

CROSS RHYTHMS

England & Wales · Charity number 1069357

Details

Status	Registered
Legal form	Charitable company
Company number	03485699
Registered	1998-04-30
Register	View on the Charity Commission register

Contact

Address	Cross Rhythms Conway House Cheapside Stoke-On-Trent ST1 1HE
Phone	01782251000
Email	admin@crossrhythms.co.uk
Website	www.crossrhythms.co.uk

Activities

Objects: (A) TO ADVANCE THE CHRISTIAN FAITH AND TO PROMOTE THE VALUES THEREOF FOR THE BENEFIT OF THE PUBLIC.(B) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES, PARTICULARLY THE THE ADVANCEMENT OF EDUCATION, ARTS AND THE RELIEF OF THOSE IN NEED BY REASON OF YOUTH, AGE, ILL HEALTH, FINANCIAL HARDSHIP OR OTHER DISADVANTAGE.

Activities: Cross Rhythms promotes Christian values in society in partnership with public, private, voluntary, community sectors, and churches and Christian organisations for the benefit of the public; uses media including FM community radio and internet; engages young people both within and outside the church; partners and delivers media activity at local, national and international level

Classification

- **How:** Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, Religious Activities, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Israel
- Northern Ireland
- Occupied Palestinian Territories
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£217,064	£220,345	-	-
2023-12-31	£208,753	£202,047	-	-
2022-12-31	£224,795	£200,072	-	-
2021-12-31	£271,028	£257,937	-	-
2020-12-31	£241,824	£209,332	-	-

Trustees

Name	Role	Appointed
MR ALAN BARKER	Chair	
ANDREW RICHARD JOHN BOYD		2015-06-16
Christopher John Cole		
Deborah Agnes Mitchell		2023-01-24
JOHN ANDREW BOWLES		

CROSS RHYTHMS

England & Wales - Charity number 1069357

Accounts

Charity Number	1069357
Company Number	03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024
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Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

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CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

CHARITY INFORMATION

Governance

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 24 December 1997.

The company was established under a Memorandum of Association.

The serving trustees elect the trustees.

Trustees and Directors

Mr M A Barker
Mr J Bowles
Mr R Andrews (resigned 15 July 2024)
Mr C Cole
Mr A Boyd
Ms D A Mitchell

Christopher J Cole is the founder of the Cross Rhythms ministry, and Alan Barker function together in a shared role as Chairman of the Board

Chief Executive Officer

Mr J Bellamy

Company secretary

Mr J Bowles

Registered office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Principal office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Independent Examiner

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

The Board of Directors and Trustees present their annual report, together with the financial statements for the period ended 31 December 2024.

Principal activity for the public benefit:

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future objectives.

Cross Rhythms continued its activities to promote the values of the Christian faith for the benefit of the public, particularly young people, through broadcast media and related initiatives of radio, internet, digital media and training.

Radio Stations:

The Cross Rhythms City Radio station continued broadcasting on 101.8FM and 96.6FM across Stoke-on-Trent and Newcastle-under-Lyme. The station is streamed on our website. Programmes are also syndicated to secular and Christian radio stations worldwide. We operate under the OFCOM (government agency for licensing of all communications granted) license. In addition we support current and explore future partnerships with groups in other cities keen to reproduce our FM Community Radio model. We continued developing our UK age 18 to 30 internet based platform xRhythms We also launched a second DAB xRhythms station in Stoke-on-Trent.

Digital Media:

Our website continues to present the ministry and interact with a global audience. The site has editorial content that is both music and non-music focussed. We also run a variety of social media sites for the different aspects, using Facebook, Twitter, YouTube and Instagram.

Video content:

We produce online video content for our social media pages. For our xRhythms platform we produce Vlogs (video bloggers/contributors) and other video content for our Visual Radio programming.

Media Training Centre:

We launched an accredited Media Training Centre in 2012. In 2024, although reduced in numbers from previous years, we continued to offer training in media and office skills for local students, or unemployed or retired volunteers, and local disadvantaged young people not in employment, education or training. In addition this centre also offers a pathway for aspiring young Christians from across the UK to follow a direction in Christian media.

Cross Rhythms is a member of the Community Media Association and also works with others with similar aims and objectives, including the Christian Broadcasting Council, other Christian broadcasters, local and national churches and ministries, and community leaders. We are still developing, where the opportunity arises, other associations and partnerships.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Organisation:

The Board of Directors meets regularly, most months, and is responsible for the ultimate strategic decisions, having regard to advice from the Chief Executive and senior management. All meetings are held by Zoom, except one physical meeting, normally in July or November held at the CR HQ in Stoke-on-Trent.

In addition the CEO holds regular discussions for information and guidance and updates with the Chairman of the board and relevant information is distributed to the members as appropriate by electronic means on at least a monthly basis. A formatted monthly reporting structure has been adopted to keep all trustees updated.

Review of the year's activities

Radio Stations:

The local FM station continued to serve the local churches and Christian ministries through on air programming, and the wider community through engaging with police, health, education, business, charities, MPs, councillors, theatres etc. The local Sentinel Newspaper supplied us with daily local news. Outside broadcasts included the Civic Prayer Breakfast and Your Heroes Awards. We continued to offer the station online and on mobile through RadioPlayer.

Our renovated and repurposed live studio, with new studio broadcast equipment is a valued asset. The result provides an increase in impact and awareness. New partnerships and programmes have emerged, including to deliver a weekly Business Spotlight programme; to be the media partner at the city's Your Heroes Awards; and a new Close Encounters show.

Our FM station in Stoke targets a 25-55 audience. Our dedicated Facebook and Twitter pages for the station continued to grow this year with our targeted social media content.

The collaboration with other groups in other cities continues to deliver Cross Rhythms in Plymouth. We also continue to help develop and support an online community radio station in the Middle East.

We offer syndication of 10 unique weekly shows to about 50 stations worldwide.

Our XRhythms media platform, aimed at UK ages 18-30, took another step forward in 2023 with the launch of a second Small Scale DAB station in Stoke-on-Trent. There is potential to roll out more of these on multiplexes across the country.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

xRhythms:

Internet: Our website activity has continued throughout the year at around 200,000 unique users. The radio station is streamed online along with our Listen Again facilities. Our plan is a full repositioning of the main CR website.

Media Training Centre: We continue to offer training and work experience placements for unemployed youth, as well as university and college student interns. Similarly through young contributors to our xRhythms vision - bloggers and vloggers. This platform offers many opportunities to a whole new swathe of young people to be trained in video production/presenting, editing, interviewing, journalism and social media skills. A new partnership with an online media training college will contribute to this. The number of volunteers working with the charity this year was about 65.

Conway House: Rental income for use of our premises is a key support to the charity. This year all usable space has been rented out to tenants or used as meeting room space for our Wheelhouse coworking facility. We continued to make reparations and decorations within the building as required. The rental income is included in the Statement of Financial Activities under Income from non-charitable trading activities.

Marketing: Much of our marketing is through partnerships, being at events, contra deals and through our own media platforms eg the monthly Email Communicator, social media etc. We occasionally attend events to profile the work.

General: We continued to campaign for more monthly partners (Friends) and donors, as well as numerous trust applications.

Board membership: The Board continues to function well with trustees who have expertise in key areas and carry that as a specific area of responsibility in addition to their collective responsibility. In addition, we have consultants who support the organisation as unpaid volunteers.

Trustee Recruitment and Training: Cross Rhythms selects known potential trustees to fulfil a specific role within the board to provide levels of expertise necessary for the oversight and guidance to comply with our role and responsibilities on behalf of the donors.

To ensure that the potential trustee fully understands the role a pack of information is provided that directs them towards the Charity Commissions guidance for a well-run charity and guidance for a well-managed company. A probationary period is required to allow a time of becoming aware of the role and responsibilities and after a review the appointment is then considered.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached accounts.

The performance of the charity over the year is a result of the actions taken as described in this report. The plans for the future include further consolidation of the position and eventual accumulation of reserves in accordance with the reserves policy as established by the trustees.

This year showed incoming resources of £217,064 (2023- £208,753). We turned in a small deficit, of £3,281 (2023- surplus £6,706).

Future developments

Since 1983 Cross Rhythms has developed a strong basis of operation. We are recognised at a local, national and international level for the quality and uniqueness of what we do. We continue to attract new donors, supporters, partners and Trust support. We have three primary foci for further growth:

- 1) First, aimed particularly at UK Youth through our new online media strategy XRhythms, along with social media, YouTube and Media Training aspects; now with the additional vision of multiple DAB radio stations.
- 2) Second, to maximise on the improvements to our FM station coverage in Stoke, with improved content and programming.
- 3) Third, to engage more significantly in the business marketplace in Stoke-on-Trent through our co-working hub, The Wheelhouse and emerging opportunities

We expect to develop and extend our collaborations with existing and new partnerships. The board have identified that earned income will supplement gifted income.

We continue to carry a commitment to additional Cross Rhythms radio stations in UK cities and ongoing discussions with interested parties as they arise.

For the rear of 2025 to 2026 the trustees have a goal, to grow all that we do, including partnerships to work better together.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Volunteer involvement

Cross Rhythms supplement salaried staff with up to 65 volunteers and work experience students including reviewers and writers for the website. We also have a local FM radio board of reference made up of local church leaders.

Employee involvement

Cross Rhythms relies on the well-trained experienced commitment and hard work of 5 full or part time staff. Over many years we have retained a core team who are very motivated and increasingly mature to the vision of Cross Rhythms. Most would identify a key area of expertise, but all are responsible to serve the growing ministry when and where required. As a pioneering, but under-resourced ministry, Cross Rhythms relies on the support and commitment of quality volunteers. Weekly/Daily prayer/team meetings are held to build relationships, support and communicate between the departments. These meetings also help nurture the 'community' of a team with a vision of many components.

Risk policy

The trustees consider the risks to which the charity is subject and continue to develop ways to mitigate the risks.

The major risk areas identified by the Trustees are as follows:

- Financial Risk. This is mitigated by the scope of regular supporters to the charity.
- Loss of broadcasting licence. The licence is renewed every five years. Cross Rhythms have been broadcasting since 2002 and have a good reputation with Ofcom. We do not foresee an issue with the licence renewal.

Reserves policy

It is the intention of the trustees to maintain reserves sufficient to cover 3 months of expenses. The trustees have continued to reduce costs and constantly seek ways of increasing income.

The trustees

The trustees who served the charity during the period were as follows:

- Mr R Andrews (resigned 15 July 2024)
- Mr M A Barker
- Mr J Bowles
- Mr C Cole
- Mr A Boyd
- Ms Deborah Mitchell

Responsibilities of the trustees/directors

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

resources and application of resources, including income and expenditure, of the charity for that year. In preparing those financial statements the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the charities SORP;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable UK accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements will comply with The Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Trustees have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

In so far as the trustees are aware there is no relevant information of which the charity's Independent Examiner is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

The report is prepared in accordance with the small company regime (section 419(2) of the Companies Act 2006).

Auditor

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Registered office:
Conway House
Cheapside
Hanley
Stoke-on-Trent
ST1 1HE

Signed by order of the trustees



Mr M A Barker
Director

Approved by the trustees on

2 September 2025

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/ MEMBERS OF CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

Independent examiner's report to the trustees of Cross Rhythms.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2024, which are set out on pages 11 to 24.

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').

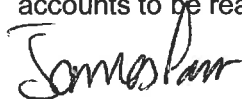
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). 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 material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



James Parr (FCCA)

Relevant Professional Body: ACCA

Winton House
Stoke Road
Stoke-on-Trent
ST4 2RW

Date

2 September 2025

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted £	Restricted £	Total Funds 2024 £	Total Funds 2023 £
Incoming resources from generated funds					
Voluntary income	2	80,151	44,772	124,923	116,112
Activities for generating funds					
Income from non-charitable trading activities	3	63,889	0	63,889	62,571
Income from charitable trading activities	4	28,252	0	28,252	30,070
		<u>92,141</u>	<u>0</u>	<u>92,141</u>	<u>92,641</u>
Total incoming resources		172,292	44,772	217,064	208,753
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	9,307	0	9,307	5,587
Charitable activities					
Costs in furtherance of charitable objects	6	152,170	32,515	184,685	171,762
Governance costs	7	6,801	0	6,801	5,668
Other resources expended					
Loan interest payable	8	<u>19,552</u>	<u>0</u>	<u>19,552</u>	<u>19,030</u>
Total resources expended	8	187,830	32,515	220,345	202,047
Net (expenditure)/ income for the year	9	(15,538)	12,257	(3,281)	6,706
Net gain on investments		0		0	0
Transfers between funds		2,580	(2,580)	0	0
Other recognised gains and losses		0	0	0	0
Net movement in funds relating to the year		<u>(12,958)</u>	<u>9,677</u>	<u>(3,281)</u>	<u>6,706</u>
Balances brought forward		<u>433,119</u>	<u>25,725</u>	<u>458,844</u>	<u>452,138</u>
Balances carried forward		<u>420,161</u>	<u>35,402</u>	<u>455,563</u>	<u>458,844</u>

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

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

BALANCE SHEET

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Fixed assets					
Intangible assets	10	3,968	8,288	12,256	14,884
Tangible assets	11	369,548	292	369,840	375,840
Investments	12	336,000	0	336,000	336,000
		709,516	8,580	718,096	726,724
Current assets					
Stock		0	0	0	0
Debtors	13	22,172	19,659	41,831	26,629
Cash at bank		0	6,675	6,675	4,410
		22,172	26,334	48,506	31,039
Creditors: Amounts falling due within one year	14	(80,984)	0	(80,984)	(60,917)
Net current liabilities		(58,812)	26,334	(32,478)	(29,878)
Total assets less current liabilities		650,704	34,914	685,618	696,846
Creditors: Amounts falling due after more than one year	15	(230,055)	0	(230,055)	(238,002)
Net assets		420,649	34,914	455,563	458,844
Funds					
Restricted	16	0	34,914	34,914	25,725
Unrestricted		110,429	0	110,429	122,899
Revaluation reserve		310,220	0	310,220	310,220
Total funds		420,649	34,914	455,563	458,844

- The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

BALANCE SHEET

- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP (FRS102).

These accounts were approved by the members of the committee on 2 September 2025, and are signed on their behalf by:



Mr M A Barker
Director

Company Number 03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

1 Accounting Policies

The charity is a public benefit entity.

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRS102), the Charities Act 2011 and the Companies Act 2006. The accounts have also been prepared in accordance with the Financial Reporting Standard 102.

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard 102 from including a cash flow statement in the accounts on the grounds that the charity is small.

Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to Cross Rhythms, at estimated market value at the time of acquisition. The Charity's policy is only to capitalise items with an individual or collective value (where it is a group of assets) exceeding £250.

Depreciation

Depreciation is calculated so as to write off the cost or value of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment	- 15% Reducing balance
Improvements to property	- 5% Straight line
Website (Intangible asset)	- 10% Straight line

Freehold property is not depreciated as any charge made would be offset by the effect of a revaluation. This is a departure from the Companies Act 2006 and the SORP (FRS102) which require depreciation to be applied to all assets (other than investment properties and heritage assets) which require the cost or valuation of an asset less residual value to be depreciated over the useful economic life. In the opinion of the trustees, this departure is necessary in order for the financial statements to give a true and fair view. Freehold property is not depreciated as the estimated residual value of the asset is not materially different from the carrying amount of the asset. An impairment review is undertaken annually.

The property was professionally revalued on 11 May 2020 and the valuation considered appropriate and adopted for these accounts. This property value has also been split between investment property and in use property. Had depreciation been applied to the property at, say, 2% (as is commonly applied to freehold property), a depreciation charge in the current year would have been £6,480 (2023 - £6,480). The effect on net assets would have been a reduction of £32,400 (2023 £25,920 due to the revaluation).

Investment Property

Investment Property is included at Market Value. An impairment review is undertaken annually and a professional valuation was conducted on 11 May 2020.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

Website

A new xRhythms website is included under intangible assets. The costs have been capitalised as the new website is a key requirement for the future direction of the charity and a significant investment. The website is stated at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised over 10 years on a straight line basis from when the new website is brought into use being 28 September 2019. The amortisation period is based on the expected useful life of the website and has taken into account continued use and maintenance of the website.

Where factors, such as technological advancement indicate that the useful life has changed, the useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the factors indicate that the carrying amount may be impaired.

Stock

Stock is shown at the lower of cost and net realisable value.

Financial Instruments

Financial instruments classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Financial Instruments recognition and measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Impairment of financial assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the Statement of Financial Activities.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Income

Income is recognised in the Statement of Financial Activities when the conditions for receipt have been met and there is reasonable assurance of receipt.

