

THE COMMUNITY OF INTERBEING UK

England & Wales · Charity number 1096680

Details

Other names Plum Village UK

Status Registered

Legal form Charitable company

Company number [04623280](#)

Registered 2003-03-25

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: (I) TO ADVANCE, SUPPORT AND ENCOURAGE THE STUDY AND PRACTICE OF BUDDHISM AND MINDFUL LIVING IN ACCORDANCE WITH THE TEACHINGS OF MEDITATION MASTER THICH NHAT HANH, IN THE UNITED KINGDOM AND OVERSEAS, IN KEEPING WITH THE FIVE BUDDHIST MINDFULNESS TRAININGS AND THE FOURTEEN MINDFULNESS TRAININGS OF THE ORDER OF INTERBEING (TIEP HIEN);(II) TO ASSIST AND ENCOURAGE THE FORMATION AND ACTIVITIES OF REGIONAL AND LOCAL GROUPS HAVING THIS COMMON PURPOSE..

Activities: We support, advance and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings of the Order of Interbeing (Tiep Hien). We assist and encourage the formation and activities of regional and local groups having this common purpose.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNITED KINGDOM AND OVERSEAS
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,164,571	£385,946	£1,691,610	1
2023-12-31	£314,405	£262,677	-	-
2022-12-31	£317,443	£244,836	-	-
2021-12-31	£266,885	£133,566	-	-
2020-12-31	£278,040	£255,103	-	-

Trustees

Name	Role	Appointed
Angela Searle		2018-08-30
Dame Julie Therese Mellor		2025-11-22
Dr Jonathan Edwards		2014-01-06
Dr Mary Allison Fraser		2025-06-13
Esteban Andres Ruseler		2024-05-10
Hiroki Hirayama		2025-11-22
Jachin Boaz Hoban		2025-07-18
Joseph Nhan-O'Reilly		2025-11-22
Phuong Linh Tran Quach		2024-05-10
Sofya Krylova		2025-11-22
Tu Anh Luu		2025-11-22

THE COMMUNITY OF INTERBEING UK

England & Wales - Charity number 1096680

Accounts



The Community of Interbeing UK

Annual Report and Financial Statements

Year Ended 31 December 2024

Registered Charity
No 1096680

Company Registration
No 04623280

About the Community of Interbeing UK

The Community of Interbeing UK is the network of people in the United Kingdom who practise Buddhism according to the teachings of Zen master Thich Nhat Hanh (*Thây* -pronounced 'tie' - as we call him, meaning teacher in Vietnamese). The UK Community of Interbeing is part of the wider international Sangha of many thousands of practitioners worldwide, all of whom follow Thây's mindfulness practice and teachings.

Mindfulness is the energy of being aware and awake to the present moment. It is the continuous practice of touching life deeply in every moment of daily life. To be mindful is to be truly alive, present and at one with those around us and with what we are doing. We bring our body and mind into harmony while we wash the dishes, drive the car or take our morning shower, learning to do them with mindfulness, with an awareness that we are doing them. We practise mindfulness throughout every moment of the day and not just during meditation.

Practising mindfulness cultivates understanding, love, compassion, and joy. This practice helps us to take care of and transform suffering in our lives and in our society.

In practising together as a group, our practice of mindfulness becomes more joyful, relaxed and steady. We support each other along the path of practice. With the support of the community, we can practise to cultivate peace and joy within and around us, as a gift for all of those whom we love and care for. We can cultivate our solidity and freedom - solid in our deepest aspiration and free from our fears, misunderstandings, and our suffering.

In addition to providing national retreats and training, the Community of Interbeing supports one hundred and sixteen registered Sangha groups around the UK, sells books and other media, and provides a weekly update for members called *Dharmabites*, plus a monthly e-News called *Here & Now*, as well as distributing the international *Mindfulness Bell* magazine. The Mindfulness Bell can also be accessed on-line and ordered via the website.

We plan to open our practice centre **Being Peace** in early 2026.

Through our programmes of education and practice the Community of Interbeing endeavours to encourage more people to practise mindful living.

2024 Annual Review

In this annual review we set out our charitable aims, and for each aspect of our activities, the actions taken to implement them in this year as well as our future plans.

Charitable aims

The Objectives of the Community of Interbeing UK are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

National practice and training

What we do

- Organise retreats for adults, families and young people.
- Provide an in-depth training programme on the core teachings
- We run 3 interlinked courses for groups. Course 1 is The Art of Zen or Mindfulness for Neurodiversity, Course 2 is entitled Looking Deeply and course 3 Living Mindfully.
- Offer and share our practice online in a variety of formats.

How what we do delivers public benefit

The principal benefit comprises the provision of opportunities for members of the public (including Buddhists and those interested in Buddhism) to learn more about mindfulness and Buddhism. We provide instruction from beginner to advanced levels, enabling people to deepen their knowledge and experience. We offer retreats for both individuals and groups, to enable them to develop their meditation experience and increase their understanding of the mindful way of life in the Plum Village tradition of Thich Nhat Hanh.

Our events are advertised publicly on our website, social media channels (e.g. PlumVillageUK Facebook&Instagram page) as well as our weekly Dharmabites offerings for members and monthly newsletter (which anyone can sign up to). We offer a warm welcome to anyone who wishes to attend. We make a charge to recover the cost of running our retreats and training programmes with a lower rate applying to those in special circumstances. We also endeavour to raise funds to offer bursaries towards the cost of some of the events.

Action taken in 2024

Across the broad community in the UK, we supported a wide range of activities which included:

Regular Practice:

- **Sunday Evening Sangha (every Sunday, online):** Our Sunday Sangha welcomes friends, newcomers and experienced practitioners alike, from 5pm to 6pm UK time every Sunday.
- **Engaged Practice for Peace (twice a month throughout the year, online).** Many people are deeply affected by the wars and conflicts around the world, causing great suffering. We meet twice a month online for a guided meditation, a reading, and the precious opportunity to connect with the wider Sangha, to listen deeply to each other, to look deeply, and to collectively nourish our mindfulness.

- **Morning Meditations (every weekday throughout the year, online):** A group of regular volunteers including Dharma Teachers and members of the Order of Interbeing, offer morning meditations every weekday. We practice with the Love Meditation twice each week, generating the energies of Love and Compassion in the world. We also practice regularly with other meditations drawn from the book, 'The Blooming of a Lotus'.
- **Together In Peace (Monday - Sunday, throughout the year, online):** Coming together to practice guided meditation in order to generate the energy of compassion; for ourselves, each other, and all those suffering from the effects of war and climate change.
- **Being Peace Practice Centre Sangha Meetings (bi-monthly from 11 February, online):** The bi-monthly Being Peace Sangha meetings include a practice offered by UK Dharma Teachers, updates on how we are progressing with the project, and an opportunity to share questions and thoughts with the centre project team.
- **Being Peace Briefing Sessions (18, 21, 23 May, online):** Sangha Briefing Sessions offer the opportunity for people in our community to have a direct conversation with the team working to manifest the new Plum Village practice centre here in the UK.
- **Earth Care Sangha (monthly, starting 16th September):** The Earth Care Sangha is a supportive space for all people to come together to practise mindfulness in the midst of the climate and nature crises.
- **White Awareness Sangha (bi-monthly, online):** An open and compassionate space for 'white-bodied' sangha practitioners to engage the practice of mindfulness to transform racism in ourselves and in the world.

Retreats:

- **Discourse on the Five Ways of Putting an End to Anger - Dharma Training Programme (9-11 February, Purley Chase)** Led by UK Dharma Teachers Mhairi (Vari) McLuskie and Theresa Payne, retreat explored the wisdom and related teachings of the discourse on The 5 Ways of Putting an End to Anger, to understand how to cultivate true wisdom in our lives for ourselves, for others and for the earth.
- **Mindful Writing Retreat (26-28 April, Ilkley)** A transformative weekend of self-discovery and creative exploration, facilitated by Lauri Bower and Teri West.
- **Discourse on the Better Way to Live Alone - Dharma Training Programme (24-27 May, Ilkley):** The retreat will be led by UK Dharma teachers Murray Corke and Angie Searle, exploring the wisdom and related teachings of the discourse on The Better Way to Live Alone.
- **In Love with the Earth Retreat (24 - 27 May, Scotland):** This long weekend retreat, led by Dharma Teacher Susanne Olbrich, was an opportunity to explore and deepen our connection with the Earth.
- **Peace is Every Step, Mindfulness Retreat with Dene Donalds (10-13 October, Wiston Lodge):** Together we will be seeking positive ways of living in these times of political uncertainty, war and upheaval
- **Love is the Way, Dharma Training Programme in Scotland (17-20 October, Kilgraston, Scotland):** Facilitated by UK Dharma teachers Mhairi (Vari) McLuskie and Susanne Olbrich, this retreat was an opportunity to deeply explore the teachings on love offered by Thich Nhat Hanh. What can be more important in this time of change than cultivating love and understanding for ourselves, our loved ones, the Earth and all beings?
- **The Diamond that Cuts through Illusion, Dharma Training Programme (24-28 October, Sidcot):** An in depth retreat exploring the Diamond Sutra, led by UK Lay Dharma teachers Dene Donalds and Teri West, and aspirant Dharma teachers Rehena Harilall and Anthony Leete
- **Simply Singing (25-28 November, Purley Chase):** A residential retreat combining mindfulness practice, singing with others and enjoying ourselves.

