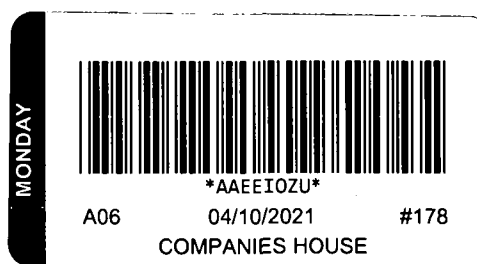


Company number: 03785436 (England and Wales)
Registered Charity number: 1076166

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

For the year ended 30 June 2021



MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

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MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

COMPANY INFORMATION

Trustees

Mr Anthony Spiro OBE, JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Ms Gillian Fogg JP
Ms Clare Kirby JP
Ms Helen Jones JP

Secretary and Registered Office

Mr Michael Kempner
Templeton Lodge,
114 High Street,
Hampton Hill,
Middlesex, TW12 1NT

Registered Charity

1076166

Registered Company No:

03785436

Examining Accountant

Place Campbell
Chartered Accountants
Wilmington House
High Street
East Grinstead
West Sussex, RH19 3AU

Solicitors

Womble Bond Dickinson (UK) LLP
4 More London Riverside
London
SE1 2AU

Bankers

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester, M60 4EP

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

The Trustee Board presents its report and financial statements for the year ended 30th June 2021.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

MiD Mediation and Counselling Ltd. is a company limited by guarantee (company No. 03785436) and is a Registered Charity (No. 1076166). The company was incorporated on 9th June 1999 and on 1st July 1999 took over all the undertakings, assets and liabilities of MiD Mediation and Counselling (Richmond and District) an unincorporated registered charity (No. 289271). The activities of MiD Mediation and Counselling are governed by the original Trust Deed of MiD Mediation and Counselling (Richmond and District) dated 20th February 1984. New Articles of Association were filed with the Charity Commission during the year.

Method of appointment or election of Trustees

New Trustees are elected by existing Trustees on the board. Trustees' posts are advertised in the local, national and voluntary newspapers and on websites. Trustees are invited for a probationary period then appointed by the Board of Trustees.

Policies adopted for the induction and training of Trustees

Trustees are offered training and development through other voluntary networks.

Organisational structure and decision making

The Charity is organized so that the Trustees meet regularly to manage its affairs. The day to day management is delegated to the Director and staff of MiD Mediation and Counselling Ltd.

OBJECTIVES AND ACTIVITIES

The object of the Charity is to provide assistance through mediation for couples who are separating or divorcing and to help them resolve issues over associated matters such as finances and housing, with particular attention given to the needs of any children. The aim of the Charity is to provide relief and support to adults and children before, during and after separation and divorce through a range of services focussed on children and their families. Alongside mediation we offer counselling support to adults who are struggling to come to terms with the breakup of their relationship and to children who need a safe and neutral space to talk.

A team of seven mediators help people who are separating or divorcing to negotiate and agree fair settlements in a non-adversarial way, thereby reducing damaging conflict in families. Children can also be invited to a one-off confidential mediation session to express their views.

We offer counselling to children and young people who are badly affected by the conflict within their families and who have emotional, mental and behavioural issues as a result.

We offer counselling to adults who have been impacted by the end of their relationship.

We help families restart communication and resolve problematic issues via our Family Bridges project. This involves working with several family members together and this may include members of the extended family such as grandparents and step-parents.

We provide mediation services for tenants of housing associations to help them resolve difficult issues and also run workplace mediation to sort out issues between work colleagues.

We confirm that the trustees are aware of the guidance issued by the Charity Commission on public benefit.

ACHIEVEMENTS AND PERFORMANCE

The last twelve months have again been challenging due to the Covid-19 pandemic. For the majority of the year our mediations have been taking place online, although we have opened our offices for face to face meetings when we have been allowed. Our phones have been very busy as our clients have been anxious about their situation and we have seen a rise in the need for adult and children's counselling. We now have 4 counsellors working over 5 days of the week. Our number of referrals for mediation are slightly down but this is not surprising as some clients only want to engage in the service when face to face sessions are allowed. In addition to all the people we have supported over the telephone, we have seen just over 450 people for individual Mediation Information Assessment Meetings over the last 12 months. We have had 135 mediation case starts and a close to 70% success rate in resolving at least one issue in dispute.