Grants are recognised once the resource is receivable by the charity and can be measured with reasonable reliability. Gifts in kind, such as assets given for use by the charity are recognised as income when received and are recorded at their estimated market value. Assets given for distribution by the charity are recognised as income when distributed. Voluntary help is not recognised in the Statement of Financial Activities.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

Expenditure

Expenditure incurred directly in the fulfilment of the charity's objectives is included in direct charitable expenditure.

Fund accounting

Unrestricted fund incoming resources have been received or generated for expenditure in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes laid down by the donors.

Allocation of costs between activities

Staff costs have been allocated based on job roles and time spent between activities.

2 Voluntary income

	Total Funds 2024 £	Total Funds 2023 £
Gifts and donations	106,564	100,938
Gift aid	14,359	13,174
Grants	4,000	2,000
	124,923	116,112

3 Income from non-charitable trading

	Total Funds 2024 £	Total Funds 2023 £
Rents from Cross Rhythms' premises	63,889	62,571
	63,889	62,571

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

4 Income from charitable trading activities

	Total Funds 2024 £	Total Funds 2023 £
Trading: Advertising and other station support	12,916	10,494
Other charitable trading	15,336	19,576
	<u>28,252</u>	<u>30,070</u>

5 Activities for generating funds

Costs of generating voluntary income

	Total Funds 2024 £	Total Funds 2023 £
Marketing and fundraising costs	5,040	2,082
Staff costs	4,267	3,505
	<u>9,307</u>	<u>5,587</u>

6 Costs in furtherance of charitable objectives

Provision of charitable services

	Total Funds 2024 £	Total Funds 2023 £
Radio	108,152	93,320
Other charitable trading	0	0
XRhythms	10,040	13,220
Media training	105	197
Cross Rhythms Worldwide	16,658	15,796
Other charitable support	49,730	49,229
	<u>184,685</u>	<u>171,762</u>

Analysis of provision of charitable services

	Staff costs	Depreciation/ Amortisation	Other costs	Total Funds 2024	Total Funds 2023
	£	£	£	£	£
Radio	67,540	10,495	30,117	108,152	93,320
Other charitable trading	0	0	0	0	0
XRhythms	8,368	493	1,179	10,040	13,220
Media training	105	0	0	105	197
Cross Rhythms Worldwide	3,293	0	13,365	16,658	15,796
Other charitable support	11,747	0	37,983	49,730	49,229
	<u>91,053</u>	<u>10,988</u>	<u>82,644</u>	<u>184,685</u>	<u>171,762</u>

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

7 Governance

	Total Funds 2024 £	Total Funds 2023 £
Salaries	5,245	4,183
Accountancy fees	0	0
Independent examination fees	1,556	1,485
Legal fees	0	0
Professional fees	0	0
	6,801	5,668

8 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total Funds 2024 £	Total Funds 2023 £
Direct charitable expenditure	91,053	10,988	82,644	184,685	171,762
Activities for generating funds	4,267	0	5,040	9,307	5,587
Governance costs	5,245	0	1,556	6,801	5,668
Other resources expended	0	0	19,552	19,552	19,030
	100,565	10,988	108,792	220,345	202,047

The aggregate payroll costs were:

	2024 £	2023 £
Wages and salaries	97,538	87,027
Social security costs	3,027	1,764
	100,565	88,791

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

8 Total resources expended (continued)

As Charity Trustees, the Board of directors, who are not employees, are not included above. They receive no remuneration for their services. Expenses were reimbursed or paid directly to third parties for Travel and Accommodation to enable Trustees to attend Trustee meetings. The total paid in the year was £204 (2023 £687).

No employee received emoluments in excess of £60,000 during the period.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	2024	2023
	No	No
Number of fundraising staff	0	0
Number of administrative staff	2	2
Number of management staff	1	1
Other direct charitable staff	2	2
	5	5

Other costs:

	2024	2023
	£	£
Legal and Professional	1,556	1,485
Other	107,236	102,610
	108,792	104,095

9 Net outgoing resources

	2024	2023
	£	£
Net outgoing resources after charging/(crediting)		
Depreciation and amortisation	10,988	9,161
(Profit)/loss on disposal of fixed assets	0	0
Independent Examiner's remuneration - the independent examination of the charity's accounts	1,556	1,485

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

10 Intangible Fixed Assets

	Website £
Cost or valuation	
At 1 January 2024	26,272
Additions	0
Disposals	0
At 31 December 2024	26,272
Amortisation	
At 1 January 2024	11,388
Charge for the year	2,628
At 31 December 2024	14,016
Net book value	
At 31 December 2024	12,256
At 31 December 2023	14,884

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

11 Tangible Fixed Assets

	Freehold Property	Improvements to Property	Equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2024	324,000	4,445	129,133	457,578
Additions	0	0	2,360	2,360
Disposals	0	0	0	0
Transfer to investment property	0	0	0	0
Revaluation	0	0	0	0
At 31 December 2024	324,000	4,445	131,493	459,938
Depreciation				
At 1 January 2024	0	1,149	80,589	81,738
Charge for the year	0	222	8,138	8,360
Eliminated on disposal	0	0	0	0
At 31 December 2024	0	1,371	88,727	90,098
Net book value				
At 31 December 2024	324,000	3,074	42,766	369,840
At 31 December 2023	324,000	3,296	48,544	375,840

The trustees completed the purchase of a freehold building previously occupied by BBC Radio Stoke on 31 May 2002 at a purchase price including equipment and transaction costs of £306,010. The property was professionally valued by Rory Mack Limited who are members of RICS professional body and external to the charity, on 11 May 2020, on a market value basis at £660,000, and their valuation has been adopted in the accounts. As the property is mixed use, it has been split between Investment Property at £336,000 (note 12) and Freehold Property in use at £324,000 (note 11).

12 Investment Property

Cost or valuation	£
At 1 January 2024	336,000
Transfer from Tangible fixed assets	0
Revaluation	0
At 31 December 2024	336,000

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

13 Debtors

	2024	2023
	£	£
Trade debtors	1,275	4,046
Income tax recoverable	795	236
Other debtors	23,330	10,725
Prepayments	16,431	11,622
	<u>41,831</u>	<u>26,629</u>

14 Creditors: Amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	7,653	6,339
Trade creditors	7,692	7,175
Taxation and social security	4,207	1,027
Other creditors	25,650	11,778
Gross wages and employers national insurance accrual	0	0
Accruals and deferred income	35,782	34,598
	<u>80,984</u>	<u>60,917</u>

Within accruals and deferred income above, £14,948 (2023 - £14,916) comprises rental income charged in advance.

15 Creditors: Amounts falling due after more than one year

	2024	2023
	£	£
Bank and other loans	230,055	238,002
	<u>230,055</u>	<u>238,002</u>

Of the above loan amounts the following amount is due in instalments after 5 years:

	2024	2023
	£	£
Bank and other loans	192,924	206,729

Included in loans due after more than one year is a loan from Triodos Bank for £230,055 that has been secured by a legal charge over the company's freehold premises and other assets with interest at 3% above the Bank of England base rate per annum. The loan has been measured at the principal amount payable. There is also a balance of £7,653 (2023 - £6,339) on this loan which is due in less than one year. This is included within Bank loans and overdrafts in note 14.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

16 Restricted funds

	Brought Forward	Incoming resources	Outgoing resources	Transfers	Balance carried forward
	£	£	£	£	£
Media Training fund	5,972	0	0	0	5,972
Churches Media Trust	7,657	0	0	0	7,657
UK Youth	7,626	21,354	(17,721)	(2,679)	8,580
Broadcasting Infrastructure	0	0	0	0	0
Other Restricted gifts funds	4,470	23,418	(15,282)	99	12,705
	25,725	44,772	(33,003)	(2,580)	34,914

Sufficient resources are considered to be held in an appropriate format to enable each fund to be applied.

Fund purposes:

The Churches Media Trust:

The Churches Media Trust grant has been provided for making bursaries available for students and to contribute towards the work for the Media Training Community Courses.

Media Training fund:

Launched in September 2012, the Cross Rhythms Media Training Centre is a base to train, equip and disciple the next generation of 'media missionaries'. Young people from across the UK explore a 'call' to serve God in media, gaining training in a variety of media courses, as well as invaluable work experience in a live FM radio setting. In addition, training in media, journalism, reception, administration and business skills are offered to local disadvantaged youth in partnership with groups such as Job Centre Plus. The fund balances above incorporate restricted giving towards various aspects of this work.

UK Youth: Reaching a youth generation through XRhythms.

61% of young people feel that adults are out of touch with their relationships; 46% believe that sexting is part of everyday teenage life; 43% experience bullying at least once a week; 20% self-harm on a regular basis and 41% believe religion is more often the cause of evil in the world. XRhythms will change the diet of what a youth generation is consuming through media! To offer them a Christian response to the issues affecting their lives. xRhythms was launched on 28 September 2019 and is a brand new online Visual Radio station complete with its own dedicated website, YouTube channel, and specialist use of social media platforms like Instagram, Snapchat and Facebook, aimed at the 13's-20's.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2024

NOTES TO THE ACCOUNTS

(£8,580 (2023 - £11,259) of the fund balance is spent but still shown as a restricted fund balance as it is represented by restricted intangible and tangible fixed assets.)

17 Related Parties

Spirit of Plymouth (Radio) Limited is a radio station that uses the Cross Rhythms template and has a common trustee in Christopher Cole. During the year Cross Rhythms received income for support services totalling £7,747 (2023 - £6,920) of which £NIL (2023 - £NIL) was outstanding at the year end.

Undrawn net wages jointly by Jonathan Bellamy and his wife, Heather Bellamy, a member of Executive Management at the year end totalled £3,643 (2023 - £1,776).

All outstanding amounts stated above will be settled in cash.

Aggregate gifts in the year from related parties was £6,215 (2023- £3,265).

18 Going concern

The charity has net current liabilities of £32,478 (of which £14,948 relates to rental income charged in advance) and its income is substantially dependent upon gifts and donations which, by their very nature, are uncertain and would impact on the charity's loan covenants and its ability to continue as a going concern. The charity's forecasts and projections continue to show that the charity will be able to operate as a going concern for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the annual report and financial statements.

19 Company limited by guarantee

Cross Rhythms is incorporated as a company limited by guarantee and is registered in England and Wales. The members are each liable to contribute up to £10 in the event of the company being wound up.

There were 5 directors at the year end and 6 at the beginning of the year. No directors were appointed during the year.

CROSS RHYTHMS

England & Wales - Charity number 1069357

Accounts

Charity Number
Company Number

1069357
03485699

**CROSS RHYTHMS
COMPANY LIMITED BY GUARANTEE
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED
31 DECEMBER 2023**

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

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CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

CHARITY INFORMATION

Governance

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 24 December 1997.

The company was established under a Memorandum of Association.

The serving trustees elect the trustees.

Trustees and Directors

Mr M A Barker
Mr J Bowles
Mr R Andrews
Mr C Cole
Mr A Boyd
Ms D A Mitchell

Christopher J Cole is the founder of the Cross Rhythms ministry, and Alan Barker function together in a shared role as Chairman of the Board

Chief Executive Officer

Mr J Bellamy

Company secretary

Mr J Bowles

Registered office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Principal office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Independent Examiner

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

The Board of Directors and Trustees present their annual report, together with the financial statements for the period ended 31 December 2023.

Principal activity for the public benefit:

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future objectives.

Cross Rhythms continued its activities to promote the values of the Christian faith for the benefit of the public, particularly young people, through broadcast media and related initiatives of radio, internet, digital media and training.

Radio Stations:

The Cross Rhythms City Radio station continued broadcasting on 101.8FM and 96.6FM across Stoke-on-Trent and Newcastle-under-Lyme. The station is streamed on our website. Programmes are also syndicated to secular and Christian radio stations worldwide. We operate under the OFCOM (government agency for licensing of all communications granted) license. In addition we support current and explore future partnerships with groups in other cities keen to reproduce our FM Community Radio model. We continued developing our UK teenage focussed platform xRhythms, in its first year on DAB across Tyneside & South Shields. We also launched a second DAB xRhythms station in Stoke-on-Trent.

Digital Media:

Our website continues to present the ministry and interact with a global audience. The site has editorial content that is both music and non-music focussed. We also run a variety of social media sites for the different aspects, using Facebook, Twitter, YouTube and Instagram.

Video content:

We produce online video content for our social media pages. Also for our new xRhythms platform we produce Vlogs (video bloggers/contributors) and other video content for our Visual Radio programming.

Media Training Centre:

We launched an accredited Media Training Centre in 2012. In 2023, although reduced in numbers from previous years, we continued to offer training in media and office skills for local students, or unemployed or retired volunteers, and local disadvantaged young people not in employment, education or training. In addition this centre also offers a pathway for aspiring young Christians from across the UK to follow a direction in Christian media.

Cross Rhythms is a member of the Community Media Association and also works with others with similar aims and objectives, including the Christian Broadcasting Council, other Christian broadcasters, local and national churches and ministries, and community leaders. We are still developing, where the opportunity arises, other associations and partnerships.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Organisation:

The Board of Directors meets regularly, most months, and is responsible for the ultimate strategic decisions, having regard to advice from the Chief Executive and senior management. All meetings are held by Zoom, except one physical meeting, normally in June or November held at the CR HQ in Stoke-on-Trent.

In addition the CEO holds regular discussions for information and guidance and updates with the Chairman of the board and relevant information is distributed to the members as appropriate by electronic means on at least a monthly basis. A formatted monthly reporting structure has been adopted to keep all trustees updated.

Review of the year's activities

Radio Stations:

The local FM station continued to serve the local churches and Christian ministries through on air programming, and the wider community through engaging with police, health, education, business, charities, MPs, councillors, theatres etc. The local Sentinel Newspaper supplied us with daily local news. Outside broadcasts included the Civic Prayer Breakfast and Your Heroes Awards. We continued to offer the station online and on mobile through RadioPlayer.

This year we launched a newly renovated and repurposed live studio, purchasing new studio broadcast equipment and commissioning work for a new design and presentation including video cameras. The result was a sudden increase in impact and awareness. New partnerships and programmes have emerged too including to deliver a weekly Business Spotlight programme; to be the media partner at the city's Your Heroes Awards; and a new Close Encounters show.

Our FM station in Stoke targets a 25-55 audience, in recognition that less teenagers use FM radio. Our dedicated Facebook and Twitter pages for the station continued to grow this year with our targeted social media content.

The collaboration with other groups in other cities continues to deliver Cross Rhythms in Plymouth. We also continue to help develop and support an online community radio station in the Middle East.

Our syndication of 10 unique weekly shows continues to about 50 stations worldwide.

Having launched in October 2019, our XRhythms media platform, aimed at UK teenagers, took another step forward this year with the launch of a second Small Scale DAB station in Stoke-on-Trent. This adds to the first station in Tyneside & South Shields. There is potential to roll out more of these on multiplexes across the country.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

xRhythms:

Internet:

Our website activity has continued throughout the year at around 200,000 unique users. However, with the retirement of two core members of the music editorial team, a reduced amount of content was published. The radio station is streamed online along with our Listen Again facilities. Our plan is a full repositioning of the main CR website when funds allow.

Media Training Centre:

We continue to offer training and work experience placements for unemployed youth, as well as university and college student interns. There has been a trickle of these in 2023. Similarly through young contributors to our xRhythms vision - bloggers and vloggers. This platform offers many opportunities to a whole new swathe of young people to be trained in video production/presenting, editing, interviewing, journalism and social media skills. A new partnership with an online media training college will contribute to this. The number of volunteers working with the charity this year was about 65.

Conway House:

Rental income for use of our premises is a key support to the charity. This year all usable space has been rented out to tenants or used as meeting room space for our Wheelhouse coworking facility. We continued to make reparations and decorations within the building as required. The rental income is included in the Statement of Financial Activities under Income from non-charitable trading activities.

Marketing:

Much of our marketing is through partnerships, being at events, contra deals and through our own media platforms eg the monthly Email Communicator, social media etc. We occasionally attend events to profile the work.

General:

We continued to campaign for more monthly partners (Friends) and donors, as well as numerous trust applications.

Board membership:

The Board continues to function well with trustees who have expertise in key areas and carry that as a specific area of responsibility in addition to their collective responsibility. In addition, we have a group of supportive consultants who support the organisation as unpaid volunteers.

Trustee Recruitment and Training:

Cross Rhythms selects known potential trustees to fulfil a specific role within the board to provide levels of expertise necessary for the oversight and guidance to comply with our role and responsibilities on behalf of the donors.

To ensure that the potential trustee fully understands the role a pack of information is provided that directs them towards the Charity Commissions guidance for a well-run charity and guidance for a well-managed company. A probationary period is required to allow a time of becoming aware of the role and responsibilities and after a review the appointment is then considered.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached accounts.

