



SKY HIGH'S 'YOU ARE NOT ALONE' MORAL,
RENEW CHELMSFORD



RENEW COUNSELLING LTD

(A COMPANY LIMITED BY GUARANTEE)

REPORT AND FINANCIAL STATEMENTS FOR
THE YEAR ENDED MARCH 2024

RENEW COUNSELLING LTD
REFERENCE AND ADMINISTRATIVE INFORMATION

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RENEW COUNSELLING LTD**REFERENCE AND ADMINISTRATIVE INFORMATION****FOR THE YEAR ENDED 31 MARCH 2024**

Patrons	The Rt. Revd. Dr Guli Francis-Dehqani, Bishop of Chelmsford The Rt. Revd. Alan Williams, Bishop of Brentwood The Lord Petre
Members of Council and Charity's Trustees	Tim Rose – Chairman Jo Russell – Treasurer Ruth O'Neill Matthew Cooper Deidra Armsby Emma Plunkett Revd Jane Richards, resigned September 24. Sandra Stockwell Will Steed, resigned September 24.
Key Staff Appointments	Chief Executive and Company Secretary - Nikki Schuster Counselling Managers – Lisa Brown Counselling Manager (Schools Service) – Justine Colley Programme Leader (Training) – Karen Ilott Senior Offices Manager – Emma Smith
Status	Renew Counselling Ltd is a company limited by guarantee, company number 4099810, registered in England and a registered charity, number 1084940.
Registered and Principal Office	Sadlers House 2 Legg Street Chelmsford, Essex CM1 1AH
Accountancy Consultant	Paul Thompson F.C.C.A Thompson Accountancy Services Limited. Suite 9, Hadleigh Business Centre, 351 London Road, Hadleigh, Essex SS7 2BT
Auditors	Clemence Hoar Cummings 1-5 Como Street Romford RM7 7DN
Bankers	Barclays Bank plc, 75 High Street, Brentwood
Solicitors	Prettys, 1 Legg Street, Chelmsford, Essex CM1 1JS
Investment Advisers	Royal London Asset Management, 55 Gracechurch Street, London EC3V 0UF

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 31 MARCH 2024

Structure & Governance

Governing Document

Renew Counselling Ltd is a company limited by guarantee and also a registered charity. Its governing document is the memorandum and articles of association. The Directors of the Company are the Trustees of the charity and are known as the Renew Counselling Ltd Council.

Recruitment and Appointment of Trustees

Trustees are recruited having regard to the age, gender, cultural and skills mix required to maintain good governance and the ethos of the Charity. Trustees are appointed by Members' vote at the Charity's Annual General Meeting. All Members of Renew Counselling Ltd are entitled to vote. The Trustees also have the power to co-opt up to three people to the Council. An induction process is in place to ensure Trustees understand the work of Renew Counselling Ltd and their responsibilities as Trustees. This involves: Understanding the charity's purposes, Reading our governing documents and gaining an understanding of the rules, meeting the trustees and finding out how we operate.

Organisational Structure

Renew Counselling Ltd Council meets four to six times a year. Council is responsible for governance and approves all the strategic and operational plans for Renew Counselling Ltd. There are trustees' committees covering operations, finance investments and fundraising. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

Risk Management

The Council of Renew Counselling Ltd, in consultation with the senior management team, has developed a process for regular review, assessment and management of risk within the organisation:

By anticipating future trends, opportunities and risks, Council endeavours to make best use of Renew Counselling Ltd's resources, responding positively to changes in the external environment and continuing to deliver high quality services representing best value for money.

An in-depth analysis of the major risks facing Renew Counselling Ltd has been undertaken. The Risk Review document is reviewed on a quarterly basis. The Chief Executive reports to Council highlighting any risks and the strategies that have been implemented to minimise risk. All Council members are then involved in the ongoing identification and management of risk and a record is kept of development activity required to reduce risk. This record is monitored and kept updated to ensure that strategies are in place to minimise Renew Counselling Ltd's exposure to financial, legal, professional, ethical and employment risk.

The principal risks and uncertainties identified by the charity are as follows:

Risk Identified	Action taken to mitigate the risk
Safeguarding matters Going concern	Regularly update policies and mandatory annual training for all staff Diverse income streams and prudent investing of reserves;
Reduction in client and student numbers	Regular marketing of services to maintain client and student numbers

The Reference and Administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (Second Edition 2019).

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

Related Parties

Renew Counselling Ltd works closely with a range of voluntary, statutory and community organisations in order to ensure a high quality comprehensive service for our own clients and for the purposes of contributing to the planning and delivery of services for people within our communities. Where possible we contribute to consultations on the development of services through various local strategic planning structures.

Objects, Aim & Mission of Renew Counselling Ltd

The Object of Renew Counselling Ltd

Renew Counselling Ltd is established to improve emotional and mental health by providing counselling and psychotherapeutic support.

In furtherance of the said objects, but not further or otherwise, the company shall have power:

- (a) to provide high quality, affordable, accessible and responsive counselling and psychotherapeutic interventions to anyone of school age and above and to couples in East London and Essex.
- (b) to train counsellors to a high standard
- (c) to supervise and train other professionals who are engaged with emotional and mental health issues
- (d) to take over the assets, liabilities and general undertaking of the West Ham Central Mission

The Mission of Renew Counselling Ltd

Through a range of professional counselling and other support services, we seek to enable people to:

- Gain insight into, and understanding of, the issues in their lives
- Explore possibilities for change
- Develop their own choices and solutions
- Discover ways of getting to where they want to be
- Use support and develop strategies to enable them to deal with future difficulties

Through such activity we aim to enable people to lead more fulfilling lives and contribute to the wider development of family, community and society for public benefit.

