Reporting by Charities (FRS102) (effective 1 January 2019) and the Companies Act 2006.

Connecting Communities in Berkshire (CCB) is an independent charity with 52 years of experience in community development work, originally found in 1973 as a Rural Community Council. Our team is knowledgeable and experienced in finding solutions that best meet the needs of communities. We develop partnerships that foster good communications, which in turn build engagement and deliver strong, sustainable communities.

CCB is an active member of Action with Communities in Rural England (ACRE), the national body for 38 charitable local development agencies.

Our vision is for all communities in Berkshire to be strong, resilient, sustainable and able to take control of their own futures.

CCB's purpose is to inspire action at a community level that improves people's quality of life. We work across Berkshire, with a particular focus on rural areas. We run projects that provide advice, support and training that:

- reduces poverty & rural disadvantage
- improves rural health & wellbeing
- increases digital inclusion & social connectedness

Our organisation values include:

- Integrity: honesty, fairness, respect and trustworthiness in all that we do
- People: we respect the individual rights, dignity and diversity of all people. We value the skills and experience our staff bring to their work and seek to develop the best in others
- Volunteering: we encourage people to find ways of giving their time for the benefit of their communities.
- Health, Safety and the environment: we challenge and encourage ourselves and others to protect the environment, the health & safety of our employees and those within the communities we support
- Partnerships: we are committed to maintaining and developing positive relationships with partners, funders and our beneficiaries
- Progress: we challenge ourselves to continually improve and develop new projects and services to meet emerging needs

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's objectives (the Objects) are to promote any charitable purpose for the benefit of the communities in Berkshire and in particular, but not exclusively:

- Community capacity building in urban and rural communities to ensure equality and diversity of opportunities and sustainable regeneration.
- Information, advice, support, training and personal development for the benefit of individuals and organisations within the voluntary and community sector.
- Information, advice, support and training for the benefit of communities, village and community buildings, community groups and individuals within the public and voluntary sectors.
- Information, advice, support, training and the advancement of education for the benefit of disadvantaged groups and individuals, elderly people, and young people.

These Objects were approved at the Annual General Meeting on 14 July 2009 and there have been no subsequent changes to them.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Our work programme in 2025 continues to be directed by activities that contribute towards the achievement of our three strategic aims identified by CCB's staff team and trustees, and contained within our strategic plan:

- Reducing poverty & rural disadvantage
- Improving rural health & wellbeing
- Increasing digital inclusion & social connectedness

These aims serve as the cornerstone of our business development work and represent our commitment to our beneficiaries across Berkshire. Details of the progress we have made towards achieving these aims can be found in our Impact Report, which also describes our ongoing work to improve and expand the support we offer. The report can be found on our website – www.ccbberks.org.uk

The national financial situation in the summer of 2025 remains difficult. Successive Governments have struggled to get the public finances under control and funding cuts are likely in the autumn spending review. Inflation, which seemed to be coming down this year, saw a surprise increase in July, which, along with rising unemployment could lead to further interest rate cuts. There is less media rhetoric around the financial crisis and the cost of living, but families and many organisations in the voluntary and community sector are still feeling the impacts of rising costs and income difficulties.

Too often service delivery is focused on areas where population is at its most dense. People living in the more sparsely populated areas of Berkshire, particularly those without their own transport, face added costs in both time and money to access basic services (leisure, retail, health, employment etc.) that people in urban areas take for granted.

Older people and the young in particular will continue to face added isolation and social deprivation unless more service providers recognise the benefits of outreach service delivery models: taking services out into the community and utilising the network of village halls for example, to access customers and service users where they live.

Approximately 100,000 people in Berkshire live in a rural community. But we get the impression that all too often the needs of people who live and work in the countryside in Berkshire and beyond are overlooked.

Improving the range of services delivered on an outreach basis in rural communities is one way of improving this situation. Improving access to services helps to reduce the need to travel, saving rural residents both time and money. We continue to advocate for greater use of village halls and other community buildings by service providers and will work with local policy makers to include outreach delivery as part of their service delivery strategies.

Access to affordable housing for people growing up in rural communities continues to be a key issue. Funding from Defra via ACRE for our Rural Housing Enabler project enables CCB to support rural communities to evidence the need for affordable homes for people with a local connection. This is a long-term project requiring long-term and consistent funding, and we await news in the autumn of an ongoing commitment by Government to continue this vital project.