The performance of the charity over the year is a result of the actions taken as described in this report. The plans for the future include further consolidation of the position and eventual accumulation of reserves in accordance with the reserves policy as established by the trustees.

This year showed incoming resources of £208,753 (2022- £224,795). As with last year, we again turned in a surplus, of £6,706 (2022- £24,723).

Future developments

After 40 years (since 1983) Cross Rhythms has developed a strong basis of operation. We are recognised at a local, national and international level for the quality and uniqueness of what we do. We continue to attract new donors, supporters, partners and Trust support. We have three primary foci for further growth:

- 1) First, aimed particularly at UK Youth through our new online media strategy XRhythms, along with social media, YouTube and Media Training aspects; now with the additional vision of multiple DAB radio stations.
- 2) Second, to maximise on the improvements to our FM station coverage in Stoke, with improved content and programming.
- 3) Third, to engage more significantly in the business marketplace in Stoke-on-Trent through our co-working hub, The Wheelhouse.

We expect to develop and extend our collaborations with existing and new partnerships. The board have identified that earned income will grow to supplement gifted income.

We continue to carry a commitment to additional Cross Rhythms radio stations in UK cities and ongoing discussions with interested parties as they arise.

For the rear of 2024 to 2025 the trustees have launched a significant fundraising goal, to grow all that we do.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Volunteer involvement

Cross Rhythms supplemented salaried staff with up to 65 volunteers and work experience students including reviewers and writers for the website. We also have a local FM radio board of reference made up of local church leaders, and an XRhythms Board of Reference.

Employee involvement

Cross Rhythms relies on the well-trained experienced commitment and hard work of 5 full or part time staff. Over many years we have retained a core team who are very motivated and increasingly mature to the vision of Cross Rhythms. Most would identify a key area of expertise, but all are responsible to serve the growing ministry when and where required. As a pioneering, but under-resourced ministry, Cross Rhythms relies on the support and commitment of quality volunteers. Weekly/Daily prayer/team meetings are held to build relationships, support and communicate between the departments. These meetings also help nurture the 'community' of a team with a vision of many components.

Risk policy

The trustees are considering the risks to which the charity is subject and continue to develop ways to mitigate the risks.

The major risk areas identified by the Trustees are as follows:

- Financial Risk. This is mitigated by the scope of regular supporters to the charity.
- Loss of broadcasting licence. The licence is renewed every five years. Cross Rhythms have been broadcasting since 2002 and have a good reputation with Ofcom. We do not foresee an issue with the licence renewal.

Reserves policy

It is the intention of the trustees to maintain reserves sufficient to cover 3 months of expenses. The trustees have continued to reduce costs and constantly seek ways of increasing income.

The trustees

The trustees who served the charity during the period were as follows:

- Mr R Andrews
- Mr M A Barker
- Mr J Bowles
- Mr C Cole
- Mr A Boyd
- Ms Deborah Mitchell

Responsibilities of the trustees/directors

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

resources and application of resources, including income and expenditure, of the charity for that year. In preparing those financial statements the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the charities SORP;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable UK accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements will comply with The Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Trustees have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

In so far as the trustees are aware there is no relevant information of which the charity's Independent Examiner is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

The report is prepared in accordance with the small company regime (section 419(2) of the Companies Act 2006).

Auditor

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Registered office:
Conway House
Cheapside
Hanley
Stoke-on-Trent
ST1 1HE

Signed by order of the trustees



Mr M A Barker
Director

Approved by the trustees on

9 July 2024

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/ MEMBERS OF CROSS
RHYTHMS COMPANY LIMITED BY GUARANTEE**

Independent examiner's report to the trustees of Cross Rhythms.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2023, which are set out on pages 11 to 24.

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').

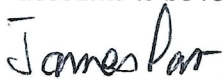
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). 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 material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.


James Parr (FCCA)
Relevant Professional Body: ACCA
Winton House
Stoke Road
Stoke-on-Trent
ST4 2RW

Date

9 July 2024

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted £	Restricted £	Total Funds 2023 £	Total Funds 2022 £
Incoming resources from generated funds					
Voluntary income	2	81,643	34,469	116,112	148,446
Activities for generating funds					
Income from non-charitable trading activities	3	62,571	0	62,571	59,806
Income from charitable trading activities	4	30,070	0	30,070	16,543
		<u>92,641</u>	<u>0</u>	<u>92,641</u>	<u>76,349</u>
Total incoming resources		174,284	34,469	208,753	224,795
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	5,587	0	5,587	4,571
Charitable activities					
Costs in furtherance of charitable objects	6	122,789	48,973	171,762	177,658
Governance costs	7	5,668	0	5,668	5,471
Other resources expended					
Loan interest payable	8	<u>19,030</u>	<u>0</u>	<u>19,030</u>	<u>12,372</u>
Total resources expended	8	153,074	48,973	202,047	200,072
Net income/ (expenditure) for the year	9	21,210	(14,504)	6,706	24,723
Net gain on investments		0		0	0
Transfers between funds		(767)	767	0	0
Other recognised gains and losses		0	0	0	0
Net movement in funds relating to the year		<u>20,443</u>	<u>(13,737)</u>	<u>6,706</u>	<u>24,723</u>
Balances brought forward		<u>412,676</u>	<u>39,462</u>	<u>452,138</u>	<u>427,415</u>
Balances carried forward		433,119	25,725	458,844	452,138

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

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

BALANCE SHEET

	Note	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Fixed assets					
Intangible assets	10	3,968	10,916	14,884	17,512
Tangible assets	11	375,009	831	375,840	360,654
Investments	12	336,000	0	336,000	336,000
		714,977	11,747	726,724	714,166
Current assets					
Stock		0	0	0	0
Debtors	13	17,061	9,568	26,629	14,405
Cash at bank		0	4,410	4,410	20,003
		17,061	13,978	31,039	34,408
Creditors: Amounts falling due within one year	14	(60,917)	0	(60,917)	(53,149)
Net current liabilities		(43,856)	13,978	(29,878)	(18,741)
Total assets less current liabilities		671,121	25,725	696,846	695,425
Creditors: Amounts falling due after more than one year	15	(238,002)	0	(238,002)	(243,287)
Net assets		433,119	25,725	458,844	452,138
Funds					
Restricted	16	0	25,725	25,725	39,462
Unrestricted		122,899	0	122,899	102,456
Revaluation reserve		310,220	0	310,220	310,220
Total funds		433,119	25,725	458,844	452,138

- The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

BALANCE SHEET

- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP (FRS102).

These accounts were approved by the members of the committee on 9 July 2024, and are signed on their behalf by:



Mr M A Barker
Director

Company Number 03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

1 Accounting Policies

The charity is a public benefit entity.

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRS102), the Charities Act 2011 and the Companies Act 2006. The accounts have also been prepared in accordance with the Financial Reporting Standard 102.

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard 102 from including a cash flow statement in the accounts on the grounds that the charity is small.

Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to Cross Rhythms, at estimated market value at the time of acquisition. The Charity's policy is only to capitalise items with an individual or collective value (where it is a group of assets) exceeding £250.

Depreciation

Depreciation is calculated so as to write off the cost or value of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment	- 15% Reducing balance
Improvements to property	- 5% Straight line
Website (Intangible asset)	- 10% Straight line

Freehold property is not depreciated as any charge made would be offset by the effect of a revaluation. This is a departure from the Companies Act 2006 and the SORP (FRS102) which require depreciation to be applied to all assets (other than investment properties and heritage assets) which require the cost or valuation of an asset less residual value to be depreciated over the useful economic life. In the opinion of the trustees, this departure is necessary in order for the financial statements to give a true and fair view. Freehold property is not depreciated as the estimated residual value of the asset is not materially different from the carrying amount of the asset. An impairment review is undertaken annually.

The property was professionally revalued on 11 May 2020 and the valuation considered appropriate and adopted for these accounts. This property value has also been split between investment property and in use property. Had depreciation been applied to the property at, say, 2% (as is commonly applied to freehold property), a depreciation charge in the current year would have been £6,480 (2022 - £6,480). The effect on net assets would have been a reduction of £25,920 (2022 £19,440 due to the revaluation).

Investment Property

Investment Property is included at Market Value. An impairment review is undertaken annually and a professional valuation was conducted on 11 May 2020.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

Website

A new xRhythms website is included under intangible assets. The costs have been capitalised as the new website is a key requirement for the future direction of the charity and a significant investment. The website is stated at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised over 10 years on a straight line basis from when the new website is brought into use being 28 September 2019. The amortisation period is based on the expected useful life of the website and has taken into account continued use and maintenance of the website.

Where factors, such as technological advancement indicate that the useful life has changed, the useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the factors indicate that the carrying amount may be impaired.

Stock

Stock is shown at the lower of cost and net realisable value.

Financial Instruments

Financial instruments classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Financial Instruments recognition and measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Impairment of financial assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the Statement of Financial Activities.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Income

Income is recognised in the Statement of Financial Activities when the conditions for receipt have been met and there is reasonable assurance of receipt.

Grants are recognised once the resource is receivable by the charity and can be measured with reasonable reliability. Gifts in kind, such as assets given for use by the charity are recognised as income when received and are recorded at their estimated market value. Assets given for distribution by the charity are recognised as income when distributed. Voluntary help is not recognised in the Statement of Financial Activities.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

Expenditure

Expenditure incurred directly in the fulfilment of the charity's objectives is included in direct charitable expenditure.

Fund accounting

Unrestricted fund incoming resources have been received or generated for expenditure in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes laid down by the donors.

Allocation of costs between activities

Staff costs have been allocated based on job roles and time spent between activities.

2 Voluntary income

	Total Funds 2023 £	Total Funds 2022 £
Gifts and donations	100,938	115,828
Gift aid	13,174	14,415
Grants	2,000	5,635
Government Kickstarter Scheme grants	0	12,568
	116,112	148,446

3 Income from non-charitable trading

	Total Funds 2023 £	Total Funds 2022 £
Rents from Cross Rhythms' premises	62,571	59,806

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

4 Income from charitable trading activities

	Total Funds 2023 £	Total Funds 2022 £
Trading: Advertising and other station support	10,494	5,839
Other charitable trading	19,576	10,704
	30,070	16,543

5 Activities for generating funds

Costs of generating voluntary income

	Total Funds 2023 £	Total Funds 2022 £
Marketing and fundraising costs	2,082	153
Staff costs	3,505	4,418
	5,587	4,571

6 Costs in furtherance of charitable objectives

Provision of charitable services

	Total Funds 2023 £	Total Funds 2022 £
Radio	93,320	95,666
Other charitable trading	0	0
XRhythms	13,220	21,352
Media training	197	801
Cross Rhythms Worldwide	15,796	11,378
Other charitable support	49,229	48,461
	171,762	177,658

Analysis of provision of charitable services

	Staff costs	Depreciation/ Amortisation	Other costs	Total Funds 2023 £	Total Funds 2022 £
	£	£	£	£	£
Radio	57,976	8,668	26,676	93,320	95,666
Other charitable trading	0	0	0	0	0
XRhythms	8,981	493	3,746	13,220	21,352
Media training	197	0	0	197	801
Cross Rhythms Worldwide	2,757	0	13,039	15,796	11,378
Other charitable support	11,192	0	38,037	49,229	48,461
	81,103	9,161	81,498	171,762	177,658

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

7 Governance

	Total Funds 2023 £	Total Funds 2022 £
Salaries	4,183	3,666
Accountancy fees	0	0
Independent examination fees	1,485	1,307
Legal fees	0	0
Professional fees	0	498
	5,668	5,471

8 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total Funds 2023 £	Total Funds 2022 £
Direct charitable expenditure	81,103	9,161	81,498	171,762	177,658
Activities for generating funds	3,505	0	2,082	5,587	4,571
Governance costs	4,183	0	1,485	5,668	5,471
Other resources expended	0	0	19,030	19,030	12,372
	88,791	9,161	104,095	202,047	200,072

The aggregate payroll costs were:

	2023 £	2022 £
Wages and salaries	87,027	101,800
Social security costs	1,764	3,436
	88,791	105,236

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

8 Total resources expended (continued)

As Charity Trustees, the Board of directors, who are not employees, are not included above. They receive no remuneration for their services. Expenses were reimbursed or paid directly to third parties for Travel and Accommodation on to enable Trustees to attend Trustee meetings. The total paid in the year was £687 (2022 £635).

No employee received emoluments in excess of £60,000 during the period.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	2023	2022
	No	No
Number of fundraising staff	0	0
Number of administrative staff	2	2
Number of management staff	1	1
Other direct charitable staff	2	2
	5	5

Other costs:

	2023	2022
	£	£
Legal and Professional	1,485	1,805
Other	102,610	86,593
	104,095	88,398

9 Net outgoing resources

	2023	2022
	£	£
Net outgoing resources after charging/(crediting)		
Depreciation and amortisation	9,161	6,438
(Profit)/loss on disposal of fixed assets	0	0
Independent Examiner's remuneration - the independent examination of the charity's accounts	1,485	1,307

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

10 Intangible Fixed Assets

	Website £
Cost or valuation	
At 1 January 2023	26,272
Additions	0
Disposals	0
At 31 December 2023	26,272
Amortisation	
At 1 January 2023	8,760
Charge for the year	2,628
At 31 December 2023	11,388
Net book value	
At 31 December 2023	14,884
At 31 December 2022	17,512

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

11 Tangible Fixed Assets

	Freehold Property	Improvements to Property	Equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2023	324,000	4,445	150,094	478,539
Additions	0	0	21,719	21,719
Disposals	0	0	(42,680)	(42,680)
Transfer to investment property	0	0	0	0
Revaluation	0	0	0	0
At 31 December 2023	324,000	4,445	129,133	457,578
Depreciation				
At 1 January 2023	0	978	116,907	117,885
Charge for the year	0	171	6,362	6,533
Eliminated on disposal	0	0	(42,680)	(42,680)
At 31 December 2023	0	1,149	80,589	81,738
Net book value				
At 31 December 2023	324,000	3,296	48,544	375,840
At 31 December 2022	324,000	3,467	33,187	360,654

The trustees completed the purchase of a freehold building previously occupied by BBC Radio Stoke on 31 May 2002 at a purchase price including equipment and transaction costs of £306,010. The property was professionally valued by Rory Mack Limited who are members of RICS professional body and external to the charity, on 11 May 2020, on a market value basis at £660,000, and their valuation has been adopted in the accounts. As the property is mixed use, it has been split between Investment Property at £336,000 (note 12) and Freehold Property in use at £324,000 (note 11). (The previous external valuation to this was on 22 September 2014).

12 Investment Property

Cost or valuation	£
At 1 January 2023	336,000
Transfer from Tangible fixed assets	0
Revaluation	0
At 31 December 2023	336,000

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

13 Debtors

	2023	2022
	£	£
Trade debtors	4,046	6,908
Income tax recoverable	236	485
Other debtors	10,725	3,128
Prepayments	11,622	3,884
	<u>26,629</u>	<u>14,405</u>

14 Creditors: Amounts falling due within one year

	2023	2022
	£	£
Bank loans and overdrafts	6,339	6,837
Trade creditors	7,175	6,903
Taxation and social security	1,027	1,033
Other creditors	11,778	14,939
Gross wages and employers national insurance accrual	0	0
Accruals and deferred income	34,598	23,437
	<u>60,917</u>	<u>53,149</u>

15 Creditors: Amounts falling due after more than one year

	2023	2022
	£	£
Bank and other loans	238,002	243,287
	<u>238,002</u>	<u>243,287</u>

Of the above loan amounts the following amount is due in instalments after 5 years:

	2023	2022
	£	£
Bank and other loans	206,729	211,182

Included in loans due after more than one year is a loan from Triodos Bank for £238,002 that has been secured by a legal charge over the company's freehold premises and other assets with interest at 3% above the Bank of England base rate per annum. The loan has been measured at the principal amount payable. There is also a balance of £6,339 (2022 - £6,837) on this loan which is due in less than one year. This is included within Bank loans and overdrafts in note 14.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

16 Restricted funds

	Brought Forward	Incoming resources	Outgoing resources	Transfers	Balance carried forward
	£	£	£	£	£
Media Training fund	8,342	0	(2,370)	0	5,972
Churches Media Trust	7,657	0	0	0	7,657
UK Youth	(812)	21,619	(10,492)	(2,689)	7,626
Broadcasting Infrastructure	14,300	0	(18,014)	3,714	0
Other Restricted gifts funds	9,975	12,850	(18,097)	(258)	4,470
	39,462	34,469	(48,973)	767	25,725

Sufficient resources are considered to be held in an appropriate format to enable each fund to be applied.