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

Our values

We believe that:

- every human being is
 - ✓ unique
 - ✓ valuable
 - ✓ destined to live fully – whatever that might be

We will:

- be non-judgemental – whatever the issue
- respect age, gender, ethnicity, sexual orientation and faith
- provide the 'space' that counselling gives
- offer a response tailored to individual need

We are committed to:

- honouring the Christian faith and vision that founded our organisation
- working with other professionals through our training courses
- working within the British Association of Counselling & Psychotherapy (BACP) Ethical Framework
- reflect these values in our structure, relationships and as an employer

Activities of Renew Counselling Ltd

In order to achieve the above aims Renew Counselling Ltd uses both strategic and operational planning processes, establishing priorities for development of the work.

The primary objective is the delivery of accessible, professional counselling services for children, young people and adults. Renew Counselling Ltd also delivers professional training in counselling children and adolescents. Services are currently provided across Mid and South Essex and East London Boroughs in our own centres and in schools across the region.

We provide professional training in counselling to HE Diploma and HE Degree level from our training suite in Chelmsford as an Academic Franchise partner of Anglia Ruskin University.

RENEW COUNSELLING LTD

REPORT OF THE COUNCIL (continued)

FOR THE YEAR ENDED 31 MARCH 2024

The Role of Volunteers at Renew Counselling Ltd

It is important to mention the significance and the added value of being a voluntary organisation and to recognise the huge contribution made by individuals in meeting our charitable aim.

A number of people provide various professional and support activities to enable us to provide services for those in our local community. It is difficult to quantify this in terms of a 'monetary value' in any meaningful way, however without the support of such people Renew Counselling Ltd would not be in a position to respond to the needs of as many people as it can. The support is therefore of immense value in terms of our capacity to make a difference in the community.

Having a proportion of voluntary counsellors within the organisation is a way of meeting the increased demand in services where funding is limited or the client's ability to contribute is restricted. Allied with a policy of offering placements for trainees across all areas of our work we have developed a more diverse staff group with the potential of developing personal and professional growth through these different roles and transition between them. The move away from purely paid counsellors is in accord with our status of charity and a Third Sector organisation.

We are particularly indebted to the following groups who made a regular commitment throughout the year:

People who have provided administrative and reception support on a voluntary basis enabling us to deliver services to people at their time of need.

People who provided professional counselling / therapeutic supports in terms of delivering services to individuals / groups on a trainee or volunteer basis.

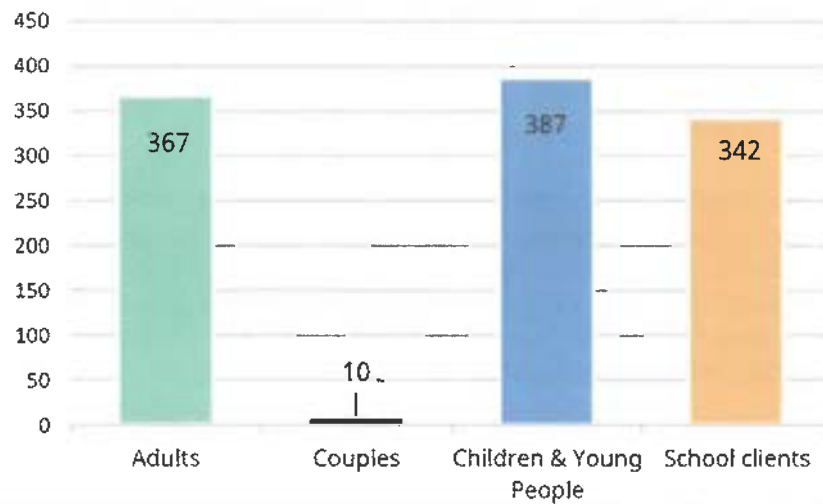
People who have given time and expertise through various advisory and planning committees, professional consultations and also organising activities.

In addition Renew Counselling Ltd would like to acknowledge the voluntary contribution made by most of its paid staff members who demonstrate commitment and dedication to the service over and above contracted hours.

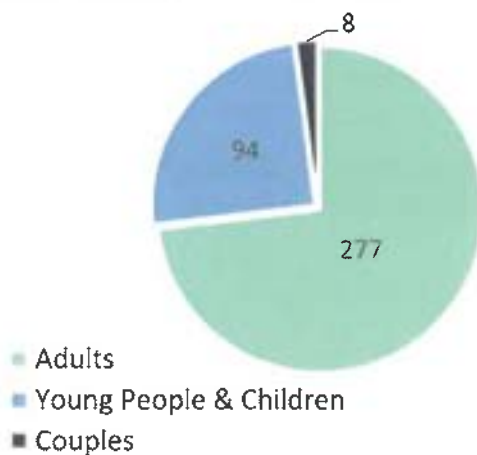
RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

Activity 2023 / 2024

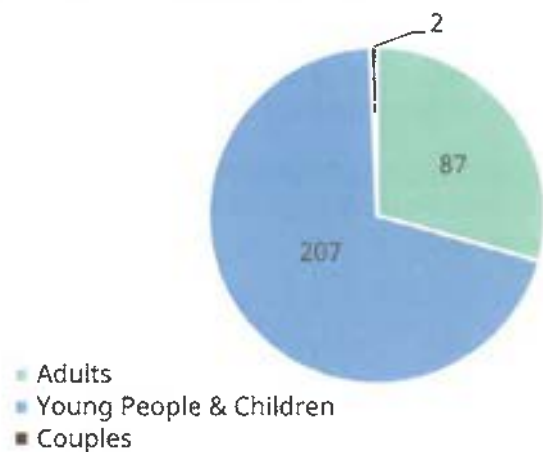
A total of 1106 clients were seen by Renewing Counselling over the year 2023/2024