Events:

- **Mindful Morning (1st January, online):** We celebrated being together as a national sangha, online, for a New Year's Day mindful morning – the first of the new year. We offered guided meditation, a New Year's Dharma Talk from Plum Village and the opportunity to share our individual hopes and aspirations for the year ahead.
- **My Life is My Teaching - Honouring our Ancestor Thich Nhat Hanh (21 January, online):** January 2024 marked two years since our beloved Thay's (Thich Nhat Hanh's) passing. We were warmly invited to join Plum Village Monastery online for a special two-year anniversary memorial.
- **Peace is Every Step: Silent Walking Meditation for Peace (21 January, London):** A Multi - Faith Peace Walk in London for non-violence, reconciliation and peace, in recognition of our common humanity. Organised together with Quakers in Britain.
- **Stories & Universal Teachings - Mindful Morning (5 February, online):** This month we welcomed back Rev. Colin Hodgetts for an exploration of teaching stories within Christian/Jewish, Buddhist and Islamic traditions; their similarities and their differences, each having a universal appeal that can be shared across all cultural and societal boundaries.
- **Community - Mindful Morning (3 March, online):** we hosted a panel including members of the Being Peace Practice Centre project steering group, on how restoring a sense of community in individuals and society is essential in developing mental and spiritual wellbeing and effecting change in the collective consciousness. The panel included Miles Dunmore, Tamsin Hong, Teri West and Nick Kenrick.
- **Creativity Curiosity and Self-Care - Mindful Morning (7 April, online):** The Mindful Morning earlier this month aimed to open up a wider perception of 'creativity' to include how developing this quality of mind is essential in carrying out even mundane tasks successfully or when working in fields other than the 'arts'. You may wish to watch the recording from session hosted by Lauri Bower and Clare Carlile speaking about embracing our creativity in a mindful way.
- **Reverence for Life: Multi-Faith Event with Meditation, Reflection and Music (28 April, online):** We come together to reflect how the ethics of our faiths support our engaged action and dedication to nonviolence, reconciliation, justice and peace. This Multi-faith dialogue with luminaries from Islam, Judaism, Christianity and Buddhism offers us an opportunity to explore how our practices and scriptures provide us with clarity, courage and resolve to engage in compassionate action for ceasefire, justice and peace for Palestine, Sudan, Ukraine, Syria, Myanmar, Israel, Russia and the 30 more countries currently at war or in armed conflict.
- **Love in Relationships - Mindful Morning (5 May, online):** this month's Mindful Morning offered a panel of speakers made up of representatives from Wake Up, Rainbow Sangha and Family Sangha all speaking to what Love in Relationships mean to them.
- **Long Live Impermanence - Mindful Morning (2 June, online):** The theme for the month of June was 'Impermanence' and the event included a short dharma talk by Thay, followed by 'Death Cafes' in small groups, following the principles of the Death Cafe organisation <https://deathcafe.com>.
- **Walk with Me: Silent Walking Meditation for Peace (23 June, London):** We were joined by six Monastics coming from Plum Village France to walk with us in silence, for remembrance, nonviolence and a just peace. In the face of escalating violence and loss of life in over 100 wars and armed conflicts worldwide (e.g Palestine, Sudan, Ukraine, Myanmar among many others) we held this event, organised by Plum Village UK and Quakers in Britain to reflect our shared commitment to non-violence, reconciliation and a just peace, representing the spiritual and ethical values of all spiritual communities.
- **What is the point of Monks and Nuns? - Mindful Morning with Br Phap Linh (7 July, online):** In July we hosted a Mindful Morning with Br Phap Linh, who offered a Live Dharma talk and we are delighted to share a recording of the session, which you can see by clicking on the video above. Brother Pham Line offered us the following question to consider: Could it be that there is a uniquely British ambivalence towards the monastic tradition? In this talk, we are invited to take a deep look into our collective history; asking whether the

dissolution of the monasteries is a collective wound, and if so, can it still be healed? Could it be that we have damaged our relationship with the spiritual dimension, and if so, how can we restore it?

- **Sangha Sailing Holiday: Mindfulness and Sailing (6-13 July, Norfolk Broads):** Sangha Sailing Holiday with Sangha Friends Murray and Thor from July 6th – 13th. Previous sailing holidays have been very enjoyable and a natural route into mindfulness.
- **Being Peace Sangha Special with Satish Kumar: Being Peace: Peace Within, Peace with people, Peace with nature (8 September, online):** Satish Kumar gave a talk in support of a Plum Village Practice Centre in the UK.
- **Being Peace - The Nonviolent Response to War - Mindful Morning (1 September, online):** This month, the Mindful Morning included a video compilation of Thay's teachings on war. We began as usual with a short meditation, followed by the video, a break, and Dharma sharing in small groups.
- **The Heartfelt Path of Courage and Compassion, Mindful Morning with Ava Avolos (6 October, online):** This month we will welcome Dharma Teacher Ava Avolos, facilitator of the first Sangha in our tradition in Africa. Speaking live from Botswana, Ava will give a talk encouraging us towards a deeper sense of self-honesty and discovery, finding opportunities for practice in every moment of daily life.
- **Together in Joy fundraising event (13 October):** An event to celebrate the end of our public fundraising campaign for Being Peace Centre. The event was a blend of pre-recorded and live content, including meditation, practice, updates about the project and creative expressions; creating what we hope will be a nourishing and inspiring experience, featuring: personal messages, stories, songs and sharings from our friends Joan Halifax, Martha Tilston, Krista Tippett, Lama Rod Owens, Jo Confino & Brother Phap Huu, Charles Eisenstein & Gabi Enache, Betsy Rose and Sibling Yonten, Plum Village UK Monastics, Kaira Jewel, Christiana Figueres, Larry & Peggy Ward, UK Dharma Teachers, Plum Village Inter-Hamlet Choir.
- **The Fruits of Our Practice, Mindful Morning (3 November, online):** For our November Mindful Morning we welcome four practitioners from diverse backgrounds who will share their personal experiences in how their practice informs and supports their family relationships. The family can be viewed as our primary sangha, and one that perhaps offers more 'perfect' opportunities for practice than other aspects of daily life.
- **International Walking Meditation: Touching Simplicity (30 November, local):** Many local Sanghas in the UK joined the international walking meditations, organised by sanghas and Wake Up groups in the tradition of [Plum Village](#), the Order of Interbeing, and regional groups of the [Network for Mindful Business](#).
- **Meeting Life with Compassionate and Engaged Presence, Mindful Morning (1 December):** This month our mindful morning was led by Kirsten Kratz and Dene Donalds. For many, the multiple challenges of our times and the demands of our personal life can feel overwhelming. During our time together we wish to explore skillful ways of resourcing ourselves in the midst of uncertainty, so we can approach difficult aspects of life more wisely and compassionately.

Monastic Events

- **Monastic Retreat - Peace Begins Here (25-29th March, Stourbridge):** a five day retreat, where we learn how to cultivate peace, clarity, joy, and resilience. As we generated calmness and insights we saw how we can act compassionately and courageously to protect and heal ourselves and our planet Earth.
- **The Way Out Is In: Live Podcast Recording (5 April, London):** First Live Recording of popular Plum Village podcast The Way Out Is In. Zen monk Brother Phap Huu and leadership coach Jo Confino took us on a mindful journey into what it truly means to step into freedom.
- **Day of Mindfulness and Musical Evening (6 April, London):** *How can nourishing our sangha heal our society?* Living in a society that can feel lonely and harsh, taking refuge in our sangha can replenish our joyful energy. The Plum Village monastics live and work in a strong community. Learning from them can inspire us to go out

into the world with a smile on our face.