Fund purposes:

The Churches Media Trust:

The Churches Media Trust grant has been provided for making bursaries available for students and to contribute towards the work for the Media Training Community Courses.

Media Training fund:

Launched in September 2012, the Cross Rhythms Media Training Centre is a base to train, equip and disciple the next generation of 'media missionaries'. Young people from across the UK explore a 'call' to serve God in media, gaining training in a variety of media courses, as well as invaluable work experience in a live FM radio setting. In addition, training in media, journalism, reception, administration and business skills are offered to local disadvantaged youth in partnership with groups such as Job Centre Plus. The fund balances above incorporate restricted giving towards various aspects of this work.

UK Youth: Reaching a youth generation through XRhythms.

61% of young people feel that adults are out of touch with their relationships; 46% believe that sexting is part of everyday teenage life; 43% experience bullying at least once a week; 20% self-harm on a regular basis and 41% believe religion is more often the cause of evil in the world. XRhythms will change the diet of what a youth generation is consuming through media! To offer them a Christian response to the issues affecting their lives. xRhythms was launched on 28 September 2019 and is a brand new online Visual Radio station complete with its own dedicated website, YouTube channel, and specialist use of social media platforms like Instagram, Snapchat and Facebook, aimed at the 13's-20's.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2023

NOTES TO THE ACCOUNTS

(£11,259 (2022 - £13,948) of the fund balance is spent but still shown as a restricted fund balance as it is represented by restricted intangible and tangible fixed assets.)

Broadcasting Infrastructure:

Cross Rhythms were awarded a grant towards capital expenditure enabling improvement of broadcasting infrastructure.

17 Related Parties

Spirit of Plymouth (Radio) Limited is a radio station that uses the Cross Rhythms template and has a common trustee in Christopher Cole. During the year Cross Rhythms received income for support services totalling £6,920 (2022 - £6,214) of which £NIL (2022 - £676) was outstanding at the year end.

Undrawn net wages jointly by Jonathan Bellamy and his wife, Heather Bellamy, a member of Executive Management at the year end totalled £1,776 (2022 - £11,589).

All outstanding amounts stated above will be settled in cash.

Aggregate gifts in the year from related parties was £3,265 (2022- £25,701).

18 Going concern

The charity has net current liabilities of £29,878 (of which £14,887 relates to rental income charged in advance) and its income is substantially dependent upon gifts and donations which, by their very nature, are uncertain and would impact on the charity's loan covenants and its ability to continue as a going concern. The charity's forecasts and projections continue to show that the charity will be able to operate as a going concern for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the annual report and financial statements.

19 Company limited by guarantee

Cross Rhythms is incorporated as a company limited by guarantee and is registered in England and Wales. The members are each liable to contribute up to £10 in the event of the company being wound up.

There were 6 directors at the year end and 6 at the beginning of the year. No directors were appointed during the year.

CROSS RHYTHMS

England & Wales - Charity number 1069357

Accounts

Charity Number
Company Number

1069357
03485699

**CROSS RHYTHMS
COMPANY LIMITED BY GUARANTEE
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED
31 DECEMBER 2022**

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

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CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

CHARITY INFORMATION

Governance

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 24 December 1997.

The company was established under a Memorandum of Association.

The serving trustees elect the trustees.

Trustees and Directors

Mr M A Barker
Mr J Bowles
Mr R Andrews
Mr C Cole
Mr A Boyd
Ms D A Mitchell (appointed 24 January 2023)

Chief Executive Officer

Mr J Bellamy

Company secretary

Mr J Bowles

Registered office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Principal office

Conway House
Cheapside
Hanley
Stoke on Trent
ST1 1HE

Independent Examiner

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

The Board of Directors and Trustees present their annual report, together with the financial statements for the period ended 31 December 2022.

Principal activity for the public benefit: The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future objectives.

Cross Rhythms continued its activities to promote the values of the Christian faith for the benefit of the public, particularly young people, through broadcast media and related initiatives of radio, internet, digital media and training.

Radio Stations: The Cross Rhythms City Radio station continued broadcasting on 101.8FM across Stoke-on-Trent and Newcastle-under-Lyme. The station is streamed on our website. Programmes are also syndicated to secular and Christian radio stations worldwide. We operate under the OFCOM (government agency for licensing of all communications granted) license. In addition we support current and explore future partnerships with groups in other cities keen to reproduce our FM Community Radio model. We continued developing our UK teenage focussed platform XRhythms, in its first year on DAB across Tyneside & South Shields.

Digital Media: Our website continues to present the ministry and interact with a global audience. The site has editorial content that is both music and non-music focussed. We also run a variety of social media sites for the different aspects, using Facebook, Twitter, YouTube and Instagram.

Video content: We produce online video content for our social media pages. Also for our new XRhythms vision we produce Vlogs (video bloggers/contributors) and other video content for our Visual Radio programming.

Media Training Centre: We launched an accredited Media Training Centre in 2012. In 2022, although reduced in numbers from previous years, we continued to offer training in media and office skills for local students, or unemployed or retired volunteers, and local disadvantaged young people not in employment, education or training. In addition this centre also offers a pathway for aspiring young Christians from across the UK to follow a direction in Christian media. We employed one young person full time, who started with us under the government's Kickstart placement scheme.

Cross Rhythms is a member of the Community Media Association and also works with others with similar aims and objectives, including the Christian Broadcasting Council, other Christian broadcasters, local and national churches and ministries, and community leaders. We are still developing, where the opportunity arises, other associations and partnerships.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Organisation:

The Board of Directors meets regularly, most months, and is responsible for the ultimate strategic decisions, having regard to advice from the Chief Executive and senior management. All meetings are held by Zoom, except one physical meeting in November held at the CR HQ in Stoke-on-Trent.

In addition the CEO holds regular discussions for information and guidance and updates with the Chairman of the board and relevant information is distributed to the members as appropriate by electronic means on at least a monthly basis. A formatted monthly reporting structure has been adopted to keep all trustees updated.

Review of the year's activities

Radio Stations:

The local FM station continued to serve the local churches and Christian ministries through on air programming, and the wider community through engaging with police, health, education, business, charities, MPs, councillors, theatres etc. The local Sentinel Newspaper supplied us with daily local news. Outside broadcasts restarted, following COVID, with the Civic Prayer Breakfast. We continued to offer the station online and on mobile through RadioPlayer.

This year we started work on the renovation and repurposing of our live studio, purchasing new studio broadcast equipment and commissioning work for a new design and presentation including video cameras.

Our FM station in Stoke targets a 25-55 audience, in recognition that less teenagers use FM radio. Our dedicated Facebook and Twitter pages for the station developed this year with the employment of a new production engineer and social media editor.

We saw the return of our Saturday Breakfast presenter and also the re-start of our Rock & Hard Place radio show (stopped during COVID).

The collaboration with other groups in other cities continues to deliver Cross Rhythms in Plymouth. We also continue to help develop and support an online community radio station in the Middle East.

Our syndication of 10 unique weekly shows continues to about 50 stations worldwide.

Having launched in October 2019, our XRhythms media platform, aimed at UK teenagers, took a step forward this year as we ran the first full year of our Small Scale DAB station in Tyneside & South Shields. This new station is a first xRhythms station and a prototype for something that might roll out on multiplexes across the country.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

xRhythms:

Internet: Our website activity has continued throughout the year at around 200,000 unique users. However, with the retirement of two core members of the music editorial team, a reduced amount of content was published. The radio station is streamed online along with our Listen Again facilities. Our plan is a full repositioning of the main CR website when funds allow.

Media Training Centre: We continue to offer training and work experience placements for unemployed youth, as well as university and college student interns. There has been a trickle of these in 2022. Similarly through young contributors to our xRhythms vision - bloggers and vloggers. This platform offers many opportunities to a whole new swathe of young people to be trained in video production/presenting, editing, interviewing, journalism and social media skills and we are rebuilding the team post COVID. The number of volunteers working with the charity this year dropped to about 100 from a normal pre-covid level of 160+.

Conway House: Rental income for use of our premises is a key support to the charity. This year all usable space has been rented out to tenants or used as meeting room space for our Wheelhouse coworking facility. We continued to make reparations and decorations within the building as required. The rental income is included in the Statement of Financial Activities under Income from non-charitable trading activities.

Marketing: Much of our marketing is through partnerships, being at events, contra deals and through our own media platforms eg the monthly Email Communicator, social media etc. We occasionally attend events to profile the work.

General: We continued to campaign for more monthly partners (Friends) and donors, as well as numerous trust applications. We secured funding to employ a first employee for the station in Bethlehem.

Board membership: The Board continues to function well with trustees who have expertise in key areas and carry that as a specific area of responsibility in addition to their collective responsibility. In addition, we have a group of supportive consultants who support the organisation as unpaid volunteers.

Trustee Recruitment and Training: Cross Rhythms selects known potential trustees to fulfil a specific role within the board to provide levels of expertise necessary for the oversight and guidance to comply with our role and responsibilities on behalf of the donors.

To ensure that the potential trustee fully understands the role a pack of information is provided that directs them towards the Charity Commissions guidance for a well-run charity and guidance for a well-managed company. A probationary period is required to allow a time of becoming aware of the role and responsibilities and after a review the

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

appointment is then considered.

We added a new trustee this year, Ms Deborah Mitchell.

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached accounts.

The performance of the charity over the year is a result of the actions taken as described in this report. The plans for the future include further consolidation of the position and eventual accumulation of reserves in accordance with the reserves policy as established by the trustees.

This year showed incoming resources of £224,795 (2021- £271,028). As with last year, we again turned in a surplus, of £24,723 (2021- £13,091).

Future developments

After 40 years (since 1983) Cross Rhythms has developed a strong basis of operation. We are recognised at a local, national and international level for the quality and uniqueness of what we do. We continue to attract new donors, supporters, partners and Trust support. We have three primary foci for further growth:

- 1) First, aimed particularly at UK Youth through our new online media strategy XRhythms, along with social media, YouTube and Media Training aspects; now with the additional vision of multiple DAB radio stations.
- 2) Second, to maximise on the improvements to our FM station coverage in Stoke, with improved content and programming.
- 3) Third, to engage more significantly in the business marketplace in Stoke-on-Trent through our co-working hub, The Wheelhouse.

We expect to develop and extend our collaborations with existing and new partnerships. The board have identified that earned income will grow to supplement gifted income.

We continue to carry a commitment to additional Cross Rhythms radio stations in UK cities and ongoing discussions with interested parties continue.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Volunteer involvement

During the year Cross Rhythms has supplemented 6 salaried staff with 84 volunteers and work experience students including reviewers and writers for the website. We also have a local FM radio board of reference made up of local church leaders, and an XRhythms Board of Reference.

Employee involvement

Cross Rhythms relies on the well-trained experienced commitment and hard work of 6 full or part time staff. Over many years we have retained a core team who are very motivated and increasingly mature to the vision of Cross Rhythms. Most would identify a key area of expertise, but all are responsible to serve the growing ministry when and where required. As a pioneering, but under-resourced ministry, Cross Rhythms relies on the support and commitment of quality volunteers. Weekly/Daily prayer/team meetings are held to build relationships, support and communicate between the departments. These meetings also help nurture the 'community' of a team with a vision of many components.

Risk policy

The trustees are considering the risks to which the charity is subject and continue to develop ways to mitigate the risks.

The major risk areas identified by the Trustees are as follows:

- Financial Risk. This is mitigated by the scope of regular supporters to the charity.
- Loss of broadcasting licence. The licence is renewed every five years. Cross Rhythms have been broadcasting since 2002 and have a good reputation with Ofcom. We do not foresee an issue with the licence renewal.

Reserves policy

It is the intention of the trustees to maintain reserves sufficient to cover 3 months of expenses. The trustees have continued to reduce costs and constantly seek ways of increasing income.

The trustees

The trustees who served the charity during the period were as follows:

- Mr R Andrews
- Mr M A Barker
- Mr J Bowles
- Mr C Cole
- Mr A Boyd
- Ms Deborah Mitchell

Responsibilities of the trustees/directors

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

resources and application of resources, including income and expenditure, of the charity for that year. In preparing those financial statements the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the charities SORP;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable UK accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements will comply with The Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Trustees have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

In so far as the trustees are aware there is no relevant information of which the charity's Independent Examiner is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

The report is prepared in accordance with the small company regime (section 419(2) of the Companies Act 2006).

Auditor

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Registered office:
Conway House
Cheapside
Hanley
Stoke-on-Trent
ST1 1HE

Signed by order of the trustees



Mr M A Barker
Director

Approved by the trustees on

16 September 2023

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/ MEMBERS OF CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

Independent examiner's report to the trustees of Cross Rhythms.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2022, which are set out on pages 11 to 24.

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').

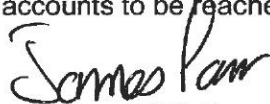
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). 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 material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



James Parr (FCCA)

Relevant Professional Body: ACCA

Winton House
Stoke Road
Stoke-on-Trent
ST4 2RW

Date

4 September 2023

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted £	Restricted £	Total Funds 2022 £	Total Funds 2021 £
Incoming resources from generated funds					
Voluntary income	2	105,890	42,556	148,446	214,429
Activities for generating funds					
Income from non-charitable trading activities	3	59,806	0	59,806	48,180
Income from charitable trading activities	4	16,543	0	16,543	8,419
		<u>76,349</u>	<u>0</u>	<u>76,349</u>	<u>56,599</u>
Total incoming resources		182,239	42,556	224,795	271,028
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	4,571	0	4,571	7,245
Charitable activities					
Costs in furtherance of charitable objects	6	125,855	51,803	177,658	233,413
Governance costs	7	5,471	0	5,471	7,265
Other resources expended					
Loan interest payable	8	12,372	0	12,372	10,014
Total resources expended	8	148,269	51,803	200,072	257,937
Net income/ (expenditure) for the year	9	33,970	(9,247)	24,723	13,091
Net gain on investments		0		0	0
Transfers between funds		2,973	(2,973)	0	0
Other recognised gains and losses		0	0	0	0
Net movement in funds relating to the year		36,943	(12,220)	24,723	13,091
Balances brought forward		<u>375,733</u>	<u>51,682</u>	<u>427,415</u>	<u>414,324</u>
Balances carried forward		412,676	39,462	452,138	427,415

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

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

BALANCE SHEET

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Fixed assets					
Intangible assets	10	1,340	16,172	17,512	20,140
Tangible assets	11	359,330	1,324	360,654	364,014
Investments	12	336,000	0	336,000	336,000
		696,670	17,496	714,166	720,154
Current assets					
Stock		0	0	0	0
Debtors	13	12,442	1,963	14,405	17,469
Cash at bank		0	20,003	20,003	24,354
		12,442	21,966	34,408	41,823
Creditors: Amounts falling due within one year	14	(53,149)	0	(53,149)	(85,986)
Net current liabilities		(40,707)	21,966	(18,741)	(44,163)
Total assets less current liabilities		655,963	39,462	695,425	675,991
Creditors: Amounts falling due after more than one year	15	(243,287)	0	(243,287)	(248,576)
Net assets		412,676	39,462	452,138	427,415
Funds					
Restricted	16	0	39,462	39,462	51,682
Unrestricted		102,456	0	102,456	65,513
Revaluation reserve		310,220	0	310,220	310,220
Total funds		412,676	39,462	452,138	427,415

- The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

BALANCE SHEET

- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP (FRS102).

These accounts were approved by the members of the committee on 4 September 2023, and are signed on their behalf by:



Mr M A Barker
Director

Company Number 03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

1 Accounting Policies

The charity is a public benefit entity.

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRS102), the Charities Act 2011 and the Companies Act 2006. The accounts have also been prepared in accordance with the Financial Reporting Standard 102.

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard 102 from including a cash flow statement in the accounts on the grounds that the charity is small.

Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to Cross Rhythms, at estimated market value at the time of acquisition. The Charity's policy is only to capitalise items with an individual or collective value (where it is a group of assets) exceeding £250.

Depreciation

Depreciation is calculated so as to write off the cost or value of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment	- 15% Reducing balance
Improvements to property	- 5% Straight line
Website (Intangible asset)	- 10% Straight line

Freehold property is not depreciated as any charge made would be offset by the effect of a revaluation. This is a departure from the Companies Act 2006 and the SORP (FRS102) which require depreciation to be applied to all assets (other than investment properties and heritage assets) which require the cost or valuation of an asset less residual value to be depreciated over the useful economic life. In the opinion of the trustees, this departure is necessary in order for the financial statements to give a true and fair view. Freehold property is not depreciated as the estimated residual value of the asset is not materially different from the carrying amount of the asset. An impairment review is undertaken annually.