379 clients seen at Renew Counselling Sycamore Centre

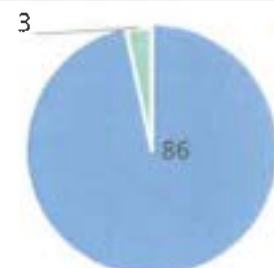


296 clients seen at Renew Counselling Bridge Centre



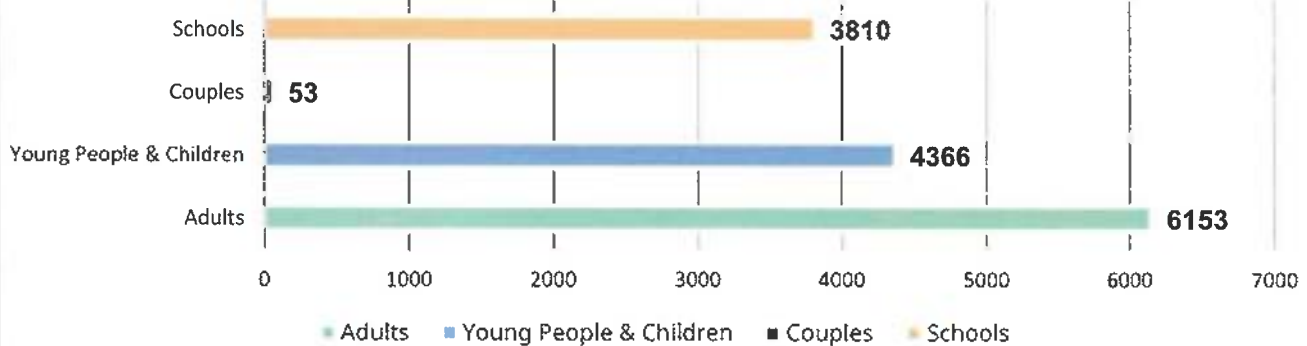
86 clients seen at Renew Counselling Brentwood Centre

- Young People & Children
- Adults

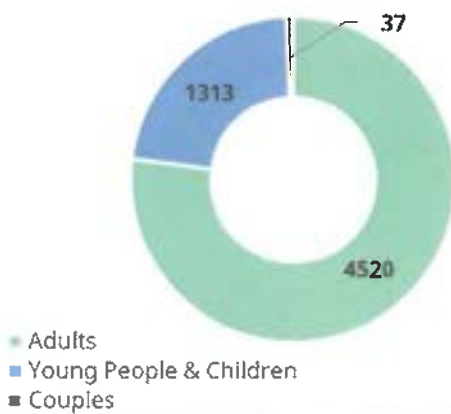


RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

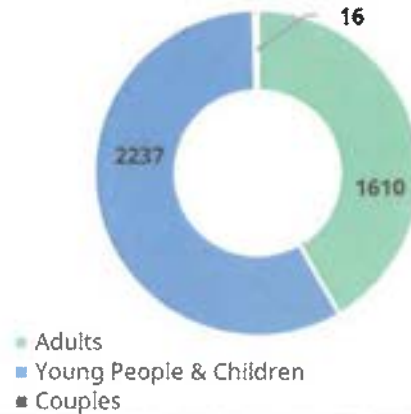
A total of 14,382 Counselling sessions were offered at Renew Counselling 2023-24



A total of 5870 Counselling sessions were offered at Renew Counselling's Sycamore Centre in 2023 - 2024 across the following client groups:

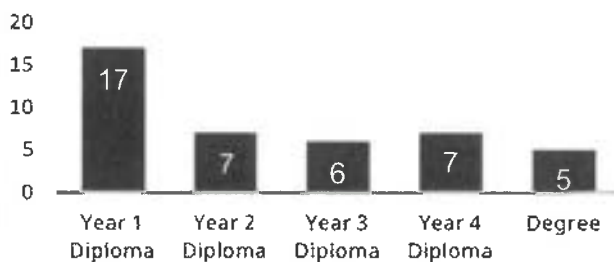


A total of 3863 Counselling sessions were offered at Renew Counselling's Bridge Centre in 2023 - 2024 across the following client groups:

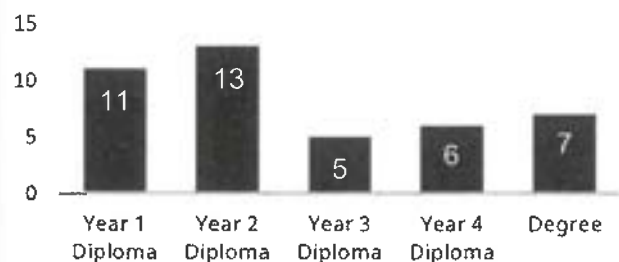


816
 counselling sessions were also offered at our **Brentwood Centre** to **Young people and children** in **2023/24**

Number of students on Renew's Counselling Diploma (HE) Counselling - Children & Young Person for April 2023



Number of students enrolled at Renew Counselling Diploma (HE) Counselling - Children & Young Person in April 2024



RENEW COUNSELLING LTD

REPORT OF THE COUNCIL (continued)

FOR THE YEAR ENDED 31 MARCH 2024

Aim of Renew Counselling Ltd

Our aim is to enable people to easily access affordable counselling. In order to do this we will:

- Make information about our services easy to find by continuously updating the information on our web-site and by regularly mailing information about our services to local health professionals, libraries, educational establishments, youth services, local churches and community centres
- Provide training and information sessions to local churches
- Maintain good relationships with other key stakeholders in the field of mental health
- Develop and expand our services where possible in light of suggestions made by our existing service users
- Continue to offer counselling at a range of community locations such as libraries and to extend these where possible
- Continue to provide counselling services during evenings
- Ensure that we can provide accommodation for clients with disabilities – either in our premises or by hiring suitable alternative rooms if the degree of disability prohibits the use of our own
- Provide interpreters where the range of languages spoken by our own counsellors is insufficient – including BSL and ESL if necessary
- Ensure we seek funding to support those on low-income or benefit through the provision of funded counselling
- Continue to develop our training courses and obtain BACP accreditation for our Diploma Course

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

Statement on Public Benefit

The object, aim, mission, achievements and performance sections of this report clearly set out the activities which Renew Counselling Ltd undertakes for the public benefit.

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

The Council of Trustees makes the following observation on the two key principles of public benefit.

Principle 1: There must be identifiable benefit or benefits

1a It must be clear what the benefits are:

The clear benefits provided by Renew Counselling Ltd are delivered through the service delivery areas of counselling centres and associated projects providing professional accredited counselling and training – initial and continuing professional development to those working with children and young people - which are described elsewhere in this report and reflected in the allocation of resources expended set out in the Statement of Financial Activities.