- **Peace is the Way: Day of Mindfulness for Changemakers (7 April, London):** *How can mindfulness help us bring about a more peaceful, just world?* Amidst the challenges of our times, it's easy to feel overwhelmed and discouraged in the work we do. This day will offer a profound exploration of mindfulness practices, inviting us to cultivate resilience, compassion, and clarity in our pursuit of social transformation.
- **Afternoon of Mindfulness with Family Sanha (7 April, London):** *How can mindfulness help families develop the skills to promote peace in themselves and in the world around them?* The monastics have kindly offered this event specifically for families, learning through mindful games, singing and play.

Plans for 2025:

- Continue offering our regular practice, retreats and events
- We are looking forward to hosting a Monastic Retreat in Scotland with the theme 'Peace is the Way' in the Spring 2025, welcoming up to 200 retreatants to learn how to cultivate peace, joy and non-fear in ourselves, even in the heart of great difficulty.
- Hosting Live Podcast Show with 'The Way Out Is In' brother Phap Huu and Jo Confino

Community Engagement and Volunteer Opportunities

We actively sought out volunteers to support our myriad offerings and boost our web and community engagement in 2024. This outreach was essential for us to help our community blossom and expand.

Mindfulness courses

- **Be Calm Be Happy (BCBH), now The Art of Zen**
 - We continued with Be Calm Be Happy courses online and in person. The course is an introduction to Plum Village mindfulness, from our teacher Thich Nhat Hanh - suitable for beginners, as well as those wishing to gain an overview of the key teachings and how they support each other.
 - The Course was renamed The Art of Zen in November 2024
 - We offered 16 courses and 2 retreats in 2024
- **Looking Deeply**
 - A follow-on course from BCBH, where we discover how to develop our mindfulness further into our experiences and life.
 - We offered 4 Looking Deeply Courses in 2024
- **Living Mindfully**
 - Also a follow-on course from BCBH, focusing on bringing the Five Mindfulness Trainings (5MTs) more fully into our lives, using them as practical guidance and spiritual friends on our intended path of living mindfully.
 - We offered 3 Living Mindfully Courses in 2024
- **Mindfulness for Neurodiversity**
 - An adaptation of the Be Calm Be Happy (Art of Zen) course.
 - We offered 3 Mindfulness for Neurodiversity courses in 2024

When Be Calm Be Happy was first developed the original idea was to have 3 courses which become a pathway leading people from no/little experience of Plum Village practices into attending a Sangha and hopefully retreats on a regular basis. We feel these courses give a good grounding into PV practices and Thay's teachings along with the Dharma Training Programme and retreats run by PVUK and PV itself.

In 2024 we offered additional seminars describing this pathway and giving information on all the courses. We support each of the courses through the facilitation team.

Future plans for 2025 and 2026

In 2025 we are planning to move back to offering more in-person courses, often as weekend residential or non-residential retreats while continuing offering online courses.

In 2026 we are planning for some retreats to be held at the Being Peace Practice Centre as well as continuing to offer some regionally and on Zoom. We are also planning for some EDI training for Course Leaders in early 2026.

Being Peace Residential Practice Centre

- Encouraged by the very welcome presence and involvement of Plum Village monastics on our journey in late 2023 and early 2024, we broadened our aims and we started looking for a property with the potential to accommodate 100 people plus camping, and with the capacity for development to include a permanent monastic presence in the future. We secured a significant level of donations in early 2024 and we launched a 6 month fundraising campaign in April 2024, together with a new website beingpeace.uk being launched.
- At this time, we strengthened the Being Peace project team by appointing new Trustees and establishing a new Trustees' Being Peace sub-committee to guide the work of the project. We also appointed new project management to lead this more intensive phase of the project - Nick Kenrick was appointed as Project Director and Noah Walton as Project Manager.
- The property search concluded when Abenhall, in the Forest of Dean, was identified as the most suitable available property, and was consulted on with the wider community. Almost 1,500 members of our community responded to a survey, giving Abenhall an average rating of 9.2 out of 10 with over 800 people giving it 10 out of 10 for overall suitability. This property would allow us to realise Thay's vision and create a home for the whole of the UK Sangha.
- Many individuals and local Sanghas organised fundraising events, coming together to practice, enjoy food together, share and raise funds for the Being Peace Practice Centre.
- We also hosted a few special online events to support fundraising for the centre, which included: a Being Peace Sangha Special with Satish Kumar: Being Peace: Peace Within, Peace with people, Peace with nature on the 8th September, with Satish Kumar giving a talk in support of a Plum Village Practice Centre in the UK as well as a Together in Joy fundraising event on 13th October.
- The major fundraising drive substantially increased funds available from donations, loans and legacies raised over the previous years. This was hugely successful.

Future plans for 2025 and 2026

- The project delivery team, Trustees and the wider Community to work together to purchase and establish the Being Peace Practice Centre.
- To open the Centre in Spring 2026
- To work together to ensure the centre is a safe and welcoming space for all where we can practice together.

Local Sanghas – practice and training

What we do

- Nationally we encourage and support the formation of local practice groups (Sanghas) by putting people in an area in touch with one another, offering public liability insurance to affiliated groups and by providing opportunities to benefit from the national Dharma teachers.
- Local groups run a variety of regular practice evenings, days of mindfulness, study groups and retreats to provide opportunities to practise and learn about mindful living and Thây's teachings.

How what we do provides public benefit

These activities provide the same public benefits as the National practice and training programme but on a local level making them as widely geographically accessible as possible.

Action taken in 2024

- We maintained contact with Sanghas across the UK to understand how best to sustain their development.
- We encouraged the development of new Sanghas drawing on the experience of members of established Sanghas to assist.
- We supported and encouraged Sanghas to engage actively with fundraising efforts to make the vision for Being Peace Centre a reality

Future plans

- Support Sangha facilitators with opportunities for development.
- Continue to be open to opportunities to increase the number of Sanghas and to help them deepen the practice of people attending.
- Continue to work to ensure that all our Sanghas and events are safe and inclusive spaces, including strengthening our approach to Safeguarding, Equality, Diversity and Inclusion, by offering and signposting existing and new facilitators to relevant training.
- Identify ways to attract more diverse Sangha members and ensure the Sanghas are a safe and welcoming space for all.
- Working with regional OI Families, developing plans for supporting local sanghas in the regions - providing practical and facilitation support to newly established sanghas

Publications service

What we do

- Provide a service selling books, CDs and DVDs of Thich Nhat Hanh's teachings and meditation bells.

How what we do provides public benefit

- Our service is available from our website and at retreats and Dharma training events and is open to any member of the public. Profits from the service are used to fund the development of our national and local activities.

Action taken in 2024

- We continued to provide the publications service. Feedback indicates how positively this service is viewed by members. We are able to recommend specific books based on people's interests.
- Our online shop flourished on the website and shared new book releases with members via our monthly newsletter. Almost all activity for the shop now takes place online, though opportunities to run a shop for participants at large retreats remains important.

Future plans for 2025-26

- We plan to improve the way the online shop works on the website, developing our service and making it easier to find publications and to order them. We also intend to set up a shop at the Being Peace Centre.

Communications

What we do

- Maintain a website and social media sites and feeds which provide information and inspiration about our practice and about opportunities to take part in retreats and training and to join like-minded people in local Sanghas.
- Provide a facility for UK residents to subscribe to "Mindfulness Bell", the international journal of the art of mindful living. "Mindfulness Bell" is an inspiration and teaching resource for those practising mindfulness in daily life. Each issue features a teaching by Thich Nhat Hanh.
- Liaise with Plum Village, the monastery in France established by Thich Nhat Hanh.
- Provide a monthly e-News (Here & Now). This is an email newsletter to the broadest subscribing list of friends and it provides updates from Plum Village, the UK community, and details of upcoming retreats and activity in the UK. It also includes short dharma teachings to inspire.
- We aim to provide and share inspirational dharma teachings – this has been done in a regular way through our weekly e-News "Dharmabites" sent to our members and via social media.

How what we do benefits the public

Our communications programme supports and facilitates the achievement of our other activities and hence benefits the public as explained above.