The property was professionally revalued on 11 May 2020 and the valuation considered appropriate and adopted for these accounts. This property value has also been split between investment property and in use property. Had depreciation been applied to the property at, say, 2% (as is commonly applied to freehold property), a depreciation charge in the current year would have been £6,480 (2021 - £6,480). The effect on net assets would have been a reduction of £19,440 (2021 £12,960 due to the revaluation).

Investment Property

Investment Property is included at Market Value. An impairment review is undertaken annually and a professional valuation was conducted on 11 May 2020.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

Website

A new xRhythms website is included under intangible assets. The costs have been capitalised as the new website is a key requirement for the future direction of the charity and a significant investment. The website is stated at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised over 10 years on a straight line basis from when the new website is brought into use being 28 September 2019. The amortisation period is based on the expected useful life of the website and has taken into account continued use and maintenance of the website.

Where factors, such as technological advancement indicate that the useful life has changed, the useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the factors indicate that the carrying amount may be impaired.

Stock

Stock is shown at the lower of cost and net realisable value.

Financial Instruments

Financial instruments classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Financial Instruments recognition and measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Impairment of financial assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the Statement of Financial Activities.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Income

Income is recognised in the Statement of Financial Activities when the conditions for receipt have been met and there is reasonable assurance of receipt.

Grants are recognised once the resource is receivable by the charity and can be measured with reasonable reliability. Gifts in kind, such as assets given for use by the charity are recognised as income when received and are recorded at their estimated market value. Assets given for distribution by the charity are recognised as income when distributed. Voluntary help is not recognised in the Statement of Financial Activities.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

Expenditure

Expenditure incurred directly in the fulfilment of the charity's objectives is included in direct charitable expenditure.

Fund accounting

Unrestricted fund incoming resources have been received or generated for expenditure in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes laid down by the donors.

Allocation of costs between activities

Staff costs have been allocated based on job roles and time spent between activities.

2 Voluntary income

	Total Funds 2022 £	Total Funds 2021 £
Gifts and donations	115,828	103,441
Gift aid	14,415	13,959
Grants	5,635	40,500
Government Kickstarter Scheme grants	12,568	56,406
Government Covid support and job retention grants	0	123
	148,446	214,429

3 Income from non-charitable trading

	Total Funds 2022 £	Total Funds 2021 £
Rents from Cross Rhythms' premises	59,806	48,180

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

4 Income from charitable trading activities

	Total Funds 2022 £	Total Funds 2021 £
Trading: Radio and website advertising	5,839	5,341
Other charitable trading	10,704	3,078
	16,543	8,419

5 Activities for generating funds

Costs of generating voluntary income

	Total Funds 2022 £	Total Funds 2021 £
Marketing and fundraising costs	153	1,852
Staff costs	4,418	5,393
	4,571	7,245

6 Costs in furtherance of charitable objectives

Provision of charitable services

	Total Funds 2022 £	Total Funds 2021 £
Radio	95,666	94,483
Other charitable trading	0	(374)
XRhythms	21,352	75,977
Media training	801	1,328
Cross Rhythms Worldwide	11,378	11,579
Other charitable support	48,461	50,420
	177,658	233,413

Analysis of provision of charitable services

	Staff costs	Depreciation/ Amortisation	Other costs	Total Funds 2022 £	Total Funds 2021 £
	£	£	£	£	£
Radio	60,921	5,945	28,800	95,666	94,483
Other charitable trading	0	0	0	0	(374)
XRhythms	15,575	493	5,284	21,352	75,977
Media training	801	0	0	801	1,328
Cross Rhythms Worldwide	3,115	0	8,263	11,378	11,579
Other charitable support	16,740	0	31,721	48,461	50,420
	97,152	6,438	74,068	177,658	233,413

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

7 Governance

	Total Funds 2022 £	Total Funds 2021 £
Salaries	3,666	3,784
Accountancy fees	0	0
Independent examination fees	1,307	1,181
Legal fees	0	0
Professional fees	498	2,300
	5,471	7,265

8 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total Funds 2022 £	Total Funds 2021 £
Direct charitable expenditure	97,152	6,438	74,068	177,658	233,413
Activities for generating funds	4,418	0	153	4,571	7,245
Governance costs	3,666	0	1,805	5,471	7,265
Other resources expended	0	0	12,372	12,372	10,014
	105,236	6,438	88,398	200,072	257,937

The aggregate payroll costs were:

	2022 £	2021 £
Wages and salaries	101,800	154,579
Social security costs	3,436	6,110
	105,236	160,689

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

8 Total resources expended (continued)

As Charity Trustees, the Board of directors, who are not employees, are not included above. They receive no remuneration for their services. Expenses were reimbursed or paid directly to third parties for Travel and Accommodation on to enable Trustees to attend Trustee meetings. The total paid in the year was £635 (2021 £316).

No employee received emoluments in excess of £60,000 during the period.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	2022	2021
	No	No
Number of fundraising staff	0	0
Number of administrative staff	2	2
Number of management staff	1	1
Other direct charitable staff	2	7
	<u>5</u>	<u>10</u>

Other costs:

	2022	2021
	£	£
Legal and Professional	1,805	3,481
Other	86,593	74,389
	<u>88,398</u>	<u>77,870</u>

9 Net outgoing resources

	2022	2021
	£	£
Net outgoing resources after charging/(crediting)		
Depreciation and amortisation	6,438	19,378
(Profit)/loss on disposal of fixed assets	0	(2,377)
Independent Examiner's remuneration - the independent examination of the charity's accounts	1,307	1,181
	<u></u>	<u></u>

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

11 Tangible Fixed Assets

	Freehold Property	Improvements to Property	Equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2022	324,000	3,995	150,094	478,089
Additions	0	450	0	450
Disposals	0	0	0	0
Transfer to investment property	0	0	0	0
Revaluation	0	0	0	0
At 31 December 2022	324,000	4,445	150,094	478,539
Depreciation				
At 1 January 2022	0	810	113,265	114,075
Charge for the year	0	168	3,642	3,810
Eliminated on disposal	0	0	0	0
At 31 December 2022	0	978	116,907	117,885
Net book value				
At 31 December 2022	324,000	3,467	33,187	360,654
At 31 December 2021	324,000	3,185	36,829	364,014

The trustees completed the purchase of a freehold building previously occupied by BBC Radio Stoke on 31 May 2002 at a purchase price including equipment and transaction costs of £306,010. The property was professionally valued by Rory Mack Limited who are members of RICS professional body and external to the charity, on 11 May 2020, on a market value basis, and their valuation has been adopted in the accounts. As the property is mixed use, it has been split between Investment Property at £336,000 (note 12) and Freehold Property in use at £324,000 (note 11). (The previous external valuation to this was on 22 September 2014).

12 Investment Property

Cost or valuation	£
At 1 January 2022	336,000
Transfer from Tangible fixed assets	0
Revaluation	0
At 31 December 2022	336,000

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

13 Debtors

	2022	2021
	£	£
Trade debtors	6,908	1,460
Income tax recoverable	485	225
Other debtors	3,128	11,838
Prepayments	3,884	3,946
	<u>14,405</u>	<u>17,469</u>

14 Creditors: Amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	6,837	9,227
Trade creditors	6,903	7,394
Taxation and social security	1,033	6,511
Other creditors	14,939	24,715
Gross wages and employers national insurance accrual	0	13,348
Accruals and deferred income	23,437	24,791
	<u>53,149</u>	<u>85,986</u>

15 Creditors: Amounts falling due after more than one year

	2022	2021
	£	£
Bank and other loans	<u>243,287</u>	<u>248,576</u>
	<u>243,287</u>	<u>248,576</u>

Of the above loan amounts the following amount is due in instalments after 5 years:

	2022	2021
	£	£
Bank and other loans	<u>211,182</u>	<u>208,268</u>

Included in loans due after more than one year is a loan from Triodos Bank for £243,287 that has been secured by a legal charge over the company's freehold premises and other assets with interest at 3% above the Bank of England base rate per annum. The loan has been measured at the principal amount payable. There is also a balance of £6,837 (2021 - £9,227) on this loan which is due in less than one year. This is included within Bank loans and overdrafts in note 14.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

16 Restricted funds

	Brought Forward	Incoming resources	Outgoing resources	Transfers	Balance carried forward
	£	£	£	£	£
Media Training fund	8,342	0	0	0	8,342
Churches Media Trust	7,657	0	0	0	7,657
UK Youth	24,605	18,465	(41,183)	(2,699)	(812)
Broadcasting Infrastructure	7,686	0	0	0	7,686
Other Restricted gifts funds	3,392	24,091	(10,620)	(274)	16,589
	51,682	42,556	(51,803)	(2,973)	39,462

Sufficient resources are considered to be held in an appropriate format to enable each fund to be applied.

Fund purposes:

The Churches Media Trust:

The Churches Media Trust grant has been provided for making bursaries available for students and to contribute towards the work for the Media Training Community Courses.

Media Training fund:

Launched in September 2012, the Cross Rhythms Media Training Centre is a base to train, equip and disciple the next generation of 'media missionaries'. Young people from across the UK explore a 'call' to serve God in media, gaining training in a variety of media courses, as well as invaluable work experience in a live FM radio setting. In addition, training in media, journalism, reception, administration and business skills are offered to local disadvantaged youth in partnership with groups such as Job Centre Plus. The fund balances above incorporate restricted giving towards various aspects of this work.

UK Youth: Reaching a youth generation through XRhythms.

61% of young people feel that adults are out of touch with their relationships; 46% believe that sexting is part of everyday teenage life; 43% experience bullying at least once a week; 20% self-harm on a regular basis and 41% believe religion is more often the cause of evil in the world. XRhythms will change the diet of what a youth generation is consuming through media! To offer them a Christian response to the issues affecting their lives. xRhythms was launched on 28 September 2019 and is a brand new online Visual Radio station complete with its own dedicated website, YouTube channel, and specialist use of social media platforms like Instagram, Snapchat and Facebook, aimed at the 13's-20's.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2022

NOTES TO THE ACCOUNTS

(£13,948 (2021 - £16,647) of the fund balance is spent but still shown as a restricted fund balance as it is represented by restricted intangible and tangible fixed assets.)

Broadcasting Infrastructure:

Cross Rhythms were awarded a grant towards capital expenditure enabling improvement of broadcasting infrastructure.

17 Related Parties

Spirit of Plymouth (Radio) Limited is a radio station that uses the Cross Rhythms template and has a common trustee in Christopher Cole. During the year Cross Rhythms received income for support services totalling £6,214 (2021 - £4,391) of which £676 (2021 - £NIL) was outstanding at the year end.

Undrawn net wages jointly by Jonathan Bellamy and his wife, Heather Bellamy, a member of Executive Management at the year end totalled £11,589 (2021 - £12,377). There are also gross wages that Jonathan Bellamy and Heather Bellamy are contractually entitled to. They have decided to defer payment until the charity is in a good position to clear this. The amounts have been accrued for in the accounts and total £NIL (2021 - £11,729).

All outstanding amounts stated above will be settled in cash.

Aggregate gifts in the year from related parties was £25,701 (2021- £3,882).

18 Going concern

The charity has net current liabilities of £21,131 and its income is substantially dependent upon gifts and donations which, by their very nature, are uncertain and would impact on the charity's loan covenants and its ability to continue as a going concern. The charity's forecasts and projections continue to show that the charity will be able to operate as a going concern for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the annual report and financial statements.

19 Company limited by guarantee

Cross Rhythms is incorporated as a company limited by guarantee and is registered in England and Wales. The members are each liable to contribute up to £10 in the event of the company being wound up.

There were 5 directors at the year end and 5 at the beginning of the year. No directors were appointed during the year.

CROSS RHYTHMS

England & Wales - Charity number 1069357

Accounts

Charity Number
Company Number

1069357
03485699

**CROSS RHYTHMS
COMPANY LIMITED BY GUARANTEE
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED
31 DECEMBER 2021**

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

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CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

CHARITY INFORMATION

Governance

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 24 December 1997.

The company was established under a Memorandum of Association.

The serving trustees elect the trustees.

Trustees and Directors

Mr M A Barker

Mr J Bowles

Mr R Andrews

Mr C Cole

Mr A Boyd

Chief Executive Officer

Mr J Bellamy

Company secretary

Mr J Bowles

Registered office

Conway House

Cheapside

Hanley

Stoke on Trent

ST1 1HE

Principal office

Conway House

Cheapside

Hanley

Stoke on Trent

ST1 1HE

Independent Examiner

Howsons (Audit & Assurance) Limited

PO Box 165

Winton House

Stoke Road

Stoke on Trent

ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

The Board of Directors and Trustees present their annual report, together with the financial statements for the period ended 31 December 2021.

Principal activity for the public benefit:

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future objectives.

Cross Rhythms continued its activities to promote the values of the Christian faith for the benefit of the public, particularly young people, through broadcast media and related initiatives of radio, internet, new media and training.

Radio Stations:

The Cross Rhythms City Radio station continued broadcasting on 101.8FM across Stoke-on-Trent and Newcastle-under-Lyme. The station is streamed on our website. Programmes are also syndicated to secular and Christian radio stations worldwide. We operate under the OFCOM (government agency for licensing of all communications granted) license. In addition we support current and explore future partnerships with groups in other cities keen to reproduce our FM Community Radio model. We continued developing our UK teenage focussed platform XRhythms, this year launching a new DAB station across Tyneside & South Shields.

Internet and New Media:

Our website continues to strongly present the ministry and interact with a global audience. The site has editorial content that is both music and non-music focussed. We also run a variety of social media sites for the different aspects, using Facebook, Twitter, YouTube and Instagram.

Video content:

We produce online video content for our social media pages. Also for our new XRhythms vision we produce Vlogs (video bloggers/contributors) and other video content for our Visual Radio programming.

Media Training Centre:

We launched our accredited Media Training Centre in 2012. In 2021 we continued to offer training in media and office skills for local students, or unemployed or retired volunteers, and local disadvantaged young people not in employment, education or training. In addition this centre also offers a pathway for aspiring young Christians from across the UK to follow a direction in Christian media. These offers were drastically reduced due to Coronavirus restrictions. However we also employed nine young people under the government's Kickstart placement scheme, training them in various media skills.

Cross Rhythms is a member of the Community Media Association and also works with others with similar aims and objectives, including the Christian Broadcasting Council, other Christian broadcasters, local and national churches and ministries, and community leaders. We are still developing, where the opportunity arises, other associations and partnerships.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Organisation:

The Board of Directors meets regularly, most months, and is responsible for the ultimate strategic decisions, having regard to advice from the Chief Executive and senior management. All meetings are held by Skype Tele conference call, except two physical meetings in June and November held at the CR HQ in Stoke-on-Trent (although only one physical meetings was possible this year due to Covid restrictions).

In addition the CEO holds regular discussions for information and guidance and updates with the Chairman of the board and relevant information is distributed to the members as appropriate by electronic means on at least a monthly basis. A formatted monthly reporting structure has been adopted to keep all trustees updated monthly.

Review of the year's activities

Radio Station:

2021 was shaped by the impact and restrictions of Coronavirus. Most employees returned from work from home or furlough; but we limited volunteers and radio interviewees visiting the station and as such the building ran at a much slower pace. Despite this, the local FM station continued to serve the local churches and Christian ministries through on air programming, and the wider community through engaging with police, health, education, business, charities, MPs, councillors, theatres etc. The local Sentinel Newspaper supplied us local news each hour. Once again we halted our outside broadcasts, including the Civic Prayer Breakfast and live broadcasts from venues in the six towns. We continued to offer the station online and on mobile through RadioPlayer.

This year we set up a second transmitter site in the south of the city, providing better coverage to the south and to Newcastle-under-Lyme with a second frequency. We also doubled our FM transmitter power across the whole city.

Our FM station in Stoke targets a 25-55 audience, in recognition that less teenagers use FM radio. Our dedicated Facebook and Twitter pages for the station continue. However, again reduced in content as, for both our FM and social media output we only had a handful of volunteers and student interns working in our production department.

We employed nine new placements under the government's Kickstart scheme, four of which into our Radio station team – a Radio Production engineer, a new presenter (for our Saturday and Sunday afternoon shows), and two for our social media output.

The collaboration with other groups in other cities continues to deliver Cross Rhythms in Plymouth. We also continue to help develop and support an online community radio station in the Middle East.