1b The benefits must be related to the aims:

Renew Counselling Ltd aims to support people in East London and Essex who are experiencing personal, emotional or mental health problems to overcome or respond more effectively to them. All benefits derived are consequential to this aim.

1c Benefits must be balanced against any detriment or harm:

Our service delivery model principally uses qualified counsellors, we also have counsellors who have progressed sufficiently in their training to be able to undertake placement activity, who are required to have regular clinical supervision and work to the British Association for Counselling and Psychotherapy (BACP) Ethical Framework for the Counselling Professions 2018 to ensure that there is no detriment or harm caused. Renew Counselling Ltd is accredited by the BACP which requires that our policies, practices and structures are such as to meet the standards set out in the Ethical Framework for Counselling Professions 2018. This ensures that client welfare and wellbeing are paramount. Risk is constantly reviewed in clinical supervision, risk registers are maintained within Counselling centres and referrals made to statutory mental health services where necessary.

Principle 2: Benefit must be to the public or a section of the public

2a The beneficiaries must be appropriate to the aim:

The beneficiaries are children, young people and adults living within East London and Essex, which directly accords with our object and aim.

2b Where the benefit is to a section of the public, the opportunity to benefit must not be unreasonably restricted by geographical or other restrictions; or by the ability to pay any fees charged:

The reports from the Counselling Centres demonstrate that we are delivering services to children, young people and adults across East London and Essex. A small amount of this work is funded by statutory bodies, and through grants and is therefore 'free at the point of delivery' to clients. Where clients approach us directly for counselling which doesn't fall within the remit of such contracts fees are calculated on 'an ability to pay' basis, although the true cost of sessions is made clear. A minimum fee operates in order to ensure that clients properly 'own,' commit to and value the therapeutic encounter. The Council of Trustees are content that this is in accord with the BACP Ethical Framework for the Counselling Professions 2018 and that our fees do not preclude from receiving counselling. Indeed clients who are unable to access counselling and therapy elsewhere are enabled to do so through Renew Counselling Ltd.

2c People in poverty must not be excluded from the opportunity to benefit:

People in poverty are the reason for the Charity's existence as is set out in the object. As reported above many of our clients are unable to access professional accredited counselling and therapy elsewhere.

2d Any private benefits must be incidental:

In order to provide counselling and therapy to a professional level and support the extensive service that are delivered, Renew Counselling Ltd employs and remunerates staff. This benefit to staff is incidental as their employment is essential to carry out our charitable aims.

Financial Review

The statement of financial activities shows an operating deficit of £24,992 for the year compared with a an operating deficit of £68,378 for 2022/23. The net movements in funds for the year after revaluation of investments and realised gains and losses on the investment portfolio was a deficit of £24,992. In the year to 31 March 2023 following the revaluation of the property investments a surplus of £923,468 was reported.

Renew Counselling Ltd has been particularly fortunate in 2023/2024 to receive a number of generous donations and legacies which have contributed both to supporting work with those that cannot afford to pay the full cost of counselling.

Income generated

The income received by the charity in the year is broken down as follows:

Contributions received from clients:	£ 602,906
Donations from supporters and legacies	£ 18,383
Investment income (including rental income):	£ 239,889
Grants, Training and Service Level Agreements:	£ 200,063

Renew Counselling Ltd is indebted to the generosity of the numerous individuals, churches, community groups, grant making trusts, companies, and statutory commissioners for the continuing support of its work. In particular we would like to thank our anonymous supporters and the following:

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (continued)
FOR THE YEAR ENDED 31 MARCH 2024

Income generated 2023/2024

Trusts & Foundations

The SMB Charitable Trust
Ebenezer Trust
LCVS
Widford Lodge School
Essex Community Foundation

Statutory

Mid Essex CCG
Basildon and Brentwood CCG
Essex County Council

Fundraising approach and performance

The charity undertakes fundraising activity to its supporters via direct mailing two or three times each year in line with the Fundraising Code of Practice set by Fundraising Regulator. Our fundraising promise is:

When you support you can be sure of the following:

- *We will never sell your contact details to anyone*
- *We will only contact you if you have expressed an interest in our work*
- *If you ask us to change how we communicate with you, or stop, we will respect that*
- *We try hard to ensure no one ever feels pressurised to support our work*

Our overall fundraising was more focussed this year, in light of the pandemic, we were fortunate to receive support from Essex Community Foundation, who supported us with applications to their fund partners.

No complaints were received by the charity or a person acting on its behalf on activities by the charity or by a person on behalf of the charity for the purpose of fundraising.

Key Management Remuneration

The trustees consider the senior management team, consisting of the Chief Executive, Counselling Managers, Senior Offices Manager and Pathway Leader (Training), comprise the key management personnel of the charity of directing and controlling, running and operating the Charity on a day to day basis. All trustees give their time freely and no director received remuneration in the year.

The pay of all staff is reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment.

The total emoluments of the Senior Management Team are £168,900. (2023: £161,260).

RENEW COUNSELLING LTD
REPORT OF THE COUNCIL (Continued)
FOR THE YEAR ENDED 31 MARCH 2024

Investment policy and objectives

Renew Counselling Ltd holds funds in investment property and stocks and shares as a result of endowments made to the charity over its long history. The endowment fund is utilised to generate much needed income to enable the charity to extend its services to those who cannot afford to meet the full cost of counselling. Our investment managers are instructed to maximise income while safeguarding the value of the assets under management and to invest only in those holdings, which are compatible with our social and ethical standpoint.

Investments performance against objectives - Renew Counselling Ltd derives investment income from a portfolio of equities and bonds managed by investment managers (detailed on page 2) and rents from freehold property in Plaistow E13 and Chelmsford, Essex.