Action taken in 2024

- We continued to publish “Here and Now” to detail our programme of events each month.
- We published weekly Dharmabites emails for subscribing members throughout 2024.
- We launched, maintained and updated a dedicated website for the Being Peace Practice Centre: beingpeace.uk as well as social media channels
- We established a dedicated mailing list for supporters of the Being Peace Practice Centre and published approx. 30 dedicated newsletters, including updates about the project progress, nourishing content and invitations to events.
- We maintained membership using online direct debit, allowing us to build effective ad hoc communication with COI members. We regularly communicated with members about our events.
- Grew communications Sangha with volunteers supporting with editing our online publications ‘Here&Now’ and ‘Dharmabites’
- Developed a lively presence on the plumvillage.uk and beingpeace.uk blog and social media, promoting the teachings of Thich Nhat Hanh, our events, retreats and courses as well as updates from the projects.
- Worked together with representatives from affinity groups and received feedback and comments on our content, in order to ensure that our communications are inclusive and accessible for diverse audiences

Future plans for 2025 and 2026

- Grow the communications Sangha with additional volunteers who have a background in practice and specialist communication skills.
- Understand how our community is reached and engaged online in ways that are most broadly and fully inclusive.
- Continue to develop social media presences (including blog) and our newsletters to promote our charity and our major events in 2025/26.
- Make it much easier for people to become members through the website.
- Develop the website for the Being Peace Practice Centre to facilitate booking retreats and promoting events at the Centre.
- Continue developing clear communication between Plum Village UK and the Being Peace Practice Centre websites
- Launching a Plum Village UK podcast ‘Going as a River’
- Continue to offer regional and local Sanghas the opportunity to affiliate to the COI through the website, ensuring they continue to benefit from being covered by our public liability insurance provision, support for Safeguarding and other charity policies, and benefit from being listed on the PVUK website which is resourced and maintained through our charity’s funds.

Technical systems

What we do

As our organisation grows we are using more IT systems, against a growing global background of hacking attempts. We manage all our systems, e.g. our web sites and their many components. We provide a secure workspace for many users and support them with any issues. We manage software licences for all our systems, e.g. Zoom. We manage other systems for event bookings and mailshots. We maintain up to date information for all Sanghas who wish to be listed on our website.

How what we do benefits the public

- Our web site makes our offerings visible to the public who can engage with us in many ways:
 - book events in advance such as retreats
 - sign up for membership and newsletters
 - follow our major projects such as Being Peace
 - join in online practice such as Morning Meditations
 - order resources such as books, bells etc.
- We are using a CRM system to be more aware of people's engagement with the charity.
- By looking after data management and security, we protect the data of all members and donors

Actions taken in 2024

- Supported many events both online and in-person, including transmission of the Five Mindfulness Trainings
- Supported the monastic tour and the Stourbridge Retreat
- Supported the multi-faith peace walk, several DTP retreats
- Completed the transition from Eventbrite to Ticket Tailor
- Added the search function to the inline shop
- Improved the appearance of the events calendar
- Finished moving all Dharma Teachers to PVUK accounts
- Made several improvements to website security
- Improved secure access to membership list of OI
- Moved financial data to shared Google workspace
- We created a website for Being Peace
- Supported an Art Auction and a Dharma dog show Project, via a contractor
- We rationalised our Mailchimp audiences into one, via a contractor
- Purchased a new Macbook for our Communications Manager
- Subscriptions to MS Office and DocuSign for Being Peace Project
- Found a new website contractor to replace previous one
- Extended our free Google ads to cover beingpeace domain

Future plans for 2025 and 2026

- Support of the Monastic Tour and Stirling Retreat
- Assist with large London event on Friday 2 September 2025
- Strengthen our interactions with OI families and Sangha Regions
- Assist with setting up new systems for the Being Peace project
- Create an IT training session for Trustees
- Remove from the PVUK website:
 - Donor records where the donor never donated
 - Old recurring donations data after switch to Enthuse
- Extend recent security improvements to all PVUK accounts
- Automate some internal processes e.g. membership
- Planned retirement of Philip Croton, replaced by Jake Hoban

Dana

What we do

The practice of dana or giving is a fundamental practice in Buddhism. The Community of Interbeing provides opportunities for people to give of their time and expertise and to give monetary donations. There are opportunities to support us in the UK and to contribute to international charities associated with Thich Nhat Hanh and Plum Village including the Thich Nhat Hanh UK Action Fund and the relief of poverty in Vietnam.

How what we do benefits the public

Our dana programme benefits the public both directly and indirectly. Direct benefits come through the alleviation of suffering and the teaching of programmes of mindful living. Indirect benefits come through the encouragement of responsible living and of the importance of charitable giving.

Action taken in 2024

- Continued to offer a variety of opportunities for financial giving including joining the Community of Interbeing. We centred fundraising efforts on the creation of the Being Peace Practice Centre.
- Enabled more use of the website to manage fundraising and payment across all our activities.
- Continued to offer opportunities to volunteer to help the development of the Community of Interbeing. The Community directly benefits from the countless hours of selfless service provided by many members and supporters. Up to 100 people offer their time and skills lovingly to do many of the tasks needed in the organisation including looking after the cottage, organising retreats, managing our members, looking after our money and much more.

Future plans

- Continue with our existing programmes and try to encourage more people to join and/or donate to and support the Community of Interbeing.
- Develop our legacy programme to encourage members and supporters to provide us with funds for future project development.
- Recruit more volunteers to help us mindfully support our initiatives including but not limited to:
 - Marketing support to help us get our message out there more clearly
 - The Art of Zen Course Leaders
 - Fundraising, financial and project support for the Residential Practice Centre
 - Supporting our retreat organisation at all levels
 - Supporting Safeguarding
 - Supporting Equality, Diversity and Inclusion

Engaged Action

What we do

Many of our community members are very active in offering mindfulness practice to others in an engaged way. Examples include activism in racial and social justice, climate action and Earth holding, prison chaplaincy, healthcare chaplaincy, and teaching in schools. Many community members are engaged in significant ways across many such areas.

How what we do benefits the public

The engaged action of our members benefits the public both directly and indirectly. Direct benefits come through the contact and support with chaplains, teachers, and activists, and the associated ability to live more mindfully and calmly. This indirectly benefits all around those who have benefited from this contact.

Action taken in 2024

- Together with Quakers in Britain, a Multi-Faith Peace Walk in London was initiated and organised by Aspirant Dharma Teacher Rehena Harilall. [The Silent Walking Meditation for Peace](#) on 21 January 2024 was joined by more a thousand people. The event aimed at transcending religious and cultural boundaries and brought us together to call for peace amidst the rising challenges of hatred, anger, destruction, displacement, and suffering. The 'Peace is Every Step' Silent Walking Meditation was joined by representatives from eleven faiths who offered their prayers prior to starting the silent walk towards the Parliament Square.
- Reverence for Life: Multi-Faith Event with Meditation, Reflection and Music (28 April): we come together to reflect how the ethics of our faiths support our engaged action and dedication to nonviolence, reconciliation, justice and peace. This Multi-faith dialogue with luminaries from Islam, Judaism, Christianity and Buddhism offers us an opportunity to explore how our practices and scriptures provide us with clarity, courage and resolve to engage in compassionate action for ceasefire, justice and peace for Palestine, Sudan, Ukraine, Syria, Myanmar, Israel, Russia and the 30 more countries currently at war or in armed conflict.
- Walk with Me: Silent Walking Meditation for Peace (23 June, London): We were joined by six Monastics coming from Plum Village France to walk with us in silence, for remembrance, nonviolence and a just peace. In the face of escalating violence and loss of life in over 100 wars and armed conflicts worldwide (e.g Palestine, Sudan, Ukraine, Myanmar among many others) we held this event, organised by Plum Village UK and Quakers in Britain to reflect our shared commitment to non-violence, reconciliation and a just peace, representing the spiritual and ethical values of all spiritual communities.
- Together in Peace Meditations (Monday - Saturday, online) and Engaged Practice for Peace (bi-weekly) - we offer these regular practices online, coming together to practice guided meditation, deep looking and deep listening in order to generate the energy of compassion; for ourselves, each other, and all those suffering from the effects of war and climate change.
- The outreach programme continued to be delivered in 2024 by Dharma teacher, Dene Donalds.
- The programme reviewed the learnings and benefits of the Outreach programme to identify future possible initiatives.
- We introduced the Earth Care Sangha (monthly gathering), Earth Care book club, blog posts articulating ways that we can act from a Buddhist perspective of being interwoven with the Earth to support and contribute to the response and transformation required by the increasing urgency of the climate crisis, and published a dedicated page on our website including [resources for Caring for the Earth](#), in order to increase the presence and importance of responding to climate change and the environment in our community,

Charity Information

CURRENT TRUSTEES

Mr Philip Croton
Dr Jonathan Edwards
Dr Allison Fraser
Mr Jake Hoban
Ms Phuong Quach
Mr Esteban Ruseler
Ms Angela Searle

COMPANY SECRETARY

Ms Isabelle Wen

LEGAL STATUS

Registered Charity

No 1096680

Company Registration

No 04623280

FURTHER INFORMATION

Website: www.plumvillage.uk

BANKERS

Bath Building Society, 15 Queen Square, Bath, BA1 2HN
The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Ecology Building Society, 7 Belton Road, Keighley, West Yorkshire, BD20 0EE
Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, NP20 1PX
Nationwide Building Society, Nationwide House, Pipers Way, Swindon, SN38 1NW
Flagstone Group Ltd, 1st Floor, Clareville House, 26-27 Oxendon Street, London, SW1Y 4EL

AUDITOR

Alex Chandler ACA, Sygma Chartered Accountants, 1 Sopwith Crescent, Wickford, Essex, SS11 8YU

Annual Report of the Trustees of the Community of Interbeing UK for the year ended 31 December 2024

1 Factual Information

1.1 Structure

The Community of Interbeing UK is a company limited by guarantee (company number 04623280) and a registered charity (Charity number 1096680). The Charity also uses the working name "Plum Village UK".