Our syndication of 10 unique weekly shows continues to about 50 stations worldwide.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

xRhythms:	Having launched in October 2019, our XRhythms media platform, aimed at UK teenagers, took a big step forward this year online, on social media and on YouTube this year. As well as a small team of young contributors – bloggers, vloggers and video producers, five of our new Kickstart placements joined the XR team – a Music journalist, a video editor, a Life blogger, a Life Vlogger and a Social Media editor. A huge step was taken end of the year when we launched the first of potentially numerous Small Scale DAB radio stations, covering Tyneside and South Shields. This new station is a first xRhythms station.
Internet:	Our website activity has continued throughout the year at around 250,000 unique users. Although, again, due to Coronavirus, and the retirement of two core members of the music editorial team, a reduced amount of content was published. Similarly with our social media output. The radio station is streamed online along with our Listen Again facilities. Our plan is a full repositioning of the main CR website when funds allow.
Media Training Centre:	We continue to offer training and work experience placements for unemployed youth, as well as university and college student interns. Our primary focus in 2021 however was on our Kickstart placements and our army of young contributors to our xRhythms vision. We have been recruiting and training new bloggers and vloggers for the new platform. This new vision offers many opportunities to a whole new swathe of young people to be trained in video production/presenting, editing, interviewing, journalism and social media skills. The number of volunteers working with the charity this year dropped to about 100 from a normal pre-covid level of 160+.
Conway House:	Rental income for use of our premises is a key support to the charity. Having lost our restaurant tenant just before Coronavirus hit, in 2021 we were able to replace them with new tenants. Similarly, although our new business community co-working hub, Wheelhouse, did not meet income projections, due to Covid impact, we did secure a major client whose demand of our space has seen the addition of a major building income to the charity. Long term expectations for Wheelhouse still predict this as a significant income stream for the charity. For the first time since acquiring the building every area of usable space has been rented out to tenants. We continued to make reparations and decorations within the building as required, including stage one of major project to make outdoor concrete reparations. The rental income is included in the Statement of Financial Activities under Income from non-charitable trading activities.
Marketing:	Much of our marketing is through partnerships, being at events, contra deals and through our own media platforms eg the monthly Email Communicator, social media etc. Our Artists Partnerships department builds with UK and foreign music artists who then promote us to their sphere of influence. We occasionally attend music festivals to profile the work in the exhibition areas, although not in 2021.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

General:	We continued to campaign for more monthly partners (Friends), but we put on hold our 3 physical mailings to our donor base due to Coronavirus.
Board membership:	The Board continues to function well with trustees who have expertise in key areas and carry that as a specific area of responsibility in addition to their collective responsibility. In addition, we have a group of supportive consultants who support the organisation as unpaid volunteers.
Trustee Recruitment and Training:	Cross Rhythms selects known potential trustees to fulfil a specific role within the board to provide levels of expertise necessary for the oversight and guidance to comply with our role and responsibilities on behalf of the donors. To ensure that the potential trustee fully understands the role a pack of information is provided that directs them towards the Charity Commissions guidance for a well-run charity and guidance for a well-managed company. A probationary period is required to allow a time of becoming aware of the role and responsibilities and after a review the appointment is then considered.

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached accounts.

The performance of the charity over the year is a result of the actions taken as described in this report. The plans for the future include further consolidation of the position and eventual accumulation of reserves in accordance with the reserves policy as established by the trustees.

This year showed incoming resources of £271,028 (2020- £241,824). As with last year, we again turned in a surplus, of £13,091 (2020- £32,492).

Future developments

After 39 years Cross Rhythms has developed a strong basis of operation. We are recognised at a local, national and international level for the quality and uniqueness of what we do. We continue to attract new donors, supporters, partners and Trust support. We have three primary foci for further growth:

- 1) First, aimed particularly at UK Youth through our new online media strategy XRhythms, along with social media, YouTube and Media Training aspects; now with the additional vision of multiple DAB radio stations.
- 2) Second, to maximise on the improvements to our FM station coverage in Stoke, with improved content and programming.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

3) Third, to engage more significantly in the business marketplace in Stoke-on-Trent in order to promote our new co-working hub, The Wheelhouse.

We expect to develop and extend our collaborations with existing and new partnerships. The board have identified that earned income will grow to supplement gifted income.

We continue to carry a commitment to additional Cross Rhythms radio stations in UK cities and ongoing discussions with interested parties continue.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Volunteer involvement

During the year Cross Rhythms has supplemented 16 (including Kickstart) salaried staff with over 60 volunteers at any one time. This year we saw about 100 volunteers and work experience students including about 25 reviewers and writers for the website. We also have a local FM radio board of reference made up of 6 local church leaders, and an XRhythms Board of Reference.

Employee involvement

Cross Rhythms relies on the well-trained experienced commitment and hard work of 8 full or part time staff. Over many years we have retained a core team who are very motivated and increasingly mature to the vision of Cross Rhythms. Most would identify a key area of expertise, but all are responsible to serve the growing ministry when and where required. Through the two Covid years however three of those core members have retired, with two becoming volunteers. With Cross Rhythms a developing but under-resourced ministry, the quality of this support and commitment is exemplary. We are however now at the beginning of a new season of seeing a new team of employees being added who can take the vision/ministry forward. Weekly prayer meetings and monthly gatherings are held to build relationships, support and communication between the departments. These meetings also help nurture the 'community' of a team with a vision of many components.

Risk policy

The trustees are considering the risks to which the charity is subject and continue to develop ways to mitigate the risks.

The major risk areas identified by the Trustees are as follows:

- Financial Risk. This is mitigated by the scope of regular supporters to the charity.
- Loss of broadcasting licence. The licence is renewed every five years. Cross Rhythms have been broadcasting since 2002 and have a good reputation with Ofcom. We do not foresee an issue with the licence renewal.

Reserves policy

It is the intention of the trustees to maintain reserves sufficient to cover 3 months of expenses. The trustees have continued to reduce costs and constantly seek ways of increasing income.

The trustees

The trustees who served the charity during the period were as follows:

- Mr R Andrews
- Mr M A Barker
- Mr J Bowles
- Mr C Cole
- Mr A Boyd

Responsibilities of the trustees/directors

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Company Law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming resources and application of resources, including income and expenditure, of the charity for that year. In preparing those financial statements the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the charities SORP;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable UK accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements will comply with The Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Trustees have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

In so far as the trustees are aware there is no relevant information of which the charity's Independent Examiner is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

The report is prepared in accordance with the small company regime (section 419(2) of the Companies Act 2006).

Auditor

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Registered office:
Conway House
Cheapside
Hanley
Stoke-on-Trent
ST1 1HE

Signed by order of the trustees



Mr M A Barker
Director

Approved by the trustees on

21 June 2022

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/ MEMBERS OF CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

Independent examiner's report to the trustees of Cross Rhythms.

I report on the accounts of the company for the year ended 31 December 2021, which are set out on pages 12 to 25.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



James Parr (FCCA)

Relevant Professional Body: ACCA

Winton House

Stoke Road

Stoke-on-Trent

ST4 2RW

Date

21 June 2022

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted £	Restricted £	Total Funds 2021 £	Total Funds 2020 £
Incoming resources from generated funds					
Voluntary income	2	154,439	59,990	214,429	189,353
Activities for generating funds					
Income from non-charitable trading activities	3	48,180	0	48,180	46,379
Income from charitable trading activities	4	8,419	0	8,419	6,092
		56,599	0	56,599	52,471
Total incoming resources		211,038	59,990	271,028	241,824
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	7,245	0	7,245	5,457
Charitable activities					
Costs in furtherance of charitable objects	6	151,962	81,451	233,413	188,714
Governance costs	7	7,265	0	7,265	5,437
Other resources expended					
Loan interest payable	8	10,014	0	10,014	9,724
Total resources expended	8	176,486	81,451	257,937	209,332
Net income/ (expenditure) for the year	9	34,552	(21,461)	13,091	32,492
Net gain on investments		0		0	0
Transfers between funds		2,892	(2,892)	0	0
Other recognised gains and losses		0	0	0	0
Net movement in funds relating to the year		37,444	(24,353)	13,091	32,492
Balances brought forward		338,289	76,035	414,324	381,832
Balances carried forward		375,733	51,682	427,415	414,324

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

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

BALANCE SHEET

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Fixed assets					
Intangible assets	10	3,968	16,172	20,140	22,768
Tangible assets	11	362,690	1,324	364,014	362,402
Investments	12	336,000	0	336,000	336,000
		702,658	17,496	720,154	721,170
Current assets					
Stock		0	0	0	0
Debtors	13	7,637	9,832	17,469	23,784
Cash at bank		0	24,354	24,354	39,837
		7,637	34,186	41,823	63,621
Creditors: Amounts falling due within one year	14	(85,986)	0	(85,986)	(117,219)
Net current liabilities		(78,349)	34,186	(44,163)	(53,598)
Total assets less current liabilities		624,309	51,682	675,991	667,572
Creditors: Amounts falling due after more than one year	15	(248,576)	0	(248,576)	(253,248)
Net assets		375,733	51,682	427,415	414,324
Funds					
Restricted	16	0	51,682	51,682	76,035
Unrestricted		65,513	0	65,513	28,069
Revaluation reserve		310,220	0	310,220	310,220
Total funds		375,733	51,682	427,415	414,324

- The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

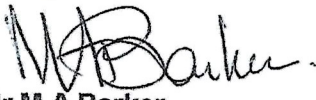
CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

BALANCE SHEET

- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP (FRS102).

These accounts were approved by the members of the committee on 21 June 2022, and are signed on their behalf by:



Mr M A Barker
Director

Company Number 03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

1 Accounting Policies

The charity is a public benefit entity.

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRS102), the Charities Act 2011 and the Companies Act 2006. The accounts have also been prepared in accordance with the Financial Reporting Standard 102.

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard 102 from including a cash flow statement in the accounts on the grounds that the charity is small.

Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to Cross Rhythms, at estimated market value at the time of acquisition. The Charity's policy is only to capitalise items with an individual or collective value (where it is a group of assets) exceeding £250.

Depreciation

Depreciation is calculated so as to write off the cost or value of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment	- 15% Reducing balance
Improvements to property	- 5% Straight line
Website (Intangible asset)	- 10% Straight line

Freehold property is not depreciated as any charge made would be offset by the effect of a revaluation. This is a departure from the Companies Act 2006 and the SORP (FRS102) which require depreciation to be applied to all assets (other than investment properties and heritage assets) which require the cost or valuation of an asset less residual value to be depreciated over the useful economic life. In the opinion of the trustees, this departure is necessary in order for the financial statements to give a true and fair view. Freehold property is not depreciated as the estimated residual value of the asset is not materially different from the carrying amount of the asset. An impairment review is undertaken annually.

The property was professionally revalued on 11 May 2020 and the valuation considered appropriate and adopted for these accounts. This property value has also been split between investment property and in use property. Had depreciation been applied to the property at, say, 2% (as is commonly applied to freehold property), a depreciation charge in the current year would have been £6,480 (2020 - £6,480). The effect on net assets would have been a reduction of £12,960 (2020 £6,480 due to the revaluation).

Investment Property

Investment Property is included at Market Value. An impairment review is undertaken annually and a professional valuation was conducted on 11 May 2020.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

Website

A new xRhythms website is included under intangible assets. The costs have been capitalised as the new website is a key requirement for the future direction of the charity and a significant investment. The website is stated at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised over 10 years on a straight line basis from when the new website is brought into use being 28 September 2019. The amortisation period is based on the expected useful life of the website and has taken into account continued use and maintenance of the website.

Where factors, such as technological advancement indicate that the useful life has changed, the useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the factors indicate that the carrying amount may be impaired.

Stock

Stock is shown at the lower of cost and net realisable value.

Financial Instruments

Financial instruments classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Financial Instruments recognition and measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Impairment of financial assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the Statement of Financial Activities.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Income

Income is recognised in the Statement of Financial Activities when the conditions for receipt have been met and there is reasonable assurance of receipt.

Grants are recognised once the resource is receivable by the charity and can be measured with reasonable reliability. Gifts in kind, such as assets given for use by the charity are recognised as income when received and are recorded at their estimated market value. Assets given for distribution by the charity are recognised as income when distributed. Voluntary help is not recognised in the Statement of Financial Activities.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

Expenditure

Expenditure incurred directly in the fulfilment of the charity's objectives is included in direct charitable expenditure.

Fund accounting

Unrestricted fund incoming resources have been received or generated for expenditure in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes laid down by the donors.

Allocation of costs between activities

Staff costs have been allocated based on job roles and time spent between activities.

2 Voluntary income

	Total Funds 2021 £	Total Funds 2020 £
Gifts and donations	103,441	102,282
Gift aid	13,959	14,016
Grants	40,500	38,250
Government Kickstarter Scheme grants	56,406	0
Government Covid support and job retention grants	123	34,805
	214,429	189,353

3 Income from non-charitable trading

	Total Funds 2021 £	Total Funds 2020 £
Rents from Cross Rhythms' premises	48,180	46,379

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

4 Income from charitable trading activities

	Total Funds 2021 £	Total Funds 2020 £
Trading: Radio and website advertising	5,341	4,625
Other charitable trading	3,078	1,467
	8,419	6,092

5 Activities for generating funds

Costs of generating voluntary income

	Total Funds 2021 £	Total Funds 2020 £
Marketing and fundraising costs	1,852	5
Staff costs	5,393	5,452
	7,245	5,457

6 Costs in furtherance of charitable objectives

Provision of charitable services

	Total Funds 2021 £	Total Funds 2020 £
Radio	94,483	55,076
Other charitable trading	(374)	(97)
XRhythms	75,977	45,506
Media training	1,328	1,738
Cross Rhythms Worldwide	11,579	14,130
Other charitable support	50,420	72,361
	233,413	188,714

Analysis of provision of charitable services

	Staff costs	Depreciation/ Amortisation	Other costs	Total Funds 2021 £	Total Funds 2020 £
	£	£	£	£	£
Radio	55,586	18,885	20,012	94,483	55,076
Other charitable trading	0	0	(374)	(374)	(97)
XRhythms	67,965	493	7,519	75,977	45,506
Media training	1,328	0	0	1,328	1,738
Cross Rhythms Worldwide	3,648	0	7,931	11,579	14,130
Other charitable support	22,985	0	27,435	50,420	72,361
	151,512	19,378	62,523	233,413	188,714

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

7 Governance

	Total Funds 2021 £	Total Funds 2020 £
Salaries	3,784	3,580
Accountancy fees	0	0
Independent examination fees	1,181	1,205
Legal fees	0	50
Professional fees	2,300	602
	7,265	5,437

8 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total Funds 2021 £	Total Funds 2020 £
Direct charitable expenditure	151,512	19,378	62,523	233,413	188,714
Activities for generating funds	5,393	0	1,852	7,245	5,457
Governance costs	3,784	0	3,481	7,265	5,437
Other resources expended	0	0	10,014	10,014	9,724
	160,689	19,378	77,870	257,937	209,332

The aggregate payroll costs were:

	2021 £	2020 £
Wages and salaries	154,579	128,335
Social security costs	6,110	5,730
	160,689	134,065

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

8 Total resources expended (continued)

As Charity Trustees, the Board of directors, who are not employees, are not included above. They receive no remuneration for their services. Expenses were reimbursed or paid directly to third parties for Travel and Accommodation on behalf of two Trustees to enable them to attend Trustee meetings. The total paid in the year was £316 (2020 £0).

No employee received emoluments in excess of £60,000 during the period.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	2021	2020
	No	No
Number of fundraising staff	0	1
Number of administrative staff	2	2
Number of management staff	1	1
Other direct charitable staff	7	4
	<u>10</u>	<u>8</u>

Other costs:

	2021	2020
	£	£
Legal and Professional	3,481	1,857
Other	74,389	66,823
	<u>77,870</u>	<u>68,680</u>

9 Net outgoing resources

	2021	2020
	£	£
Net outgoing resources after charging/(crediting)		
Depreciation and amortisation	19,378	6,587
(Profit)/loss on disposal of fixed assets	(2,377)	0
Independent Examiner's remuneration - the independent examination of the charity's accounts	1,181	1,205
	<u></u>	<u></u>

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

10 Intangible Fixed Assets

	Website £
Cost or valuation	
At 1 January 2021	26,272
Additions	0
Disposals	0
At 31 December 2021	26,272
Amortisation	
At 1 January 2021	3,504
Charge for the year	2,628
At 31 December 2021	6,132
Net book value	
At 31 December 2021	20,140
At 31 December 2020	22,768

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

11 Tangible Fixed Assets

	Freehold Property	Improvements to Property	Equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2021	324,000	3,995	131,732	459,727
Additions	0	0	18,362	18,362
Disposals	0	0	0	0
Transfer to investment property	0	0	0	0
Revaluation	0	0	0	0
At 31 December 2021	324,000	3,995	150,094	478,089
Depreciation				
At 1 January 2021	0	540	96,785	97,325
Charge for the year	0	270	16,480	16,750
Eliminated on disposal	0	0	0	0
At 31 December 2021	0	810	113,265	114,075
Net book value				
At 31 December 2021	324,000	3,185	36,829	364,014
At 31 December 2020	324,000	3,455	34,947	362,402

The trustees completed the purchase of a freehold building previously occupied by BBC Radio Stoke on 31 May 2002 at a purchase price including equipment and transaction costs of £306,010. The property was professionally valued by Rory Mack Limited who are members of RICS professional body and external to the charity, on 11 May 2020, on a market value basis, and their valuation has been adopted in the accounts. As the property is mixed use, it has been split between Investment Property at £336,000 (note 12) and Freehold Property in use at £324,000 (note 11). (The previous external valuation to this was on 22 September 2014).