Fund Accounting and Reserves Policy

Funds which are represented by the legacy of property over the long history of the charity are accounted for in the expendable endowment fund. The charity depends upon the income generated by its expendable endowment to fund the provision of counselling to those in need who are unable to contribute to meeting the full cost and without this income Renew Counselling Ltd would not be able to carry out its current charitable activities. In accordance with Accounting and Reporting by Charities Statement of Recommended Practice (revised) the endowment fund is excluded from the reserves of Renew Counselling Ltd.

It remains the policy of Renew Counselling Ltd that free reserves (i.e. funds not committed or invested in fixed assets) should be at a level of between three to six months expenditure, which equates to between £272,163 and £544,326. At this level, current activities could be continued in the short term in the event of a significant drop in funding. In such circumstances there would be an urgent need to consider how the funding could be replaced and/or the activities changed. At present the surplus of free reserves, stands at £121,493 (2023: £121,042). The free reserves have decreased and are below the minimum target set by trustees. However, the Charity has a cash investment within the expendable endowment, and the trustees have agreed to call upon the cash balance, or sell the Charity's investment property, if required to alleviate any operational or cash flow issues that arise. The Charity is also working to increase income through its training, schools and contract streams.

Future Strategy

- To develop our work with eating disordered clients
- To develop our family liaison work
- To increase the number of students on our training courses
- To ensure the sustainability and further development of the charity through developing our fundraising and communications strategy

RENEW COUNSELLING LTD

REPORT OF THE COUNCIL (continued)

FOR THE YEAR ENDED 31 MARCH 2024

Trustees' Responsibilities Statement

The trustees (who are also directors of Renew Counselling Ltd for the purposes of company law) are responsible for preparing the Report of the Council and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

The annual general meeting confirmed the appointment of Clemence Hoar Cummings as auditors.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102) (Second edition effective 1st January 2019 - (Charities SORP (FRS 102))

The Trustees have prepared this report in accordance with the special provisions of Part VII of the Companies Act 2006 relating to small companies.

Approved by the Council of Renew Counselling Ltd on 02.12.2024 and signed on its behalf by:

Tim Rose
(Chairman)



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF RENEW COUNSELLING LTD LTD LIMITED

Independent auditor's report to the members of Renew Counselling Ltd

Opinion

We have audited the financial statements of Renew Counselling Ltd for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Report of the Council. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF RENEW COUNSELLING LIMITED (Continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Council (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Report of the Council have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Council (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 14 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements. We designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF RENEW COUNSELLING LIMITED (Continued)

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud.

- To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions.
- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected, and alleged fraud.

We have evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

We concluded on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Belbin BSc BFP FCA DChA
Senior Statutory Auditor
Clemence Hoar Cummings
Chartered Accountants and
Registered Auditors

Riverside House
1-5 Como Street
Romford
RM7 7DN

RENEW COUNSELLING LTD

Statement of Financial Activities
For the year ended 31st March 2024

	Notes	Unrestricted £	Restricted £	Expendable Endowment £	2024 Total £	2023 Total £
INCOME ON:						
Donations and legacies		18,383	-	-	18,383	29,536
Investment Income	3	239,889	-	-	239,889	238,776
Charitable activities:						
Grants, training & service level agreements	2	200,063	-	-	200,063	213,958
Fees received	2	572,906	30,000	-	602,906	463,517
Total income		1,031,241	30,000	-	1,061,241	945,787
EXPENDITURE FROM:						
Cost of generating funds						
Costs of generating voluntary income		(17,831)	-	(3,774)	(21,605)	(27,180)
Charitable activities						
Counselling services		(791,784)	(49,858)	-	(841,642)	(742,568)
Education and training		(225,404)	-	-	(225,404)	(244,417)
Total expenditure	4	(1,035,019)	(49,858)	(3,774)	(1,088,651)	(1,014,165)
Net expenditure		(3,778)	(19,858)	(3,774)	(27,410)	(68,378)
Net expenditure before other recognised gains/losses		(3,778)	(19,858)	(3,774)	(27,410)	(68,378)
Other recognised gains / losses						
Gain/(loss) on revaluation / disposal of investments				(83,976)	-	993,000
Realised Gain/(loss)	8			2,418	2,418	(1,154)
Net movement in funds		(3,778)	(19,858)	(85,332)	(24,992)	923,468
Transfers between funds		(19,858.00)	19,858.00	-	-	-
Funds brought forward		155,328	-	5,750,835	5,906,163	4,982,695
Funds carried forward		131,692	-	5,665,503	5,881,171	5,906,163

All income and expenditure derive from continuing activities. The charity has neither operations nor discontinued any of its commenced new ones in the year.

No separate income and expenditure account as required under the Companies Act 2006 has been presented, the net movement in funds excluding the endowment funds deficit (27,410) (2023: (£68,378)), as defined under the Companies Act, are realised and the investment management fees £3,774 (2023: £3,776).

The notes on pages 21 to 33 form an integral part of these Financial Statements.

RENEW COUNSELLING LTD

Company Number: 04099810

Balance Sheet
As at 31st March 2024

	Notes	2024	2023
		£	£
<u>Fixed assets</u>			
Tangible fixed assets	6	1,596,933	1,627,213
Investment properties	7	4,125,000	4,125,000
Investments at market value	8	18,872	16,454
		<u>5,740,805</u>	<u>5,768,667</u>
<u>Current assets</u>			
Debtors	9	94,651	99,263
Cash	10	221,386	263,854
		<u>316,037</u>	<u>363,117</u>
<u>Current liabilities</u>			
Creditors	11	(151,133)	(189,973)
<u>Net current assets</u>		164,904	173,144
<u>Long term liabilities</u>			
Bank loan	11	(24,538)	(35,648)
<u>Net assets</u>		<u>5,881,171</u>	<u>5,906,163</u>
<u>Funds</u>			
Expendable Endowment Funds	12	5,749,479	5,750,835
Unrestricted Funds (General)	12	131,692	155,328
Total Funds		<u>5,881,171</u>	<u>5,906,163</u>

Approved on behalf of the trustees on 02.12.2024.....



J Russell

Treasurer



T Rose

Chairman

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006

The notes on pages 21 to 33 form an integral part of these Financial Statements.