We have reached the mid-way point of our 5-year 21st Century Halls project and are well on the way to achieving our target of 80 halls receiving support through this National Lottery-funded project. We have recently chosen the National Innovation Centre for Rural Enterprise (NICRE) as our learning partner and the first report from them shows some very encouraging outcomes from this work. We look forward to the next phase of this research.

Trustees of the Charity have had due regard to the Charity Commission's guidance on public benefit and are content that decisions made by them comply with these requirements. Further information on the work of the charity during the year can be found in our Impact Report, published separately.

Fundraising activities

CCB doesn't employ professional fundraisers or invest money in raising donations from the general public. Our fundraising activities focus on approaching grant funders and charitable trusts, selling membership services to some of our beneficiaries and entering into Service Level Agreements, mainly with public sector bodies, to deliver services on their behalf. We have recently revised and updated our fundraising policy to reflect our current income generation ambitions.

Report of the Trustees
for the Year Ended 31 March 2025

FINANCIAL REVIEW

Performance

The overall surplus for the year as shown on the statement of financial activities was £6,641 (2024: £18,905). The net surplus for the year on unrestricted funds (representing core activities) amounted to £6,641 (2024: £18,905). The balance carried forward (unrestricted) at 31 March 2025 was £80,074 (2024: £73,433). The net surplus for the year on restricted funds amounted to £0 (2024: £0). The balance carried forward (restricted) at 31 March 2025 was £0 (2024: £0).

The notes to the financial statements summarise the year's movements on each fund. Restricted funds relate to specifically funded projects for which income and expenditure balance over the period of their operation. However, receipts and payments are not always in step in the short term and balances held at any given date can vary.

The key tools used by the Charity to maintain tight financial controls are:

1. The Budget: broken down into central core costs and costs for each key project or service
2. Cash-flow analysis: showing all income and expenditure, with a projected cash-in-hand figure and required contingency reserve figure on a monthly basis.
3. Reserves Policy: describing the key financial risks the charity faces with appropriate mitigating actions, including the sums held in reserve to enable actions to be taken if required.

These tools are regularly updated and reviewed by the Board at their meetings during the year.

Reserves policy

CCBs Reserves Policy aims to keep sufficient unrestricted reserves to allow the charity to continue to operate through periods of income uncertainty, to meet legal requirements and to cover costs relating to a longer-term re-organisation in the event of a prolonged downturn in income.

Reserves are required to cover unforeseen operational risks such as staff illness and short-term funding gaps. This will facilitate continuity of delivery while grants are being renewed and alternatives sought. In addition to this operational reserve, a small sum is required to cover unforeseen legal or accountancy costs and funds to cover office lease liabilities. The trustees consider that target reserves should be £45,804 to cover these risks.

In order to plan for the future and prepare for an end to CCB's current National Lottery grant in September 2027, trustees have set aside a designated fund of £22,574 for new project development. This sum has been designated for the development of significant new areas of work and is not to be used to fund the current work programme. All existing areas of work require ongoing fundraising to ensure continued delivery.

Current reserves of £80,074 meet these targets. This policy is formally reviewed by Trustees on an annual basis.

FUTURE PLANS

In our Impact Report, published separately, we set out a series of goals for the coming year. Given our sound financial footing, we plan to invest resources to generate additional funds and free up our specialist team to increase their frontline work, further benefitting our communities. We are particularly keen to expand on the following:

1. The environmental and energy performance agenda through the community buildings work
2. Community development capacity to support rural communities to articulate and realise their own ambitions, providing multiple benefits across rural health and wellbeing
3. Developing new partnerships to increase outreach service provision in rural communities
4. Our fuel poverty advice service: by numbers our most impactful project. This is eminently scalable and could help communities with all aspects of managing the cost of living

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is a charitable company limited by guarantee, incorporated on 16 June 1996 and registered as a charity on 25 June 1996. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The affairs of Connecting Communities in Berkshire Ltd are controlled by a Board of Trustees. Board members are either elected or co-opted in accordance with the Articles of Association. The Board of Trustees meets quarterly.