12 Investment Property

Cost or valuation	£
At 1 January 2021	336,000
Transfer from Tangible fixed assets	0
Revaluation	0
At 31 December 2021	336,000

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

13 Debtors

	2021	2020
	£	£
Trade debtors	1,460	2,346
Income tax recoverable	225	228
Other debtors	11,838	17,218
Prepayments	3,946	3,992
	<u>17,469</u>	<u>23,784</u>

14 Creditors: Amounts falling due within one year

	2021	2020
	£	£
Bank loans and overdrafts	9,227	6,061
Trade creditors	7,394	7,945
Taxation and social security	6,511	10,073
Other creditors	24,715	35,215
Gross wages and employers national insurance accrual	13,348	25,833
Accruals and deferred income	24,791	32,092
	<u>85,986</u>	<u>117,219</u>

15 Creditors: Amounts falling due after more than one year

	2021	2020
	£	£
Bank and other loans	248,576	253,248
	<u>248,576</u>	<u>253,248</u>

Of the above loan amounts the following amount is due in instalments after 5 years:

	2021	2020
	£	£
Bank and other loans	208,268	212,878

Included in loans due after more than one year is a loan from Triodos Bank for £248,576 that has been secured by a legal charge over the company's freehold premises and other assets with interest at 3% above the Bank of England base rate per annum. The loan has been measured at the principal amount payable. There is also a balance of £9,227 (2020 - £6,061) on this loan which is due in less than one year. This is included within Bank loans and overdrafts in note 14.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

16 Restricted funds

	Brought Forward	Incoming resources	Outgoing resources	Transfers	Balance carried forward
	£	£	£	£	£
Media Training fund	8,342	0	0	0	8,342
Churches Media Trust	7,657	0	0	0	7,657
UK Youth	37,904	45,739	(56,326)	(2,712)	24,605
Broadcasting Infrastructure	20,000	0	(12,314)	0	7,686
Other Restricted gifts funds	2,132	14,251	(12,811)	(180)	3,392
	76,035	59,990	(81,451)	(2,892)	51,682

Sufficient resources are considered to be held in an appropriate format to enable each fund to be applied.

Fund purposes:

The Churches Media Trust:

The Churches Media Trust grant has been provided for making bursaries available for students and to contribute towards the work for the Media Training Community Courses.

Media Training fund:

Launched in September 2012, the Cross Rhythms Media Training Centre is a base to train, equip and disciple the next generation of 'media missionaries'. Young people from across the UK explore a 'call' to serve God in media, gaining training in a variety of media courses, as well as invaluable work experience in a live FM radio setting. In addition, training in media, journalism, reception, administration and business skills are offered to local disadvantaged youth in partnership with groups such as Job Centre Plus. The fund balances above incorporate restricted giving towards various aspects of this work.

UK Youth: Reaching a youth generation through XRhythms.

61% of young people feel that adults are out of touch with their relationships; 46% believe that sexting is part of everyday teenage life; 43% experience bullying at least once a week; 20% self-harm on a regular basis and 41% believe religion is more often the cause of evil in the world. XRhythms will change the diet of what a youth generation is consuming through media! To offer them a Christian response to the issues affecting their lives. xRhythms was launched on 28 September 2019 and is a brand new online Visual Radio station complete with its own dedicated website, YouTube channel, and specialist use of social media platforms like Instagram, Snapchat and Facebook, aimed at the 13's-20's.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ACCOUNTS

(£16,647 (2020 - £19,359) of the fund balance is spent but still shown as a restricted fund balance as it is represented by restricted intangible and tangible fixed assets.)

Broadcasting Infrastructure:

Cross Rhythms were awarded a grant towards capital expenditure enabling improvement of broadcasting infrastructure.

17 Related Parties

Spirit of Plymouth (Radio) Limited is a radio station that uses the Cross Rhythms template and has a common trustee in Christopher Cole. During the year Cross Rhythms received income for support services totalling £4,391 (2020 - £3,585) of which £NIL (2020 - £680) was outstanding at the year end.

Undrawn net wages jointly by Jonathan Bellamy and his wife, Heather Bellamy, a member of Executive Management at the year end totalled £12,377 (2020 - £16,969). There are also gross wages that Jonathan Bellamy and Heather Bellamy are contractually entitled to. They have decided to defer payment until the charity is in a good position to clear this. The amounts have been accrued for in the accounts and total £11,729 (2020 - £22,700).

All outstanding amounts stated above will be settled in cash.

Aggregate gifts in the year from related parties was £3,882 (2020- £5,585).

18 Going concern

The charity has net current liabilities of £44,163 and its income is substantially dependent upon gifts and donations which, by their very nature, are uncertain and would impact on the charity's loan covenants and its ability to continue as a going concern. The charity has reviewed the lingering effects of COVID on its income and forecasts and projections continue to show that the charity will be able to operate as a going concern for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the annual report and financial statements.

19 Company limited by guarantee

Cross Rhythms is incorporated as a company limited by guarantee and is registered in England and Wales. The members are each liable to contribute up to £10 in the event of the company being wound up.

There were 5 directors at the year end and 5 at the beginning of the year. No directors were appointed during the year.

CROSS RHYTHMS

England & Wales - Charity number 1069357

Accounts

Charity Number
Company Number

1069357
03485699

**CROSS RHYTHMS
COMPANY LIMITED BY GUARANTEE
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED
31 DECEMBER 2020**

Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

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CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

CHARITY INFORMATION

Governance

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 24 December 1997.

The company was established under a Memorandum of Association.

The serving trustees elect the trustees.

Trustees and Directors

Mr M A Barker

Mr J Bowles

Mr R Andrews

Mr C Cole

Mr A Boyd

Chief Executive Officer

Mr J Bellamy

Company secretary

Mr J Bowles

Registered office

Conway House

Cheapside

Hanley

Stoke on Trent

ST1 1HE

Principal office

Conway House

Cheapside

Hanley

Stoke on Trent

ST1 1HE

Independent Examiner

Howsons (Audit & Assurance) Limited

PO Box 165

Winton House

Stoke Road

Stoke on Trent

ST4 2RW

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

The Board of Directors and Trustees present their annual report, together with the financial statements for the period ended 31 December 2020.

Principal activity for the public benefit:

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future objectives.

Cross Rhythms continued its activities to promote the values of the Christian faith for the benefit of the public, particularly young people, through broadcast media and related initiatives of radio, internet, new media and training courses.

Radio Station:

The radio station continued broadcasting on 101.8FM across Stoke-on-Trent and Newcastle-under-Lyme. The station is streamed worldwide on our website. Programmes are also syndicated to secular and Christian radio stations worldwide. We operate with the benefit of the OFCOM (government agency for licensing of all communications granted) license. In addition we support current and explore future partnerships with groups in other cities keen to reproduce our FM Community Radio model. We continued developing our new online media platform aimed at UK teenagers called XRhythms.

Internet and New Media:

Our website continues to strongly present the ministry and interact with a global audience. The site has editorial content that is both music and non-music focussed. We also run a variety of social media sites for the different aspects, using Facebook, Twitter, YouTube and Instagram.

TV programmes:

We produce online video content for our social media pages. Also for our new XRhythms vision we produce Vlogs (video bloggers/contributors) and other video content for our Visual Radio programming.

Media Training Centre:

We launched our accredited Media Training Centre in 2012. In 2020 we continued to offer training in media and office skills for local students, or unemployed or retired volunteers, and local disadvantaged young people not in employment, education or training. In addition this centre also offers a pathway for aspiring young Christians from across the UK to follow a direction in Christian media. However these offers were drastically reduced due to Coronavirus restrictions.

Cross Rhythms is a member of the Community Media Association and also works with others with similar aims and objectives, including the Christian Broadcasting Council, other Christian broadcasters, local and national churches and ministries, and community leaders. We are still developing, where the opportunity arises, other associations and partnerships.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Organisation: The Board of Directors meets regularly, most months, and is responsible for the ultimate strategic decisions, having regard to advice from the Chief Executive and senior management. All meetings are held by Skype Tele conference call, except two physical meetings in June and November held at the CR HQ in Stoke-on-Trent (although physical meetings were not possible this year).

In addition the CEO holds regular discussions for information and guidance and updates with the Chairman of the board and relevant information is distributed to the members as appropriate by electronic means on at least a monthly basis. A formatted monthly reporting structure has been used to keep all trustees updated monthly.

Review of the year's activities

Radio Station: 2020 was shaped by the impact and restrictions of Coronavirus. Most employees worked from home or were furloughed; no radio interviewees visited the station and the building ran at a much slower pace. Despite this, the local FM station continued to build links with the local churches (supporting them with new live church services on air) and the wider community being able to engage with police, health, education, business, MPs, councillors, theatres etc. The local Sentinel Newspaper supplied us local news each hour. We halted our outside broadcasts, including the Civic Prayer Breakfast and live broadcasts from venues in the six towns. We continued to offer the station online and on Smartphone through Radio Player. Most radio content focussed on COVID 19.

We were awarded the opportunity to double our FM transmitter power, and to add a second transmitter (both of which we will do in 2021).

Our FM station in Stoke targets a 25-55 audience, in recognition that less teenagers use FM radio. Our dedicated Facebook and Twitter pages for the station continue. However, again reduced in content as, for both our FM and social media output we only had a handful of volunteers and student interns working in our production department. We did launch a new Rock show with a new presenter.

The collaboration with other groups in other cities continues to deliver Cross Rhythms in Plymouth. We also continue to help develop and support an online community radio station in the Middle East.

Our syndication of 10 unique weekly shows continues to about 50 stations worldwide.

xRhythms: Having launched in Oct 2019, our new XRhythms media platform, aimed at UK teenagers, continued to develop online, on social media and on YouTube this year. A main focus was building a team of young contributors – bloggers, vloggers and video producers. We have about 20.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Internet:	Our website activity has continued throughout the year at around 250,000 unique users. Although, again, due to Coronavirus a reduced amount of content was published. The radio station is streamed online along with our Listen Again facilities. Additionally, we have continued to develop our Facebook and Twitter social networking options and to keep delivering our weekly Life Files to around 1,000 people. Off the back of establishing the new XRhythms vision we are planning a wider repositioning of the main CR website in 2021/22.
Media Training Centre:	We continue to offer training and work experience placements for unemployed youth, as well as university and college student interns. Our primary focus however is on developing the army of young contributors to our xRhythms vision. We have been recruiting and training new bloggers and vloggers for the new platform. This new vision offers many opportunities to a whole new swathe of young people to be trained in video production/presenting, editing, interviewing, journalism and social media skills. The number of volunteers working with the charity this year dropped to about 100 from a normal 160+.
Conway House:	Rental income for use of our premises is a key support to the charity. We saw a reduction in tenant income from the previous year however, as our restaurant lease came to an end just before Coronavirus and we were unable to replace them. Similarly, our new Business Community Co-Working Hub called Wheelhouse did not meet income projections, due to the stop/start nature of the year through lockdowns and work from home. Long term expectations however, still predict this as a significant income stream for the charity. We continued to make reparations and decorations within the building as required. The rental income is included in the Statement of Financial Activities under Income from non-charitable trading activities.
Marketing:	Much of our marketing is through partnerships, being at events, contra deals and through our own media platforms eg the monthly Email Communicator, social media etc. Our Artists Partnerships department builds with UK and foreign music artists who then promote us to their sphere of influence. We occasionally attend music festivals to profile the work in the exhibition areas, although not in 2020.
General:	We continued to campaign for more monthly partners (Friends), but we put on hold our 3 physical mailings to our donor base due to Coronavirus.
Board membership:	The Board continues to function well with trustees who have expertise in key areas and carry that as a specific area of responsibility in addition to their collective responsibility. In addition, we have a group of supportive consultants who support the organisation as unpaid volunteers.
Trustee Recruitment and Training:	Cross Rhythms selects known potential trustees to fulfil a specific role within the board to provide levels of expertise necessary for the oversight and guidance to comply with our role and responsibilities on behalf of the

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

donors.

To ensure that the potential trustee fully understands the role a pack of information is provided that directs them towards the Charity Commissions guidance for a well-run charity and guidance for a well-managed company. A probationary period is required to allow a time of becoming aware of the role and responsibilities and after a review the appointment is then considered.

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached accounts.

The performance of the charity over the year is a result of the actions taken as described in this report. The plans for the future include further consolidation of the position and eventual accumulation of reserves in accordance with the reserves policy as established by the trustees.

This year showed incoming resources of £241,824 (2019- £255,824). As with last year, we again turned in a surplus, of £32,492 (2019- £15,025).

Future developments

After 38 years Cross Rhythms has developed a strong basis of operation. We are recognised at a local, national and international level for the quality and uniqueness of what we do. We continue to attract new donors, supporters, partners and Trust support. We have two primary foci for further growth:

1) First, aimed particularly at UK Youth through our new online media strategy XRhythms, along with social media, YouTube and Media Training aspects.

2) Second, we are engaging more significantly in the business marketplace in Stoke-on-Trent in order to promote our new co-working hub, The Wheelhouse.

We expect to develop and extend our collaborations with existing and new partnerships. The board have identified that earned income will grow to supplement gifted income.

We continue to carry a commitment to additional Cross Rhythms radio stations in UK cities and ongoing discussions with interested parties continue.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

Volunteer involvement

During the year Cross Rhythms has supplemented 8 salaried staff with over 60 volunteers at any one time. This year we saw about 100 volunteers and work experience students including about 25 reviewers and writers for the website. We also have a local FM radio board of reference made up of 6 local church leaders, and an XRhythms Board of Reference.

Employee involvement

Cross Rhythms relies on the well-trained experienced commitment and hard work of 9 full or part time staff. We have retained a core team who are very motivated and increasingly mature to the vision of Cross Rhythms. Although most would identify a key area of expertise, all are responsible to serve the growing ministry when and where required. Particularly as Cross Rhythms is such a developing under-resourced ministry, each person has to 'multi-task' to cover it. Weekly prayer meetings and monthly gatherings are held to build relationships, support and communication between the departments. These meetings also help nurture the 'community' of a team with a vision of many components.

Risk policy

The trustees are considering the risks to which the charity is subject and continue to develop ways to mitigate the risks.

The major risk areas identified by the Trustees are as follows:

- Financial Risk. This is mitigated by the scope of regular supporters to the charity.
- Loss of broadcasting licence. The licence is renewed every five years. Cross Rhythms have been broadcasting since 2002 and have a good reputation with Ofcom. We do not foresee an issue with the licence renewal.

Reserves policy

It is the intention of the trustees to maintain reserves sufficient to cover 3 months of expenses. The trustees have continued to reduce costs and constantly seek ways of increasing income.

The trustees

The trustees who served the charity during the period were as follows:

- Mr R Andrews
- Mr M A Barker
- Mr J Bowles
- Mr C Cole
- Mr A Boyd

Responsibilities of the trustees/directors

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

TRUSTEES' ANNUAL REPORT (INCORPORATING DIRECTORS' ANNUAL REPORT)

resources and application of resources, including income and expenditure, of the charity for that year. In preparing those financial statements the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the charities SORP;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable UK accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements will comply with The Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Trustees have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

In so far as the trustees are aware there is no relevant information of which the charity's Independent Examiner is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

The report is prepared in accordance with the small company regime (section 419(2) of the Companies Act 2006).

Auditor

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Registered office:
Conway House
Cheapside
Hanley
Stoke-on-Trent
ST1 1HE

Signed by order of the trustees



Mr M A Barker
Director

Approved by the trustees on

12 July 2021

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/ MEMBERS OF CROSS
RHYTHMS COMPANY LIMITED BY GUARANTEE**

Independent examiner's report to the trustees of Cross Rhythms.