Renew Counselling Ltd and the for the year ended 31 March 2024

Consolidated Statement of Cash Flows

	Notes	2024 £	2023 £
Cash flows from operating activities		(35,596)	(93,281)
Cash flows from investing activities			
Dividends and interest	3	189	71
Purchase of property, plant and equipment	6	(7,061)	(2,695)
Sale of property	7	-	-
Net cash provided by/(used in) Investing activities		(6,872)	(2,624)
Change in cash and cash equivalents in the reporting period		<u>(42,468)</u>	<u>(95,905)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>263,854</u>	<u>359,759</u>
Cash and cash equivalents at the end of the reporting period		<u><u>221,386</u></u>	<u><u>263,854</u></u>

NOTES TO THE CASH FLOW STATEMENT

		2024 £	2023 £
Reconciliation of Net expenditure to Net Cash Flow from Operating Activities			
Net expenditure for the reporting period		(27,409)	(68,379)
Depreciation charges	6	37,342	37,081
Interest and Dividends	4	(189)	(71)
Decrease in debtors	9	4,612	13,930
(Decrease)/increase in creditors	11	(49,952)	(75,842)
Net cash provided by/ (used in) operating activities		<u>(35,596)</u>	<u>(93,281)</u>
Analysis of Cash and Cash Equivalents			
		2024 £	2023 £
Cash at bank and in hand	10	221,386	263,854
		<u><u>221,386</u></u>	<u><u>263,854</u></u>

The notes on pages 22 to 36 form an integral part of these Financial Statements.

RENEW COUNSELLING LTD

Notes to the accounts **For the year ended 31st March 2024**

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) Second Edition 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties. The review of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future.

(i) Income recognition

Income comprises donations, including under Gift Aid, grants, government grants, legacies, fees received from counselling and training, and investment and rental income from endowed funds.

Donations, legacies and grants are recognised when receipts is probable, can be measured accurately and legal entitled to the income. All other income is credited to the statement of financial activities on an accruals basis. In addition, Renew Counselling receives help and support in the form of voluntary assistance and donations of goods. Owing to the difficulty of valuing this help and support, such items are not included in the financial statements.

(ii) Expenditure

All expenditure is included on the statement of financial activities on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.

Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate Cost of generating funds includes the costs associated with attracting voluntary and investment income. Charitable expenditure comprises those costs incurred by the charity in the delivery of counselling services to its beneficiaries, and education and training activities.

Governance costs include those costs associated with meeting the constitutional and statutory requirements and those linked with the strategic management of the charity.

The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

(iii) Fixed assets

Freehold and leasehold property are included in the balance sheet at cost.

Freehold and leasehold property is depreciated over 25 years

Expenditure on IT equipment is included in the balance sheet at cost

Expenditure on other fixed assets is written off to the statement of financial activities in the year of acquisition.

The trustees have set an amount of £1,000, being the value below which fixed assets purchased are not capitalised.

RENEW COUNSELLING LTD

Notes to the Accounts (Continued) **For the year ended 31st March 2024**

(iv) Depreciation

Depreciation is charged on freehold property excluding land to write off the cost of buildings over 50 years.

Depreciation is charged on leasehold improvements to depreciate the cost over the term of the lease.

Depreciation is charged on IT equipment to write off the cost over three years.

(v) Investments

Listed investments are included on the balance sheet at market value at the balance sheet date.

Gains and losses on revaluation and on the sale of listed investments are included on the statement of financial activities. No unlisted investments are held.

Investment property is initially measured at cost, including related transaction costs, including related transaction costs.

After initial recognition, investment property is carried at fair value determined annually either by external valuers or by the trustees and derived from the current market rents and investment property yields for comparable real estate and adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of Financial Activities.

(vi) Fund Accounting

Funds held by the charity are either:

Unrestricted general funds which can be used in accordance with Renew Counselling's objects at the discretion of the trustees.

Restricted funds that can be used only for certain restricted purposes within Renew Counselling's objects.

Expendable Endowment Funds which represent those assets that have been endowed to the Charity and which are held to generate income to support the operating costs of Renew Counselling.

The Charity would not be able to carry out its current charitable activities without the valuable contribution of the investment income generated from the expendable endowment.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially accounted for at their transaction price.

Operating leases

Rental charges are charged on a straight line basis over the life of the lease.

Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.

Renew Counselling Ltd

Notes to the Accounts (Continued)
For the year ended 31st March 2024

Employee benefits

- **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received

- **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

- **Pension scheme**

Renew Counselling operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of Renew in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

Legal status

Renew Counselling is a company limited by guarantee registered in England and Wales registration number 04099810 and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Estimates and Judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, events or actions actual results ultimately differ from these estimates.

The investment property has been valued based on a recent sale of one of the properties and the other two valued on a desktop basis

Renew Counselling Ltd

Notes to the Accounts (Continued)
For the year ended 31st March 2024

2. INCOME ON:

	Unrestricted	Restricted	2024 Total £	2023 Total £
Counselling Activities Schools	41,824		41,824	44,035
	<u>41,824</u>		<u>41,824</u>	<u>44,035</u>
Education & Training Anglia Ruskin University	158,239		158,239	169,923
	<u>200,063</u>		<u>200,063</u>	<u>213,958</u>
Fee Income	572,906	30,000	602,906	463,517
	<u>572,906</u>	<u>30,000</u>	<u>602,906</u>	<u>463,517</u>

3. Investment Income

	2024 £	2023 £
Rent receivable	239,700	238,705
Dividend income	189	71
	<u>239,889</u>	<u>238,776</u>