We have given more than 260 counselling sessions to 30 children and young people and held assessment and review meetings with their parents. Following the pandemic, the children our counsellors are seeing are often suffering with greater levels of anxiety and other concerning challenges, so many are seeing the counsellor for more than the usual 10 sessions.

We were able to help 14 families through our Family Bridges work, enabling them to resolve long-standing communication issues and areas of conflict.

We provided over 90 adult counselling sessions and assisted a range of tenants seeking to resolve conflict with their housing association neighbours..

FINANCIAL REVIEW

The Charity ended the year with a surplus of £10,762, which was a very satisfactory result in the exceptional circumstances under which we had to operate throughout much of the year. Crucial to this outcome was the support that we received from a number of sources – in particular a

Covid-19 Grant of £10,000 from Richmond Council and also a short-term rent reduction from our Landlord.

As has been reported in the Achievements and Performance section above we were very proactive in introducing a number of on-line solutions in order to carry on our business with the minimum disruption and this, together with continued good control of all expenditure, has meant that we are in a strong financial position at the end of the year.

In order to ensure the efficient running of the Charity the policy is to maintain reserves at a minimum of 3 months income and a maximum of 6 months. All reserve funds are currently held as cash on deposit with a Bank or Building Society. The reserves held at 30 June 2021 amounted to £135,887.

Trustee Board Members

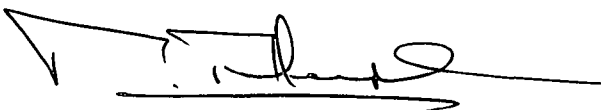
The Members of the Trustee Board listed above are also Trustees of the company under the terms of the Companies Act 2006. Appointments of new Trustees are made by existing Trustees at a Trustees' Meeting. There shall be a minimum of four Trustees. During the year, the Trustees were:

Mr Anthony Spiro OBE, JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Ms Gillian Fogg JP
Ms Clare Kirby JP
Ms Helen Jones JP

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

On behalf of the board of Trustees

A handwritten signature in black ink, appearing to read 'Michael Kempner', with a long horizontal line extending to the right.

Michael Kempner
Company Secretary

Date: 21st September 2021

MID MEDIATION AND COUNSELLING LTD

(A company limited by guarantee)

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF MID MEDIATION AND COUNSELLING LTD

I report on the accounts of the company for the year ended 30 June 2021 which are set out on pages 9 to 16.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS STATEMENT

In connection with my examination, no matter has come to my attention:

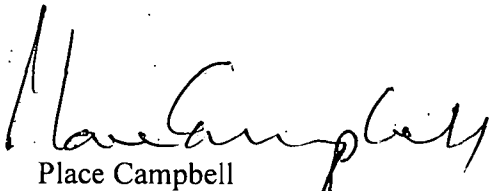
1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

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


Place Campbell

Date: 21/09/2017

MID MEDIATION AND COUNSELLING LTD

STATEMENT OF FINANCIAL ACTIVITIES
for the twelve months ended 30th June 2021

Note	2021			2020
	Unrestricted	Restricted	Total	Total
	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>
	£	£	£	£
INCOME AND EXPENDITURE				
Income				
3				
Donations and legacies	35,411	23,250	58,661	54,968
Charitable activities	139,113	-	139,113	121,224
Other trading activities	10,829	-	10,829	21,555
Investment income	93	-	93	190
	<u>185,446</u>	<u>23,250</u>	<u>208,696</u>	<u>197,937</u>
Expenditure				
4				
Charitable activities	108,572	24,911	133,483	118,768
Other	64,451	-	64,451	69,478
Total Resources Expended	<u>173,023</u>	<u>24,911</u>	<u>197,934</u>	<u>188,246</u>
Net income /(expenditure)	12,423	(1,661)	10,762	9,691
Transfers between funds	(1,661)	1,661	-	-
Net movement in funds	<u>10,762</u>	<u>0</u>	<u>10,762</u>	<u>9,691</u>
Reconciliation of funds:				
Total funds brought forward 01/07/20	<u>125,125</u>	<u>0</u>	<u>125,125</u>	<u>115,434</u>
Total funds carried forward 30/06/21	<u>135,887</u>	<u>0</u>	<u>135,887</u>	<u>125,125</u>

There were no recognised gains or losses other than recorded above.