I report on the accounts of the company for the year ended 31 December 2020, which are set out on pages 11 to 24.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

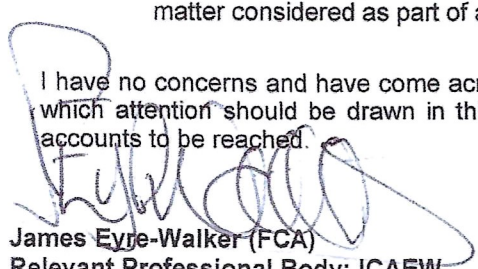
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



James Eyre-Walker (FCA)
Relevant Professional Body: ICAEW
Winton House
Stoke Road
Stoke-on-Trent
ST4 2RW

Date

12 July 2021

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted £	Restricted £	Total Funds 2020 £	Total Funds 2019 £
Incoming resources from generated funds					
Voluntary income	2	129,303	60,050	189,353	186,948
Activities for generating funds					
Income from non-charitable trading activities	3	46,379	0	46,379	65,501
Income from charitable trading activities	4	6,092	0	6,092	3,375
		52,471	0	52,471	68,876
Total incoming resources		181,774	60,050	241,824	255,824
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	5,457	0	5,457	9,305
Charitable activities					
Costs in furtherance of charitable objects	6	121,369	67,345	188,714	215,720
Governance costs	7	5,437	0	5,437	5,311
Other resources expended					
Loan interest payable	8	9,724	0	9,724	10,463
Total resources expended	8	141,987	67,345	209,332	240,799
Net income/ (expenditure) for the year	9	39,787	(7,295)	32,492	15,025
Net gain on investments		0		0	81,000
Transfers between funds		2,928	(2,928)	0	0
Other recognised gains and losses		0	0	0	79,000
Net movement in funds relating to the year		42,715	(10,223)	32,492	175,025
Balances brought forward		295,574	86,258	381,832	206,807
Balances carried forward		338,289	76,035	414,324	381,832

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

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

BALANCE SHEET

	Note	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Fixed assets					
Intangible assets	10	3,968	18,800	22,768	25,396
Tangible assets	11	360,814	1,588	362,402	365,775
Investments	12	336,000	0	336,000	336,000
		700,782	20,388	721,170	727,171
Current assets					
Stock		0	0	0	0
Debtors	13	7,974	15,810	23,784	27,388
Cash at bank		0	39,837	39,837	44,150
		7,974	55,647	63,621	71,538
Creditors: Amounts falling due within one year	14	(117,219)	0	(117,219)	(157,475)
Net current liabilities		(109,245)	55,647	(53,598)	(85,937)
Total assets less current liabilities		591,537	76,035	667,572	641,234
Creditors: Amounts falling due after more than one year	15	(253,248)	0	(253,248)	(259,402)
Net assets		338,289	76,035	414,324	381,832
Funds					
Restricted	16	0	76,035	76,035	86,258
Unrestricted		28,069	0	28,069	(14,646)
Revaluation reserve		310,220	0	310,220	310,220
Total funds		338,289	76,035	414,324	381,832

- The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

BALANCE SHEET

- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP (FRS102).

These accounts were approved by the members of the committee on 12 July 2021, and are signed on their behalf by:

Mr M A Barker
Director



Company Number 03485699

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 DECEMBER 2020

NOTES TO THE ACCOUNTS

1 Accounting Policies

The charity is a public benefit entity.

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRS102), the Charities Act 2011 and the Companies Act 2006. The accounts have also been prepared in accordance with the Financial Reporting Standard 102.

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard 102 from including a cash flow statement in the accounts on the grounds that the charity is small.

Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to Cross Rhythms, at estimated market value at the time of acquisition. The Charity's policy is only to capitalise items with an individual or collective value (where it is a group of assets) exceeding £250.

Depreciation

Depreciation is calculated so as to write off the cost or value of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment	- 15% Reducing balance
Improvements to property	- 5% Straight line
Website (Intangible asset)	- 10% Straight line

Freehold property is not depreciated as any charge made would be offset by the effect of a revaluation. This is a departure from the Companies Act 2006 and the SORP (FRS102) which require depreciation to be applied to all assets (other than investment properties and heritage assets) which require the cost or valuation of an asset less residual value to be depreciated over the useful economic life. In the opinion of the trustees, this departure is necessary in order for the financial statements to give a true and fair view. Freehold property is not depreciated as the estimated residual value of the asset is not materially different from the carrying amount of the asset. An impairment review is undertaken annually.

The property was professionally revalued on 11 May 2020 and the valuation considered appropriate and adopted for these accounts. This property value has also been split between investment property and in use property. Had depreciation been applied to the property at, say, 2% (as is commonly applied to freehold property), a depreciation charge in the current year would have been £6,480 (2019 - £6,480). The effect on net assets would have been a reduction of £6,480 (2019 £nil due to the revaluation).

Investment Property

Investment Property is included at Market Value. An impairment review is undertaken annually and a professional valuation was conducted on 11 May 2020.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

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NOTES TO THE ACCOUNTS

Website

A new xRhythms website is included under intangible assets. The costs have been capitalised as the new website is a key requirement for the future direction of the charity and a significant investment. The website is stated at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised over 10 years on a straight line basis from when the new website is brought into use being 28 September 2019. The amortisation period is based on the expected useful life of the website and has taken into account continued use and maintenance of the website.

Where factors, such as technological advancement indicate that the useful life has changed, the useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the factors indicate that the carrying amount may be impaired.

Stock

Stock is shown at the lower of cost and net realisable value.

Financial Instruments

Financial instruments classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Financial Instruments recognition and measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Impairment of financial assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the Statement of Financial Activities.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Income

Income is recognised in the Statement of Financial Activities when the conditions for receipt have been met and there is reasonable assurance of receipt.

Grants are recognised once the resource is receivable by the charity and can be measured with reasonable reliability. Gifts in kind, such as assets given for use by the charity are recognised as income when received and are recorded at their estimated market value. Assets given for distribution by the charity are recognised as income when distributed. Voluntary help is not recognised in the Statement of Financial Activities.

CROSS RHYTHMS COMPANY LIMITED BY GUARANTEE

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NOTES TO THE ACCOUNTS

Expenditure

Expenditure incurred directly in the fulfilment of the charity's objectives is included in direct charitable expenditure.

Fund accounting

Unrestricted fund incoming resources have been received or generated for expenditure in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes laid down by the donors.

Allocation of costs between activities

Staff costs have been allocated based on job roles and time spent between activities.

2 Voluntary income

	Total Funds 2020 £	Total Funds 2019 £
Gifts and donations	102,282	122,325
Gift aid	14,016	16,549
Grants	38,250	48,074
Government Covid support and job retention grants	34,805	0
	189,353	186,948

3 Income from non-charitable trading

	Total Funds 2020 £	Total Funds 2019 £
Rents from Cross Rhythms' premises	46,379	65,501

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NOTES TO THE ACCOUNTS

4 Income from charitable trading activities

	Total Funds 2020 £	Total Funds 2019 £
Trading: Radio and website advertising	4,625	3,375
Other charitable trading	1,467	0
	6,092	3,375

5 Activities for generating funds

Costs of generating voluntary income

	Total Funds 2020 £	Total Funds 2019 £
Marketing and fundraising costs	5	3,453
Staff costs	5,452	5,852
	5,457	9,305

6 Costs in furtherance of charitable objectives

Provision of charitable services

	Total Funds 2020 £	Total Funds 2019 £
Radio	55,076	58,731
Other charitable trading	(97)	(106)
XRhythms	45,506	32,787
Media training	1,738	2,035
Cross Rhythms Worldwide	14,130	14,334
Other charitable support	72,361	107,939
	188,714	215,720

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NOTES TO THE ACCOUNTS

Analysis of provision of charitable services

	Staff costs	Depreciation/ Amortisation	Other costs	Total Funds 2020	Total Funds 2019
	£	£	£	£	£
Radio	33,195	6,094	15,787	55,076	58,731
Other charitable trading	0	0	(97)	(97)	(106)
XRhythms	40,437	493	4,576	45,506	32,787
Media training	1,738	0	0	1,738	2,035
Cross Rhythms Worldwide	3,556	0	10,574	14,130	14,334
Other charitable support	46,107	0	26,254	72,361	107,939
	125,033	6,587	57,094	188,714	215,720

7 Governance

	Total Funds 2020	Total Funds 2019
	£	£
Salaries	3,580	4,170
Accountancy fees	0	0
Independent examination fees	1,205	1,087
Legal fees	50	54
Professional fees	602	0
	5,437	5,311

8 Total resources expended

	Staff costs	Depreciation	Other costs	Total Funds 2020	Total Funds 2019
	£	£	£	£	£
Direct charitable expenditure	125,033	6,587	57,094	188,714	215,720
Activities for generating funds	5,452	0	5	5,457	9,305
Governance costs	3,580	0	1,857	5,437	5,311
Other resources expended	0	0	9,724	9,724	10,463
	134,065	6,587	68,680	209,332	240,799

The aggregate payroll costs were:

	2020	2019
	£	£
Wages and salaries	128,335	142,233
Social security costs	5,730	6,757
	134,065	148,990

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NOTES TO THE ACCOUNTS

8 Total resources expended (continued)

As Charity Trustees, the Board of directors, who are not employees, are not included above. They receive no remuneration for their services. Expenses were reimbursed or paid directly to third parties for Travel and Accommodation on behalf of two Trustees to enable them to attend Trustee meetings. The total paid in the year was £0 (2019 £343).

No employee received emoluments in excess of £60,000 during the period.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	2020	2019
	No	No
Number of fundraising staff	1	1
Number of administrative staff	2	2
Number of management staff	1	1
Other direct charitable staff	4	5
	<u>8</u>	<u>9</u>

Other costs:

	2020	2019
	£	£
Legal and Professional	1,857	1,141
Other	66,823	85,309
	<u>68,680</u>	<u>86,450</u>

9 Net outgoing resources

	2020	2019
	£	£
Net outgoing resources after charging/(crediting)		
Depreciation and amortisation	6,587	5,359
(Profit)/loss on disposal of fixed assets	0	(198)
Independent Examiner's remuneration - the independent examination of the charity's accounts	1,205	1,087
	<u>1,205</u>	<u>1,087</u>

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NOTES TO THE ACCOUNTS

10 Intangible Fixed Assets

	Website £
Cost or valuation	
At 1 January 2020	26,272
Additions	0
Disposals	0
At 31 December 2020	26,272
Amortisation	
At 1 January 2020	876
Charge for the year	2,628
At 31 December 2020	3,504
Net book value	
At 31 December 2020	22,768
At 31 December 2019	25,396

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11 Tangible Fixed Assets

	Freehold Property	Improvements to Property	Equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2020	324,000	3,995	131,146	459,141
Additions	0	0	586	586
Disposals	0	0	0	0
Transfer to investment property	0	0	0	0
Revaluation	0	0	0	0
At 31 December 2020	324,000	3,995	131,732	459,727
Depreciation				
At 1 January 2020	0	270	93,096	93,366
Charge for the year	0	270	3,689	3,959
Eliminated on disposal	0	0	0	0
At 31 December 2020	0	540	96,785	97,325
Net book value				
At 31 December 2020	324,000	3,455	34,947	362,402
At 31 December 2019	324,000	3,725	38,050	365,775

The trustees completed the purchase of a freehold building previously occupied by BBC Radio Stoke on 31 May 2002 at a purchase price including equipment and transaction costs of £306,010. The property was professionally valued by Rory Mack Limited who are members of RICS professional body and external to the charity, on 11 May 2020, on a market value basis, and their valuation has been adopted in the accounts. As the property is mixed use, it has been split between Investment Property at £336,000 (note 12) and Freehold Property in use at £324,000 (note 11). (The previous external valuation to this was on 22 September 2014).

12 Investment Property

Cost or valuation	£
At 1 January 2020	336,000
Transfer from Tangible fixed assets	0
Revaluation	0
At 31 December 2020	336,000

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NOTES TO THE ACCOUNTS

13 Debtors

	2020	2019
	£	£
Trade debtors	2,346	3,021
Income tax recoverable	228	499
Other debtors	17,218	20,563
Prepayments	3,992	3,305
	<u>23,784</u>	<u>27,388</u>

14 Creditors: Amounts falling due within one year

	2020	2019
	£	£
Bank loans and overdrafts	6,061	2,905
Trade creditors	7,945	13,490
Taxation and social security	10,073	4,934
Other creditors	35,215	40,900
Gross wages and employers national insurance accrual	25,833	40,369
Accruals and deferred income	32,092	54,877
	<u>117,219</u>	<u>157,475</u>

Within accruals and deferred income above, £10,764 (2019 - £11,353) comprises rental income charged in advance.

15 Creditors: Amounts falling due after more than one year

	2020	2019
	£	£
Bank and other loans	253,248	259,402
	<u>253,248</u>	<u>259,402</u>

Of the above loan amounts the following amount is due in instalments after 5 years:

	2020	2019
	£	£
Bank and other loans	212,878	220,601

Included in loans due after more than one year is a loan from Triodos Bank for £253,248 that has been secured by a legal charge over the company's freehold premises and other assets with interest at 3% above the Bank of England base rate per annum. The loan has been measured at the principal amount payable. There is also a balance of £6,061 (2019 - £2,905) on this loan which is due in less than one year. This is included within Bank loans and overdrafts in note 14.

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NOTES TO THE ACCOUNTS

16 Restricted funds

	Brought Forward	Incoming resources	Outgoing resources	Transfers	Balance carried forward
	£	£	£	£	£
Media Training fund	8,342	0	0	0	8,342
Churches Media Trust	7,657	0	0	0	7,657
UK Youth	47,066	48,561	(54,996)	(2,727)	37,904
Broadcasting Infrastructure	20,000	0	0	0	20,000
Other Restricted gifts funds	3,193	11,489	(12,349)	(201)	2,132
	86,258	60,050	(67,345)	(2,928)	76,035

Sufficient resources are considered to be held in an appropriate format to enable each fund to be applied.

Fund purposes:

The Churches Media Trust:

The Churches Media Trust grant has been provided for making bursaries available for students and to contribute towards the work for the Media Training Community Courses.

Media Training fund:

Launched in September 2012, the Cross Rhythms Media Training Centre is a base to train, equip and disciple the next generation of 'media missionaries'. Young people from across the UK explore a 'call' to serve God in media, gaining training in a variety of media courses, as well as invaluable work experience in a live FM radio setting. In addition, training in media, journalism, reception, administration and business skills are offered to local disadvantaged youth in partnership with groups such as Job Centre Plus. The fund balances above incorporate restricted giving towards various aspects of this work.

UK Youth: Reaching a youth generation through XRhythms.

61% of young people feel that adults are out of touch with their relationships; 46% believe that sexting is part of everyday teenage life; 43% experience bullying at least once a week; 20% self-harm on a regular basis and 41% believe religion is more often the cause of evil in the world. XRhythms will change the diet of what a youth generation is consuming through media! To offer them a Christian response to the issues affecting their lives. xRhythms was launched on 28 September and is a brand new online Visual Radio station complete with its own dedicated website, YouTube channel, and specialist use of social media platforms like Instagram, Snapchat and Facebook, aimed at the 13's-20's.

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(£22,086 (2018 - £25,078) of the fund balance is spent but still shown as a restricted fund balance as it is represented by restricted intangible and tangible fixed assets.)

Broadcasting Infrastructure:

Cross Rhythms were awarded a grant towards capital expenditure enabling improvement of broadcasting infrastructure.

17 Related Parties

Spirit of Plymouth (Radio) Limited is a radio station that uses the Cross Rhythms template and has a common trustee in Christopher Cole. During the year Cross Rhythms received income for support services totalling £3,585 (2019 - £3,107) of which £680 (2019 - £250) was outstanding at the year end.

Gilead Foundations has a common trustee in Christopher Cole. Included in the accruals figure is an amount owing to Gilead Foundations of £nil (2019 - £4,808).

Undrawn net wages jointly by Jonathan Bellamy and his wife, Heather Bellamy, a member of Executive Management at the year end totalled £16,969 (2019 - £15,636). There are also gross wages that Jonathan Bellamy and Heather Bellamy are contractually entitled to. They have decided to defer payment until the charity is in a good position to clear this. The amounts have been accrued for in the accounts and total £22,700 (2019 - £35,474).

All outstanding amounts stated above will be settled in cash.

Aggregate gifts in the year from related parties was £5,585 (2019- £6,460).

18 Going concern

The charity has net current liabilities of £53,598 and its income is substantially dependent upon gifts and donations which, by their very nature, are uncertain and would impact on the charity's loan covenants and its ability to continue as a going concern. The charity has reviewed the effects of COVID on its income and forecasts and projections continue to show that the charity will be able to operate as a going concern for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the annual report and financial statements.

19 Company limited by guarantee

Cross Rhythms is incorporated as a company limited by guarantee and is registered in England and Wales. The members are each liable to contribute up to £10 in the event of the company being wound up.

There were 5 directors at the year end and 5 at the beginning of the year. No directors were appointed during the year.