4. EXPENDITURE FROM:

	Basis of allocation	Voluntary Income £	Investment Management £	Counselling services £	Communications £	Governance £	2024 Total £	2023 Total £
Costs directly allocated to activities								
Staff costs & fees	Direct	4,386	-	556,677	148,007	85,703	794,773	747,442
Communications	Direct	-	-	3,396	1,659	-	5,055	4,313
Recruitment	Direct	-	-	2,210	1,100	-	3,310	4,040
Volunteer Expenses	Direct	-	-	169	-	-	169	1,193
Audit Fees	Direct	-	-	-	-	14,760	14,760	15,600
Support costs allocated to activities								
Administration costs	Staff time	9,931	3,774	13,722	22,638	79,767	129,832	128,467
Premises costs	Usage	-	-	61,999	12,020	12,020	86,039	66,626
Legal & Professional	Usage	-	-	13,863	-	-	13,863	5,063
Depreciation	Usage	-	-	37,342	-	-	37,342	37,080
Bank Charges	%	351	-	2,980	-	175	3,508	4,341
Governance Recharged		3,163	-	149,282	39,980	(192,425)	-	-
Total expenditure		<u>17,831</u>	<u>3,774</u>	<u>841,640</u>	<u>225,404</u>	<u>-</u>	<u>1,088,651</u>	<u>1,014,165</u>

Resources expenditure are directly allocated to the activities to which they relate where possible rather than on a notional percentage basis as in previous years. Administration Costs and Premises costs have been apportioned to the usage. Legal & Professional fees are according to the amount charged. Depreciation relates wholly to buildings occupied for Counselling services. Bank Charges have been apportioned as a percentage of the total cost.

Renew Counselling Ltd

Notes to the Accounts (Continued)
For the year ended 31st March 2024

COMPARATIVE EXPENDITURE FROM:

	Basis of allocation	Voluntary Income	Investment Management	Counselling services	Education & Training	Governance	<u>2023</u>
		£	£	£	£	£	<u>Total</u> £
Costs directly allocated to activities							
Staff costs & fees	Direct	4,183	-	495,169	165,876	82,214	747,442
Communications	Direct	4,313	-	-	-	-	4,313
Recruitment	Direct	-	-	1,784	2,256	-	4,040
Volunteer Expenses	Direct	-	-	1,193	-	-	1,193
Audit Fees	Direct	-	-	-	-	15,600	15,600
Support costs allocated to activities							
Administration costs	Staff time	10,183	3,776	17,680	20,540	76,288	128,467
Premises costs	Usage	-	-	44,762	10,932	10,932	66,626
Legal & Professional	Usage	-	-	5,063	-	-	5,063
Depreciation	Usage	-	-	37,080	-	-	37,080
Bank Charges	%	434	-	3,690	-	217	4,341
Governance Recharged		4,291	-	136,147	44,813	(185,251)	
Total Resources expended		<u>23,404</u>	<u>3,776</u>	<u>742,568</u>	<u>244,417</u>	<u>-</u>	<u>1,014,165</u>

RENEW COUNSELLING LTD

Notes to the Accounts (Continued)
For the year ended 31st March 2024

5. Net Income for the Year

	<u>2024</u>	<u>2023</u>
	£	£
This is stated after charging:		
Depreciation	37,341	37,079
Auditors' remuneration	14,760	15,600

6. Tangible fixed assets

	<i>Freehold Property</i>	<i>Leasehold Property</i>	<i>IT Equipment</i>	
	Sadlers House Chelmsford	Bodey House Basildon		Total
		£		£
Cost or Valuation				
As at March 2023	1,768,000	83,976	90,635	1,942,611
Disposal	-	(83,976)	-	(83,976)
Additions	-	-	7,061	7,061
As at March 2024	1,768,000	-	97,696	1,865,696
Depreciation				
As at March 2023	147,334	83,976	84,088	315,398
Disposal		(83,976)		
Charge for year	29,466	-	7,875	37,341
As at March 2024	176,800	-	91,963	268,763
Net Book Values				
As at March 2023	1,620,666	-	6,547	1,627,213
As at March 2024	1,591,200	-	5,733	1,596,933

RENEW COUNSELLING LTD

Notes to the Accounts (Continued)
For the year ended 31st March 2024

7. Investment Properties

	Commercial Property	Residential Property	Total
	£		£
Cost or Valuation			
As at March 2023	3,400,000	725,000	4,125,000
Revaluation	-	-	-
As at March 2024	3,400,000	725,000	4,125,000
Revaluation	-	-	-
As at March 2024	-	-	-
Net Book Values			
As at March 2023	3,400,000	725,000	4,125,000
As at March 2024	3,400,000	725,000	4,125,000

The Commercial property was valued by McDowalls Surveyors Limited on 9th August 2023 and the Residential Property was valued by David Martin Group on 13th October 2023 the trustees are of the opinion that the values have not changed significantly as at 31 March 2024.

RENEW COUNSELLING LTD

Notes to the Accounts (Continued)
For the year ended 31st March 2024

8. Investments	Investments at market value 2024 £	Investments at market value 2023 £
At 31 March 2023	16,454	17,609
Net gain (loss) on sale and revaluation	2,418	(1,155)
At 31 March 2024	18,872	16,454
Investments at market value comprise:		
Sustainable World Trust	18,872	16,454
	18,872	16,454
9. Debtors	2024 £	2023 £
Debtors arising from operating activities	84,891	90,328
Other debtors	-	-
Prepayments and accrued income	9,760	8,935
Total	94,651	99,263
10. Cash at bank and in hand	2024 £	2023 £
Cash at bank and in hand	221,386	263,854
Total	221,386	263,854
11. Creditors: amounts falling due within one year	2024 £	2023 £
Creditors arising from operating activities	18,659	14,912
Other creditor	6,349	5,796
Bank loan	11,110	5,556
Other taxation and social security	9,760	10,226
Deferred income (See Below)	88,254	131,158
Accruals	17,001	22,325
Total	151,133	189,973
Bank loan is over 10 years interest rate of 2.5%, and the final repayment date is 24/08/2030, which is paid in monthly instalments. The government guarantees 100% of the loan		
Creditors: amounts falling due within one year	2024 £	2023 £
Bank loan	24,538	35,648
	2024	2023
Balance brought forward	131,158	188,621
Amount released to income	(131,158)	(188,621)
Amount deferred in the year	88,254	131,158
Balance carried forward	88,254	131,158