1.2 Objects

The Objects of the Community of Interbeing UK are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

1.3 Governance

The Charity is managed by a Committee of Trustees. The trustees are also the directors of the Charity for the purposes of the Companies Act. All trustees are required to be members of the Community of Interbeing UK who have taken the Five Mindfulness Trainings. Trustees are recruited on the basis of skills needs identified by the Board of Trustees. A variety of methods is used to identify suitable candidates. Trustees are elected by the members of the Charity at the Annual General Meeting. Each year one third of the Trustees retire by rotation. The Committee of Trustees has the power to co-opt members during the year but these members must stand for election at the next Annual General Meeting.

1.4 Management

The Committee of Trustees currently comprises 7 members and meets formally in person or via videoconference call several times a year. Members of the Committee individually or in small groups also act to take forward the Charity's plans assisted by other volunteers. Trustee directors serving since the last annual report have been:

Ms Liz Beth (appointed 15 February 2020, elected 19 September 2020, resigned 6 December 2024)

Mr Philip Croton (appointed 17 April 2020, elected 19 September 2020, re-elected 24 September 2022)

Mr Miles Dunmore (appointed 10 May 2024, elected 5 October 2024, resigned 26 May 2025)

Dr Jonathan Edwards (Treasurer, appointed 6 January 2014, elected 24 May 2014, re-elected 23 September 2023)

Dr Mary Allison Fraser (appointed 13 June 2025)

Ms Rehena Harilall (appointed 10 May 2024, elected 5 October 2024, resigned 1 November 2024)

Ms Janet Hemsall (appointed 13 September 2024, elected 5 October 2024, resigned 16 May 2025)

Mr Jachin Boaz Hoban (appointed 18 July 2025)

Mr Kevin Place (appointed 12 June 2020, elected 19 September 2020, resigned 26 April 2024)

Ms Phuong Quach (appointed 10 May 2024, elected 5 October 2024)

Mr William Robinson (appointed 10 May 2024, elected 5 October 2024, resigned 24 May 2025)

Mr Esteban Ruseler (appointed 10 May 2024, elected 5 October 2024)

Ms Angela Searle (appointed 30 August 2018, elected 29 September 2018, re-elected 5 October 2024)

The Company Secretary is Ms Isabelle Wen (appointed 5 April 2008).

2 Review of Activities

The review of activities is set out in the 2024 Annual Review of activities.

3 Financial Review

Total income for the year was £1,164,571 (2023 £314,405). 2024 was the first year in the history of the Charity where our income exceeded £1,000,000, so a full audit of the accounts and financial statements by a chartered accountant is required. Alex Chandler ACA of Sygma Chartered Accountants has been instructed by the Trustees to carry out the audit and his report appears on page 26 to 28.

Donations from members and supporters responding to our fundraising campaign to raise money for the purchase of a Practice Centre totalled more than £850,000 and account for the large increase in income over previous years.

Friendly loans received towards the purchase of a Practice Centre totalled just over £250,000 repayable over 5 or 10 years. These loans appear under “Creditors” on the Balance Sheet but are not included in the annual income. A significant number of donations for Plum Village France were also received during the year, and the Monastic Tour raised £25,656 for the Plum Village France construction fund and £19,694 for the Being Peace Practice Centre fund.

Total expenditure for the year was £385,946 (2023 £262,677). Fundraising, management, planning, legal and set up costs for the Practice Centre amounted to just over £136k, and donations totalling £55,656 were sent on to Plum Village France. Wages and Contractor costs accounted for 47.7% of the total expenditure; the Charity employed one member of staff during 2024 and purchased administrative and technical services from several contractors, see Note 12 for details. Much work is also undertaken for the Charity by volunteers who receive no payment other than reimbursement of expenses necessarily expended for their duties.

4 Risk Management

The major risks to which the Charity is exposed, as identified by the trustees, have been reviewed during the year and the trustees are satisfied that systems have been established to mitigate those risks. The trustees recognise their responsibility to maintain robust safeguarding arrangements across all activities. The charity’s child protection and safeguarding policies and procedures are regularly reviewed to ensure they remain appropriate and effective. During 2025, the trustees reported to the Charity Commission a safeguarding matter that arose in 2024 following further review. The matter remains under consideration, and the trustees have initiated additional training and policy reviews to strengthen governance and safeguarding practice going forward.

The Charity holds an insurance policy (“Buddhist Combined Charity Policy”) underwritten by Ecclesiastical Insurance. The policy includes public and employer’s liability insurances, both up to £10M covering employees and volunteers, and accident cover for our volunteers. The insurance policy covers all of our events (including major retreats and walking events for example) and Trustee liability. Events organised by regional and local sanghas affiliated to the Community of Interbeing UK are covered by our Public Liability Insurance.

5 Format of Financial Statements

The report and accounts have been prepared in accordance with the Charities SORP (FRS 102) and the Companies Act 2006.

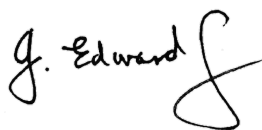
6 Trustees’ Responsibilities in relation to the Financial Statements

Legal regulations require the trustees to prepare financial statements for each financial year which give a true and fair view of the Charity’s financial activities for the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 Charity will continue in business.

The trustees are responsible for keeping 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 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.

Approved by the Committee of Trustees and signed on their behalf by



Dr J Edwards
Trustee and Director

28 October 2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds	Restricted funds	Total 2024	Total 2023
INCOMING RESOURCES					
From generated funds					
Voluntary income:					
Subscriptions			-	-	-
Donations	11	58,266	927,209	985,475	180,725
Activities for generating funds					
Merchandise sales		-	-	-	-
Investment income:					
Income from sale of Being Peace Co	6			-	5,000
Interest		1,135	16,174	17,309	5,036
From charitable activities					
Educational events & publications	2	116,437	45,350	161,787	123,644
Other		-	-	-	-
Total incoming resources		<u>175,838</u>	<u>988,733</u>	<u>1,164,571</u>	<u>314,405</u>
EXPENDED RESOURCES					
Costs of generating voluntary income					
Wages & associated costs	12	24,394		24,394	23,517
Marketing & Communications		1,221	-	1,221	1,416
Cost of charitable activities					
Educational events & publications	3	71,443	-	71,443	90,840
Donations, bursaries and expenses	11	24,006	75,061	99,067	131,558
Administrative costs	4	29,275	-	29,275	14,852
Contractor costs	12	42,419	117,265	159,684	
Governance costs	5	862	-	862	493
Total resources expended		<u>193,620</u>	<u>192,326</u>	<u>385,946</u>	<u>262,676</u>
Net incoming/outgoing resources before transfers		(17,782)	796,407	778,625	51,728
Transfers	11			-	-
Net movement of funds		<u>(17,782)</u>	<u>796,407</u>	<u>778,625</u>	<u>51,728</u>
RECONCILIATION OF FUNDS					
Balance brought forward at 1 January		219,330	693,655	912,985	861,258
Balance carried forward at 31 December		<u>£ 201,548</u>	<u>£ 1,490,062</u>	<u>£ 1,691,610</u>	<u>£ 912,985</u>

The Accounting Policies and the Notes on pages 20 to 25 form part of these Accounts.