Connecting Communities in Berkshire Ltd is a membership organization that is open to membership from individuals and organizations across the county that are sympathetic to its aims and objectives. Trustees are drawn from the membership and are invaluable in ensuring that the organization continues to deliver its mission effectively through understanding of the changing needs, policy framework and funding streams.

Induction and training of new trustees

CCB uses a skills matrix to record Trustee's skills and competencies against 60 different criteria. Recruitment activity is tailored depending on existing Trustee's skills and competencies to ensure gaps in skills can be filled by new Trustees. As Trustees approach their retirement date, analysis through the skills matrix enables the organisation to identify skills that will be required once they stand down.

New Trustees are assisted in familiarising themselves with the charity and the context within which it operates through a thorough induction process, which covers:

- The obligations of Trustees
- The main documents which set out the operational framework for the charity including the Memorandum and Articles of Association.
- Resourcing and the current financial position as set out in the latest published accounts.
- Future plans and objectives.

Risk management

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which allows for the diversification of funding and activities.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the offices. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. Major financial risks that have been identified and quantified are detailed in the notes to the accounts.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03212736 (England and Wales)

Registered Charity number

1056367

Registered office

Unit 11 Diddenham Business Park
Diddenham Court, Lambwood Hill
Grazeley
Reading
Berkshire
RG7 1JQ

Connecting Communities in Berkshire Ltd

Report of the Trustees
for the Year Ended 31 March 2025

Trustees

M Nevitt (CCB Chair)

C Salzedo (Hon. Treasurer)

P Thorn

A Hedges – retired as a Trustee on 13th June 2024

S Morland

L Herbert

P Beddoes

D Oram

The Directors of the company are also charity Trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

Company Secretary

T Parry

Independent Examiner

David Edmonds

EDMONDS ACCOUNTANCY LIMITED

Unit 11, Diddenham Bus Park,

Diddenham Court

Grazeley,

READING

Berkshire

RG7 1JQ

Accountants

Edmonds Accountancy Ltd

Unit 11 Diddenham Business Park

Diddenham Court

Grazeley

Reading

Berkshire

RG7 1JQ

Approved by order of the board of trustees on 4th September 2025 and signed on its behalf by:



T Parry - Secretary

Independent Examiner's Report to the Trustees of
Connecting Communities in Berkshire Ltd

Independent examiner's report to the trustees of Connecting Communities in Berkshire Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

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').

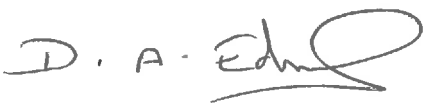
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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.



David Edmonds

EDMONDS ACCOUNTANCY LIMITED
Unit 11, Diddenham Bus Park,
Diddenham Court
Grazeley,
READING
Berkshire
RG7 1JQ

4 October 2025

Connecting Communities in Berkshire Ltd

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Government Agencies		-	87,885	87,885	30,064
Local Authorities		2,454	3,518	5,972	51,887
Corporate and other agencies		5,000	88,158	93,158	97,631
Sales and subscriptions		1,671	14,258	15,929	12,983
Investment income	2	<u>2,063</u>	<u>-</u>	<u>2,063</u>	<u>696</u>
Total		<u>11,188</u>	<u>193,819</u>	<u>205,007</u>	<u>193,261</u>
EXPENDITURE ON					
Charitable activities					
Activities undertaken directly		<u>4,547</u>	<u>193,819</u>	<u>198,366</u>	<u>174,356</u>
NET INCOME (EXPENDITURE)	10	<u>6,641</u>	<u>-</u>	<u>-</u>	
Net movement in funds		6,641	-	6,641	18,905
RECONCILIATION OF FUNDS					
Total funds brought forward		73,433	-	73,433	54,258
TOTAL FUNDS CARRIED FORWARD		<u>80,074</u>	<u>-</u>	<u>80,074</u>	<u>73,433</u>