Renew Counselling Ltd

Notes to the Accounts (Continued) **For the year ended 31st March 2024**

12. Analysis of Funds

	At 31 March 2023 £	Incoming £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted Funds					
Counselling Services	-	30,000	(49,858)	19,858.00	-
Education & Training	-	-	-	-	-
Total Restricted Funds	-	30,000	(49,858)	-	-
Unrestricted Funds including designated funds					
Counselling Services	(1,052,808)	1,031,241	(1,035,019)	(19,858.00)	(1,076,444)
Net sales & purchases of investments	1,018,946	-	-	-	1,018,946
Revaluation Gain	202,000	-	-	-	202,000
Adjustment for Investment Properties	(12,810)	-	-	-	(12,810)
Total Unrestricted Funds	155,328	1,031,241	(1,035,019)	-	131,692
Expendable Endowment	3,537,713	-	(3,774)	-	3,533,939
Net sales & purchases of investments	(581,900)	-	-	-	(581,900)
Net gain on the sale and revaluation of: investments	3,133,876	-	-	-	3,133,876
	434	2,418	-	-	2,852
Other Transfers	-	-	-	-	-
Adjustment for Investment Properties	(339,288)	-	-	-	(339,288)
Unrestricted expenditure	5,750,835	2,418	(3,774)	-	5,749,479
Total Funds	5,906,163	1,063,659	(1,088,651)	-	5,881,171

Funds held under Expendable Endowment comprise of fixed assets and investments.

Analysis of Net Assets between Funds

	Unrestricted Funds	Restricted Funds	Expendable Endowment	Total
Fund balances as at 31st March 2024 are represented by:				
Fixed Assets	10,198	-	5,730,607	5,740,805
Current Assets	297,165	-	18,872	316,037
Current Liabilities	(151,133)	-	-	(151,133)
Liabilities arising after 1 year	(24,538)	-	-	(24,538)
	131,692	-	5,749,479	5,881,171

Analysis of Net Assets between Funds

	Unrestricted Funds	Restricted Funds	Expendable Endowment	Total
Fund balances as at 31st March 2023 are represented by:				
Fixed Assets	66,050	-	4,745,156	4,811,206
Current Assets	455,343	-	17,609	472,952
Current Liabilities	(301,463)	-	-	(301,463)
Approved on behalf of the trustee:	-	-	-	-
	219,930	-	4,762,765	4,982,695

RENEW COUNSELLING LTD

Notes to the Accounts (Continued) **For the year ended 31st March 2024**

13. Transactions with trustees and connected persons

Trustees receive no remuneration and there was no reimbursement of expenses

16. Indemnity insurance

The charity has a professional indemnity policy for its counselling activities and charity indemnity insurance at annual premiums of £2,569 (2023: £2,300).

17. Staff Costs and Numbers

Staff Costs were as follows:

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Salaries and wages	707,222	672,758
Social security costs	40,471	38,111
Pension	74,842	65,613
	<u>822,535</u>	<u>776,482</u>

The number of employees whose emoluments for the year fell within the following bands were:

	<u>2024</u>	<u>2023</u>
	<u>Number</u>	<u>Number</u>
£60,001-£70,000	1	1

Of this, 1 employee is accruing pension contributions totalling £3,605 (2023: 1 employee, accruing £3,443).

The total employee benefits of the key management personnel of Renew were £161,260 (2023: £179,197).

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	<u>2024</u>	<u>2023</u>
Chief Executive	1	1
Counselling staff	11	11
Education & Training	4	4
Fundraising	1	1
Administration & Support	7	6
	<u>24</u>	<u>23</u>

The average number of actual employees (full-time, part-time and sessional) was 66 (2023: 70).

Renew Counselling Ltd operates a Group Personal Pension scheme through Now Pension. This is a salary sacrifice arrangement, the cost for the year was £29,941 (2023: £26,225).

RENEW COUNSELLING LTD

Notes to the Accounts (Continued)
For the year ended 31st March 2024

18. Operating Lease Commitments

At the year end, the company was committed to make the following payments in total in respect of

	Equipment		Land and buildings	
	2024	2023	2024	2023
Income	£	£	£	£
Leases which expire:				
Within one year	214,000	214,000	-	-
Within two to five years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
Expenditure				
Leases which expire:				
Within one year	6,552	6,552	20,500	20,500
Within two to five years	20,500	20,500	-	-
	<hr/>	<hr/>	<hr/>	<hr/>

19. Related Party Transactions

A Trustee donating 7 monthly payments of £50 a month and 3 monthly payments of £100, totalling £650 received in the year (2023: £600).

RENEW COUNSELLING LTD

Statement of Financial Activities (incorporating an Income and Expenditure Account) For the year ended 31st March 2023

20. Comparative Consolidated Statement of Financial Activities (2023):

	Notes	Unrestricted £	Expendable Endowment £	2023 Total £
INCOME ON:				
Donations and legacies		29,536	-	29,536
Investment Income	4	238,776	-	238,776
Charitable activities:				
Grants, training & service level agreements	2	213,958	-	213,958
Fees received	2	463,517	-	463,517
Total income		945,787	-	945,787
EXPENDITURE FROM:				
Cost of generating funds				
Costs of generating voluntary income		(23,404)	(3,776)	(27,180)
Charitable activities				
Counselling services		(742,568)	-	(742,568)
Education and training		(244,417)	-	(244,417)
Total expenditure	3	(1,010,389)	(3,776)	(1,014,165)
Net expenditure before other recognised gains/losses		(64,602)	(3,776)	(68,378)
Other recognised gains /losses				
Gain/(loss) on revaluation / disposal of investments		-	993,000	993,000
Realised Gain/(loss)	8		(1,154)	(1,154)
Unrealised Gain/(loss)	8		-	-
Net movement in funds		(64,602)	988,070	923,468
Transfers between funds		-	-	-
Funds brought forward		219,930	4,762,765	4,982,695
Funds carried forward		155,328	5,750,835	5,906,163