BALANCE SHEET AT 31 DECEMBER 2024

	Notes	Unrestricted funds	Restricted funds	Total 2024	Total 2023
TANGIBLE FIXED ASSETS	6	-	-		
CURRENT ASSETS					
Stock of publications		3500	-	3,500	3,689
Debtors	7	25,542	101,710	127,252	106,386
Cash at bank and in hand		213,677	1,639,201	1,852,878	864,853
		242,719	1,740,911	1,983,630	974,928
CURRENT LIABILITIES					
Amounts falling due within one year	8a	41,171		41,171	61,943
NET CURRENT ASSETS		201,549	1,740,911	1,942,460	912,985
Creditors	8b		250,849	250,849	
NET ASSETS		<u>£201,549</u>	<u>£1,490,062</u>	<u>£1,691,611</u>	<u>£912,985</u>
Represented by:					
FUNDS					
Unrestricted		£201,549	-	£201,549	£219,330
Restricted	11	-	1,490,062	1,490,062	693,655
TOTAL FUNDS		<u>£201,549</u>	<u>£1,490,062</u>	<u>£1,691,611</u>	<u>£912,985</u>

The Accounting Policies and the Notes on pages 20 to 25 form part of these Accounts

Approved by the trustees on 28 October 2025 and signed on their behalf by:



Dr J Edwards
Trustee and Director
The Community of Interbeing UK

Notes to the Financial Statements for the year ended 31 December 2024

1. Accounting Policies

(a) Basis of preparation

These financial statements have been drawn up under the historical cost convention. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) (as amended by Update Bulletin 2), applicable UK accounting standards, and the Companies Act 2006.

(b) Company status

The Charity is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member.

(c) Fund accounting

The Charity has two types of funds, unrestricted, and restricted. The unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the providers of the funds.

(d) Recognition of Income

Donations, and other forms of voluntary income are dealt with when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Membership subscriptions are due on 1 January each year and are recognised as received. Sales of publications and income from retreats are dealt with on an accruals basis. Gift Aid receivable is included in the category of income to which it relates. No amounts are included in the financial statements for services donated by volunteers.

(e) Recognition of Expenditure

Expenditure is recognised when a liability is incurred. Expenditure on future retreats is deferred until the retreat takes place.

(f) Depreciation

No depreciation is provided on freehold premises since this would be immaterial having regard to the length of the useful economic life of the property. Depreciation of equipment is provided on cost at the rate of 25% per annum.

(g) Assets

Fixed assets are stated at cost less depreciation. Stock of publications is stated at the lower of cost and realisable value. Debtors are stated at the amount expected to be recoverable.

2. Income from educational events and publications

	2024	2023
Retreats, courses and Being Peace Cottage income	90,138	72,407
Income from organising major retreat (i)	54,029	38,820
Sale of publications & bells	17,068	12,417
	<u>£ 161,235</u>	<u>£ 123,644</u>

(i) Reported as net income for 2023/4 and applied to restricted funds (2024 - £8679 unrestricted)

3. Expenditure on educational events and publications

	2024	2023
Retreat, Courses (and Being Peace Cottage expenditure pre 24)	55,270	79,569
Course leader fees, event coordinator, Dharma teacher dana & expenses	42,419	
Books, other publications & bells	16,173	11,271
	<u>£ 113,862</u>	<u>£ 90,840</u>

Related distribution costs are included in the cost of books and other publications

Notes to the Financial Statements for the year ended 31 December 2024 (continued)**4. Administration costs**

	2024	2023
Bookkeeping and accountancy	443	410
Insurance	1,370	1,135
Website, Zoom and other IT costs	8,580	9,590
IT Fees for processing donations (ii)	11,193	3,211
Bank charges & other administrative costs	2,455	505
Extraordinary costs (2024 Peace walk and film)	3,965	
Project cost salary (2024 PV UK IT support)	1,269	-
	<u>£ 29,275</u>	<u>£ 14,852</u>

(ii) Donation income previously reported as net of fees.

From 2023 reported as gross income and fees.

The Charity employed one member of staff during 2024, the employment costs are included under "Marketing and Communications" expenditure. Otherwise the work of the Charity is carried out by volunteers and by the purchase of services from a number of individuals. These expenses are included under expenditure on educational events and publications (Note 3) and administration costs (Note 4).

5. Governance

	2024	2023
Room hire	-	-
Independent examination and statutory costs	553	493
Trustees' meeting travel expenses	309	-
	<u>£ 862</u>	<u>£ 493</u>

3 Trustees (2023: 0) received reimbursement of their travelling expenses totalling £309 (2023: £NIL) in relation to their role as Trustee Director.

6. Fixed assets

	2024			2023		
	Freehold premises	Equipment	Total	Freehold premises	Equipment	Total
	£	£	£	£	£	£
As at 1 January	-	-	-	300,000	-	300,000
Gain on Sale of Property (9th March 23)	-	-	-	5,000	-	5,000
Disposals (sale of property)	-	-	-	(305,000)	-	(305,000)
As at 31 December	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

The freehold premises were occupied by the Charity as a retreat practice centre. During the year 2022 the property was put on the market for sale with an asking price of £300,000. An offer was accepted in July 2022 and the property was finally sold for the sum of £305,000 on 9th March 2023.

Notes to the Financial Statements for the year ended 31 December 2024 (continued)

7. Debtors	2024	2023
Gift Aid	118,960	104,664
Other debtors	8,292	1,722
Prepayments		
	£ 127,252	£ 106,386

8a. Liabilities: Amounts falling due within one year	2024	2023
Loans	-	-
Deposits received for Retreats	14,539	56,677
Accruals	26,631	5,266
	£ 41,170	£ 61,943

8b. Liabilities**Friendly Loans Practice Centre (Abenhall)**

5 year friendly loan	60,000
10 year friendly loan	190,849
	£ 250,849

9. Reserves adequacy

Much of the Unrestricted fund represents fixed and working assets required by the Charity to carry on its day to day work. The remainder of the Unrestricted fund comprises cash at bank. For the Charity to function successfully, it must maintain an adequate level of Unrestricted reserves that can be used to finance the Charity's day to day operations and provide a precautionary reserve in case of fluctuations in the future level of income. The Trustees consider it appropriate that the level of precautionary reserve should be of the order of twelve months' expected future expenditure plus an allowance for property maintenance. At 31 December 2024, the Charity's bank balances were in excess of £50,000 above this level. The Trustees are satisfied that this situation is satisfactory having regard to the expected pattern of expenditure over the next few years especially the set up costs of future major events and the acquisition of new practice centres.

Notes to the Financial Statements for the year ended 31 December 2024 (continued)

10. Statutory and general information

This note contains information required to comply with statutory and technical accounting pronouncements:

(i) In relation to the statement of financial activities

None of the Charity's activities was acquired or discontinued during the current or previous years. Accordingly all of the Charity's results relate to continuing operations.

As the Charity is a company limited by guarantee, it is required to present an income and expenditure account in its financial statements. The Charity's Statement of Financial Activities includes all matters that would require inclusion in an income and expenditure account and hence no separate income and expenditure account is presented.

Because the Charity has no gains and losses not disclosed in the Statement of Financial Activities, a statement of total recognised gains and losses for the year has not been presented as this would be the same as the Statement of Financial Activities.

No taxation is payable as the Society is a registered Charity and accordingly is entitled to exemption from taxation on its charitable activities.

(ii) Balance sheet

There are no pension or other contingencies at 31 December 2024 and 2023.

Notes to the Financial Statements for the year ended 31 December 2024 (continued)

11. Donations and Subscriptions

Restricted Funds

	UK Action Fund for PV	Vietnam Dana	Practice Centre Fund	Wake Up Fund	Total
	£	£	£	£	£
Balance at 01 January 2024	59,210	17,972	597,993	18,480	693,655
Donations received 2024	68,929	4,943	853,338	-	927,209
Other income (Monastic Tour 2024)	25,656	-	19,694	-	45,350
Interest	-	-	16,174	-	16,174
	153,795	22,915	1,487,198	18,480	1,682,388
Applied during the year	(55,656)	-	(136,670)	-	(192,326)
Transfer	-	-	-	-	-
Balance at 31 December 2024	£98,139	£22,915	£1,350,528	£18,480	£1,490,062

Comprising

Debtors (GiftAid)	37,870	3,940	59,900	-	101,710
Creditors	-	-	-	-	-
Cash	60,269	18,975	1,290,628	18,480	1,388,352
	£98,139	£22,915	£1,350,528	£18,480	£1,490,062

During the year, the "Practice Centre" restricted fund drew down £250,849 of "friendly loans" at 0% to purchase a practice centre in 2025. These loans are shown on the balance sheet but not in "cash" £60,000 of these loans (from 3 people) are to be repaid within 5 years (31/12/29) and £190,849 (from 6 people) are to be repaid within 10 years (31/12/34). The loans are from members of the COI, are and will be repaid from the Practice Centre restricted funds income at the end of their term.