The notes form part of these financial statements

Connecting Communities in Berkshire Ltd

Statement of Financial Position
31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	6	-	-	-	-
Investments	7	<u>1,000</u>	<u>-</u>	<u>1,000</u>	<u>1,000</u>
		1,000	-	1,000	1,000
CURRENT ASSETS					
Debtors	8	5,820	4,290	10,110	12,356
Cash at bank		<u>78,453</u>	<u>42,793</u>	<u>121,246</u>	<u>109,401</u>
		84,273	47,083	131,356	121,757
CREDITORS					
Amounts falling due within one year	9	(5,199)	(47,083)	(52,282)	(49,324)
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>79,074</u>	<u>-</u>	<u>79,074</u>	<u>72,433</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>80,074</u>	<u>-</u>	<u>80,074</u>	<u>73,433</u>
NET ASSETS		<u>80,074</u>	<u>-</u>	<u>80,074</u>	<u>73,433</u>
FUNDS	10				
Unrestricted funds				<u>80,074</u>	<u>73,433</u>
TOTAL FUNDS				<u>80,074</u>	<u>73,433</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 4th September 2025 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'M. Nevitt', written in a cursive style.

M Nevitt - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
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Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

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

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>2,063</u>	<u>696</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Chief Operating Officer	1	1
Administration	1	1
Projects	<u>4</u>	<u>4</u>
	<u>6</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

5. TANGIBLE FIXED ASSETS

Fixtures
and
fittings
£

COST

At 1 April 2024 and 31 March 2025

8,387

DEPRECIATION

At 1 April 2024 and 31 March 2025

8,387

NET BOOK VALUE

At 31 March 2025

-

At 31 March 2024

-

Tangible assets are held at Nil value

6. FIXED ASSET INVESTMENTS

Shares in
group
undertakings
£

MARKET VALUE

At 1 April 2024 and 31 March 2025

1,000

NET BOOK VALUE

At 31 March 2025

1,000

At 31 March 2024

1,000

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

IKU Services Limited

Registered office: Unit 11 Diddenham Business Park, Diddenham Court, Grazeley, Reading, Berkshire, RG7 1JQ

Nature of business: Dormant

Class of share: %
holding
Ordinary 100

31.3.25 31.3.24
£ £
1,000 1,000

Aggregate capital and reserves

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade debtors	6,190	7,204
Other debtors	2,382	2,604
Tax	1,225	1,123
Prepayments and accrued income	313	1,425
	<u>10,110</u>	<u>12,356</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	1,635	354
Amounts owed to group undertakings	1,000	1,000
Other creditors	237	366
Accruals and deferred income	2,327	652
Deferred government grants	<u>47,083</u>	<u>46,952</u>
	<u>52,282</u>	<u>49,324</u>

9. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	Transfers between funds	At 31.3.25
	£	£	£	£
Unrestricted funds				
General fund	73,433	6,641	-	80,074
Restricted funds				
Restricted	-	-	-	-
	<u>73,433</u>	<u>6,641</u>	<u>-</u>	<u>80,074</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	193,819	(193,819)	-
Restricted funds			
Restricted	11,188	(4,547)	6,641
	<u>205,007</u>	<u>(198,366)</u>	<u>6,641</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	54,528	(25,603)	44,508	73,433
Restricted funds				
Restricted	-	44,508	(44,508)	-
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>54,528</u>	<u>18,905</u>	<u>-</u>	<u>73,433</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	14,464	(40,067)	(25,603)
Restricted funds			
Restricted	178,797	(134,289)	44,508
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>193,261</u>	<u>(174,356)</u>	<u>18,905</u>

Transfers between funds

Transfer between funds represents the contribution to core costs made by projects funded through restricted income.

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

Connecting Communities in Berkshire Ltd

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	2,063	696
Charitable activities		
Grants	<u>202,944</u>	<u>192,565</u>
Total incoming resources	205,007	193,261
EXPENDITURE		
Charitable activities		
Wages	138,911	113,044
Social security	11,242	9,038
Pensions	6,758	4,482
Consultancy and professional	6,772	12,416
	<u>163,683</u>	<u>139,340</u>
Support costs		
Other		
Office equipment	2,513	4,084
Insurance	1,806	1,778
Accommodation	10,258	11,433
Travel costs	1,333	1,173
General office expenses	8,707	6,323
Subscriptions	5,186	4,976
Recruitment cost	-	55
	<u>29,803</u>	<u>29,822</u>
Governance costs		
Training and conferences	1,038	1,562
Accountancy fees	3,810	3,600
Bank charges	32	32
	<u>4,880</u>	<u>5,194</u>
Total resources expended	<u>198,366</u>	<u>174,356</u>
Net income	<u>6,641</u>	<u>18,905</u>

This page does not form part of the statutory financial statements