The accompanying notes are an integral part of this Statement of Financial Activities.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)

BALANCE SHEET
as at 30th June 2021


	Note	30.06.21			30.06.20
		Unrestricted Funds £	Restricted Funds £	Total Funds	Total Funds £
FIXED ASSETS					
Tangible Assets	8	492	-	492	656
Total Fixed Assets		492	-	492	656
CURRENT ASSETS					
Debtors	9	19,527	-	19,527	20,450
Cash at Bank and in Hand	11	145,960	7,848	153,808	138,650
Total Current Assets		165,487	7,848	173,335	159,100
Creditors: Amounts falling due within one year	10	30,092	7,848	37,940	34,631
Net Current Assets		135,395	-	135,395	124,469
Total Assets less Current Liabilities		135,887	-	135,887	125,125
Creditors: Amounts falling due after one year		-	-	-	-
Net Assets		135,887	-	135,887	125,125
REPRESENTED BY:					
FUNDS	3				
Endowment Funds		-	-	-	-
Restricted Income Funds		-	-	-	-
Unrestricted Funds		135,887	-	135,887	125,125
Total Funds		135,887	-	135,887	125,125

For the year ended 30th June 2021 the company was entitled to exemption from audit under Section 477 (2) of the Companies Act 2006.

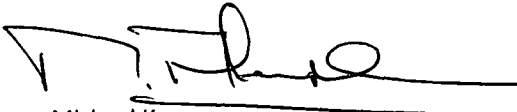
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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 FRS102 SORP.


Anthony Spiro
Chairman

21/9/21


Michael Kempner
Director

21/9/21

MID MEDIATION AND COUNSELLING LTD

(a Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 30th June 2021

1. LIABILITY OF MEMBERS

The Company is Limited by Guarantee and has no Share Capital.

The Memorandum and Articles of Association provide that every member is liable to contribute a sum not exceeding £1 in the event of the Company being wound up while they are a member or within one year of ceasing to be a member. At the year end there were 8 members.

2. ACCOUNTING POLICIES

2.1 Basis of Accounting

The financial statements have been prepared under the historical cost convention and to comply with the Companies Act 2006 and also the Statement of Recommended Practice (SORP) for charities - "Accounting and Reporting by Charities" preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16th July 2014 and with the Charities Act 2011.

2.2 Income

Recognition of income

Income has been included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met.

Government Grants

The charity has received government grants in the reporting period.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2021

Income from interest

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably

2.3 Expenditure and Liabilities

Liability Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and may have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the receipt of the grant has provided the specified service or output.

Grants payable without performance conditions

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Provision for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

Basic financial instruments

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19 FRS102 SORP.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2021

2.4 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £200.

They are valued at cost.

The depreciation rates and methods are disclosed in Note 8.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. INCOME

	2021			2020
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Donations and legacies				
Donations and gifts	1,940	-	1,940	9,543
Gift Aid	-	-	-	700
General grants provided by government/other charities	33,646	23,250	56,896	44,300
Membership subscriptions/sponsorships	- 175	- -	175	425
	<u>35,411</u>	<u>23,250</u>	<u>58,661</u>	<u>54,968</u>
Charitable activities				
Client payments	102,803	-	102,803	95,143
Legal Aid Agency	36,310	-	36,310	26,081
CAFCASS	-	-	-	-
	<u>139,113</u>	<u>-</u>	<u>139,113</u>	<u>121,224</u>
Other trading activities				
Room rental	1,126	-	1,126	10,211
VAT rebate	9,703	-	9,703	11,344
	<u>10,829</u>	<u>-</u>	<u>10,829</u>	<u>21,555</u>
Income from investments				
Interest income	93	-	93	190
	<u>93</u>	<u>-</u>	<u>93</u>	<u>190</u>
Total Income	<u>185,446</u>	<u>23,250</u>	<u>208,696</u>	<u>197,937</u>

All income in the prior year was unrestricted except for £25,300 received as Restricted Grants.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2021

4. EXPENDITURE

	2021			2020
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Expenditure on charitable activities				
Salaries & NIC	37,222	9,306	46,528	45,715
Fees: Mediation and Counselling	48,202	14,855	63,057	51,548
Training & Supervision	16,398	-	16,398	14,005
Child Counselling	6,750	750	7,500	7,500
	<u>108,572</u>	<u>24,911</u>	<u>133,483</u>	<u>118,768</u>
Other				
Governance costs	64,451	-	64,451	69,478
	<u>64,451</u>	<u>-</u>	<u>64,451</u>	<u>69,478</u>
	<u>173,023</u>	<u>24,911</u>	<u>197,934</u>	<u>188,246</u>

5. FEES FOR EXAMINATION OF THE ACCOUNTS

	2021	2020
	£	£
Independent examiner's fees	<u>3,273</u>	<u>2,650</u>

6. PAID EMPLOYEES

6.1 Staff Costs

	2021	2020
	£	£
Salaries and wages	71,526	69,090
Social security costs	25	260
Pension costs (defined contribution)	<u>1,194</u>	<u>1,112</u>
	<u>72,745</u>	<u>70,462</u>

£26,217 was paid to the Director of the charity. Nothing was paid to the Trustees.