Prior year comparison:

	UK Action Fund for PV	Vietnam Dana	Practice Centre Fund	Wake Up Fund	Total
	£	£	£	£	£
Balance at 01 January 2023	84,568	14,227	232,264	18,480	349,539
Donations received 2023	40,352	3,745	81,515	-	125,613
Other income (Monastic Tour 2023)	20,658	-	18,162	-	38,820
Interest	-	-	3,582	-	3,582
	145,578	17,972	335,523	18,480	517,553
Applied during the year	(86,368)	-	(44,836)	-	(131,204)
Transfer	-	-	307,306	-	307,306
Balance at 31 December 2023	£59,210	£17,972	£597,993	£18,480	£693,655

Comprising

Debtors (GiftAid)	37,800	3,064	47,900	-	88,764
Creditors	-	-	-	-	-
Cash	21,410	14,908	550,093	18,480	604,891
	£59,210	£17,972	£597,993	£18,480	£693,655

Notes to the Financial Statements for the year ended 31 December 2024 (continued)

The UK Action Fund for Plum Village (PV) comprises donations given to support the monastic community in Plum Village, France and the European Institute of Applied Buddhism (EIAB) in Germany.

The Vietnam Dana Fund comprises donations given to support Plum Village's "Humanitarian Relief" programme which offers material and spiritual support to hundreds of communities in the poorest areas of Vietnam where education, development, social services and relief work are in great need to ensure healthy and happy lives for all. The donations received are paid to Plum Village to be spent in Vietnam in the way Plum Village considers best to meet current needs.

The Practice Centre Fund collects donations to finance the acquisition of practice centres for the UK Sangha.

The Wake Up Fund is for donations to support Wake Up, which promotes Thây's teachings for young people.

12. Wages and Contractor Costs

Reported separately from expenses starting from 2024

Restricted	2024
Contractor Costs	
Being Peace Contractor Costs	£107,673.00
Abenhall appraisal contractors and associated expenses	£9,592.00
Total Restricted Contractor costs	£ 117,265
Unrestricted	2024
Wages & Associated costs	
<i>Salary</i>	£17,776.00
<i>Pension</i>	£995.00
<i>NI</i>	£2,473.00
<i>Office</i>	£2,718.00
<i>Payroll admin</i>	£432.00
Total Wages & Associated Costs	£24,394.00
Contractor Costs	
<i>Event Coordinator</i>	£11,280.00
<i>Dharma Teacher (and trainee) dana (gifts) and exper</i>	£4,359.00
<i>AOZ Course leader fees</i>	£21,870.00
<i>AOZ Course Coordinator</i>	£4,256.00
<i>Book Service Commission</i>	£654.00
Total Contractor Costs	£42,419.00
Total Unrestricted Wages & Contractor Costs	£ 66,813

Report of the Independent Auditors to the Trustees of The Community of Interbeing UK

Opinion

We have audited the financial statements of The Community of Interbeing UK (the 'charitable company') for the year ended 31 December 2024 which comprise the Income Statement, Balance Sheet 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 December 2024 and of its profit 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 Charities SORP (FRS 102)*, *United Kingdom Generally Accepted Accounting Practice*, and *the Companies Act 2006 and the Charities Act 2011*.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 in the Report of the Trustees, but does not include the financial statements and our Report of the Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006 and the Charities Act 2011

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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 it is inappropriate to presume that the charitable company will continue in operation.

Auditors' 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 a Report of the Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which our procedures are capable of detecting irregularities, including fraud

Based on our understanding of the charitable company and its environment, we identified the principal laws and regulations that directly affect the preparation of the financial statements as those relating to the reporting framework (including the Charities SORP (FRS 102) and the Companies Act 2006), the Charities Act 2011, taxation, and employment law. We assessed the extent of compliance with these laws and regulations as part of our audit procedures.

We also considered those laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to continue its activities or to avoid material penalties.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, and held discussions among the audit team regarding where fraud might arise. Audit procedures performed included inquiries of management and trustees, analytical review, and substantive testing of transactions and balances.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, whether arising from fraud or error. However, our audit should not be relied upon to identify all irregularities that may exist.

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 Report of the Auditors.

Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the Charities Act 2011. 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 a Report of the Auditors 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.



Alex Chandler ACA
Sygma Chartered Accountants
1 Sopwith Crescent
Wickford
Essex
SS11 8YU

Date: 28 October 2025

THE COMMUNITY OF INTERBEING UK

England & Wales - Charity number 1096680

Accounts



The Community of Interbeing UK

Annual Report and Financial Statements

Year Ended 31 December 2023

Registered Charity

No 1096680

Company Registration

No 04623280

About the Community of Interbeing UK

The Community of Interbeing UK is the network of people in the United Kingdom who practise Buddhism according to the teachings of Zen master Thich Nhat Hanh (*Thây* -pronounced 'tie' - as we call him, meaning teacher in Vietnamese). The UK Community of Interbeing is part of the wider international Sangha of many thousands of practitioners worldwide, all of whom follow Thây's mindfulness practice and teachings.

Mindfulness is the energy of being aware and awake to the present moment. It is the continuous practice of touching life deeply in every moment of daily life. To be mindful is to be truly alive, present and at one with those around us and with what we are doing. We bring our body and mind into harmony while we wash the dishes, drive the car or take our morning shower, learning to do them with mindfulness, with an awareness that we are doing them. We practise mindfulness throughout every moment of the day and not just during meditation.

Practising mindfulness cultivates understanding, love, compassion, and joy. This practice helps us to take care of and transform suffering in our lives and in our society.

In practising together as a group, our practice of mindfulness becomes more joyful, relaxed and steady. We support each other along the path of practice. With the support of the community, we can practise to cultivate peace and joy within and around us, as a gift for all of those whom we love and care for. We can cultivate our solidity and freedom - solid in our deepest aspiration and free from our fears, misunderstandings, and our suffering.

In addition to providing national retreats and training, the Community of Interbeing supports around one hundred and twenty local Sangha groups around the UK, sells books and other media, and provides a weekly update for members called *Dharmabites*, plus a monthly e-News called *Here & Now*, as well as distributing the international *Mindfulness Bell* magazine.

Through our programmes of education and practice the Community of Interbeing endeavours to encourage more people to practise mindful living.

2023 Annual Review

In this annual review we set out our charitable aims, and for each aspect of our activities, the actions taken to implement them in this year as well as our future plans.

Charitable aims

The Objectives of the Community of Interbeing UK are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

National practice and training

What we do

- Organise retreats for adults, families and young people.
- Provide an in-depth training programme on the core teachings.
- Run 6 and 8 week introductory courses to Plum Village mindfulness practice.
- Offer and share our practice online in a variety of formats.

How what we do delivers public benefit

The principal benefit comprises the provision of opportunities for members of the public (including Buddhists and those interested in Buddhism) to learn more about mindfulness and Buddhism. We provide instruction from beginner to advanced levels, enabling people to deepen their knowledge and experience. We offer retreats for both individuals and groups, to enable them to develop their meditation experience and increase their understanding of the mindful way of life in the Plum Village tradition of Thich Nhat Hanh.

Our events are advertised publicly on our website, social media channels (e.g. PlumVillageUK Facebook page) as well as our weekly Dharmabites offerings for members and monthly e-News (which anyone can sign up to). We offer a warm welcome to anyone who wishes to attend. We make a charge to recover the cost of running our retreats and training programmes with a lower rate applying to those in special circumstances. We also endeavour to raise funds to offer bursaries towards the cost of some of the events.

Action taken in 2023

Across the broad community in the UK, we supported a wide range of activities which included:

- **Mindful Morning (1st January):** We celebrated being together as a national sangha, online, for a New Year's Day mindful morning – the first of the new year. We offered a guided meditation, a talk by our dear teacher (recorded in 2013), dharma sharing, and a song or two.
- **Sunday Evening Sangha (every Sunday):** Our Sunday Sangha welcomes friends, newcomers and experienced practitioners alike, from 5pm to 6pm UK time every Sunday.
- **Morning Meditations (every weekday throughout the year).** A group of regular volunteers including Dharma Teachers and members of the Order of Interbeing, offer morning meditations every weekday. We practice with the Love Meditation twice each week, generating the energies of Love and Compassion in the world. We also practice regularly with other meditations drawn from the book, 'The Blooming of a Lotus'.