6.2 Average head count in the year

	2021	2020
Area of work		
Charitable activities	4	4
Governance	<u>1</u>	<u>1</u>
	<u>5</u>	<u>5</u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2021

7. DEFINED CONTRIBUTION PENSION SCHEME

Contributions of £1,194 have been recognised in the SOFA as an expense for the year ended 30th June 2021.

It is estimated that staff spend 20% of their time on work related to activities funded by restricted funds. Therefore, 20% of the pension costs have been allocated to restricted funds.

8. TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
As at 30th June 2020	21,192
Acquisition	-
Disposal	-
As at 30th June 2021	<u>21,192</u>
Depreciation	
As at 30th June 2020	20,536
Charge for year	164
Disposal	-
As at 30th June 2021	<u>20,700</u>
Net Book Value	
As at 30th June 2021	<u><u>492</u></u>

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

Equipment - Unrestricted Funds 25% on reducing balance

Equipment - Restricted funds 100% on cost

9. DEBTORS AND PREPAYMENTS

	2021 £	2020 £
Trade Debtors	2,577	4,629
Prepayments and accrued income	<u>16,950</u>	<u>15,821</u>
	<u><u>19,527</u></u>	<u><u>20,450</u></u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2021

10. CREDITORS AND ACCRUALS

10.1 Analysis of creditors

	2021	2020
	<u>£</u>	<u>£</u>
Trade Creditors	267	1,499
Accruals and deferred income	24,751	21,827
Taxation and social security	667	550
Other creditors	12,255	10,755
	<u>37,940</u>	<u>34,631</u>

10.2 Deferred income

	2021	2020
	<u>£</u>	<u>£</u>
Balance at start of reporting period	1,000	1,000
Amounts added in current period	-	1,000
Amounts released to income from prior per	<u>(1,000)</u>	<u>(1,000)</u>
	<u>-</u>	<u>1,000</u>

In previous years the grant from Children in Need was received quarterly in advance and the final payment in each year included one month into the following year. This grant expired in January 2021 and will be re-started in late 2021.

11. CASH AT BANK AND IN HAND

	2021	2020
	<u>£</u>	<u>£</u>
Short term deposits	76,000	75,908
Cash at bank and in hand	77,808	62,742
	<u>153,808</u>	<u>138,650</u>

12. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

No trustee expenses have been incurred.

There have been no related party transactions during the reporting period.

MID MEDIATION AND COUNSELLING LTD
(a company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
for the twelve months ended 30th June 2021

	<u>2021</u>		<u>2020</u>	
	£	£	£	£
<u>INCOME</u>				
Grants and Donations	58,836		54,543	
Clients Payments	102,803		95,143	
Legal Aid Agency	36,310		26,081	
Parenting Programme	-		-	
Community Mediation	-		-	
Patrons' Scheme	- 175		425	
Training	-		-	
Room Rental	1,126		10,211	
Net income from VAT	9,703		11,344	
	<u>208,603</u>		<u>197,747</u>	
Deposit Interest	93		190	
		208,696		197,937
<u>EXPENSES</u>				
Salaries & NIC	72,745		70,462	
Fees: Mediation	49,756		44,337	
Fees: Counselling	13,301		7,211	
Training & Supervision	16,398		14,005	
Postage, Stationery & Printing	1,933		3,568	
Telephone	2,167		2,851	
Rent & Rates	21,747		24,549	
Marketing	1,539		2,915	
Subscriptions	972		2,400	
Insurance	1,703		1,826	
Light & Heat	1,808		1,867	
Sundry Expenses	1,784		2,311	
Book-keeping	3,100		3,460	
Legal Fees	-		58	
Office equipment maintenance	3,072		2,430	
Equipment Depreciation	164		219	
Examiner's Remuneration	3,273		2,650	
Repairs & Maintenance	2,472	197,934	1,243	188,246
	<u>2,472</u>		<u>1,243</u>	
Surplus for the Year		<u>10,762</u>		<u>9,691</u>