- **Engaged Practice for Peace (twice a month throughout the year).** Many people are deeply affected by the wars and conflicts around the world, causing great suffering. We meet twice a month online for a guided meditation, a reading, and the precious opportunity to connect with the wider Sangha, to listen deeply to each other, to look deeply, and to collectively nourish our mindfulness.
- **Thich Nhat Hanh memorial event with Plum Village (22 January 2023):** January 2023 marked one year since our beloved Thay's (Thich Nhat Hanh's) passing. We were warmly invited to join Plum Village Monastery online for a special one-year anniversary memorial.
- **Buddhists across Traditions Event, Shining a Light of Wisdom on Patriarchy and Queerness (26 January):** We gathered to honour and celebrate LGBTQIA+ History month (UK) and Black History Month (USA) by shining a mindful light on patriarchy, its impact on Buddhism and especially, on our Queer, Trans and Non-Binary BIPOC/Global Majority family. Together we explored how mindfulness and Buddhist wisdom can free us from the shackles of patriarchy towards healing, reconciliation, and liberation. We heard deep lived wisdom from Lama Rod Owens (he/his, USA), Ven Tashi Choedup (they/her India) and Fresh "Lev" White (he/they, USA).
- **Mindful Morning, Innocence and Insight (5 February):** This month we welcomed back Rev. Colin Hodgetts, at the time when the Christian church were still celebrating the season of Epiphany. Colin offered a talk on the theme of Innocence and Insight.
- **Discourse on Happiness retreat, Purley Chase (10-12 Feb 2023):** On this retreat we looked deeply into the Discourse on Happiness (Mangala Sutta) and explored how we can bring happiness into our practice, and our everyday lives. The retreat was facilitated by UK Dharma teachers Murray Corke and Teri West.
- **Mindful Morning, Earth Caring (5 March):** Featuring a talk from Bill Crook, coming together as a Sangha is a powerful way to generate positive energy and to strengthen our commitment to living in harmony with the Earth. This morning was part of a PV UK initiative to integrate protecting and caring for our planet into our mindfulness practice.
- **Being Peace Practice Centre Sangha Meetings (bi-monthly from 26 February):** The bi-monthly Being Peace Sangha meetings include a practice offered by UK Dharma Teachers, updates on how we are progressing with the project, and an opportunity to share questions and thoughts with the centre project's steering group.
- **Education for the Ecological Crisis, Buddhists transforming education (4 March):** A conversation online with three Buddhist practitioners who are innovating and actively transforming education. They shared how the Buddhist/mindful/ethical foundations of love, compassion and interconnection are being adopted into the learning centres of tomorrow.
- **White Awareness Sangha, 4-Week Practice Group (Sundays from 5 March – 2 April):** The 4-week practice group aimed to study and reflect on white identities, history, and bias, as well as practices to help people reflect on their racial identity and the world around them in a compassionate space, encouraging sharing and togetherness.
- **Creative Mindfulness, Monthly drop-in sessions (from 20 March):** Previously called 'Mindfulness & Music', the newly titled 'Creative Mindfulness' sessions included guided mindfulness practices, songs, creative exercises, time for reflection and sharing of experiences and creative work.
- **Being Peace Centre Fundraiser Launch and Be-In (26 March):** An evening of celebration, music, talks, meditations, poetry and more, launching a year of fundraising to establish the Being Peace Practice Centre in the UK.
- **Mindful Morning, The Great Grief – Practicing with Eco-Anxiety (2 April):** As the ecological crisis grows more acute, many people are struggling with fear, anger, and depression. In 2022, Sita Brand facilitated an international festival on the theme of the climate crisis. In this mindful morning we heard the story of what she learned and how it impacted her practice.

- **Monastic Tour 2023 (8th May to 11th June 2023):** We were delighted to welcome eight monastic siblings from Plum Village in France, coming to the British Isles and Ireland to lead retreats, Days of Mindfulness, mindful walks, and Sangha building events. Deep gratitude to the many people and local Sanghas who worked to create the conditions for us all to come together and nourish our practice during these in-person events. Funds raised during the tour supported sustaining Plum Village (the 'Roots') and creating the UK Being Peace Practice Centre in the UK (a 'Blossoming Branch').
- **'The Insight that Brings Us to the Other Shore (Heart Sutra)' Retreat, Ilkley (26-28 May 2023):** With UK Dharma Teacher, Jane Coatesworth. The Insight That Brings Us to the Other Shore (Heart Sutra) is recited and chanted regularly in Buddhist monasteries around the world. This sutra is held in high respect, but the words can seem perplexing and obscure. On this retreat we looked together at some aspects of the sutra, at what it may be saying, and at how it is relevant to our daily lives.
- **Mindful Morning, How to tell your own future (4 June):** This month we offered a guided meditation, a talk by Thay Phap Dung, Abbot at Deer Park Monastery (recorded in 2018), dharma sharing, and songs in a spirit of togetherness.
- **Transforming Climate Anxiety - Public Talk and Workshop for Climate Activists (11 June):** A public talk by Sr. Annabel from Plum Village, and a workshop for climate activists organised as a part of the UK & Ireland Monastic Tour 2023. In these troubling times we all yearn for a better world. But many of us feel powerless and uncertain about what we can do. Thich Nhat Hanh (Thay) was blazingly clear: there's one thing that we have the power to change - and which can make all the difference - our mind. How we see and think about things determines all the choices we make, the everyday actions we take (or avoid), how we relate to those we love (or oppose), and how we react in a crisis or when things don't go our way.
- **Mindful Morning, Reaching Out (2 July):** A panel of four established practitioners (Dene Donalds, Fleur Lobascher, Kevin Place, and Ally MacKenzie) shared how they are continuing our teacher's life work by bringing Plum Village practice off the cushion and into the wider community.
- **The Online Dharma Dog Show – A World First! (29 July):** How can having a dog as a life-partner inspire and nourish the practice of mindfulness? Practitioners living with canine companions shared the joys and insights that such a relationship brings in what must be the world's first dog show that involved no judgement; only appreciation for their many different shapes and sizes, skills and personalities, and the teachings that they offer in compassionate, mindful living. In a light-hearted, joy-filled event, friends brought their dog online to have 2 minutes in the spotlight in aid of the Being Peace Practice Centre. All four-footed participants received a doggie dharma name, a certificate to celebrate receiving the Four-Paw Mindfulness Trainings, and an opportunity to offer a quote for publication in an e-book.
- **Touch the Earth - Mindfulness Retreat, Wiston Lodge (18-21 August):** This retreat, led by Murray Corke and Dene Donalds, explored the causes of climate change, what we can do to prevent further damage, and how we can maintain our sense of well-being in the face of the changes this involves.
- **Mindful Morning, Mindfulness and Neurodiversity (3 September):** Mindfulness practice can seem an impossible challenge for many people who live with neurodiversity. In this session with Sylvia Clare, we found out how, with a sensitive and creative approach, mindfulness practices can be accessible, healing and worthwhile to anyone who identifies as neurodiverse. Sylvia is a founder member of the 'Be Calm, Be Happy' course leaders' team, author of 'Living with and Loving ADHD' and 'Neurodiversity', co-authored with her husband David about their journey to accept her diagnosis of ADHD within a loving marriage, with mindfulness practice and psychology at the heart of their journey.
- **Mindful Morning, Mindfulness in the Midst of Cancer (1 October):** How can our practice support us during a health crisis? When she was diagnosed with cancer in 2014, Katie Sheen found solace, wisdom, support and practical guidance in the teachings of Thay and the presence of her Sangha. Katie is a founder member of the 'Be Calm, Be Happy' course leaders' team, and has been practising in the Plum Village tradition for over 10 years. Eternally grateful to have had an established mindfulness practice before her diagnosis, she has since trained as a Breathworks accredited mindfulness teacher specialising in mindfulness for pain management,

anxiety and health conditions. This Mindful Morning, Katie read her published short story, and then shared some of the key Plum Village practices that supported her throughout her cancer treatment and recovery.

- **Weekend Be Calm, Be Happy Retreat - in person (6-8 October):** This Be Calm, Be Happy weekend retreat was an opportunity to experience ways to generate mindful awareness and wellbeing, create new friendships and release the stresses and strains of life.
- **Peace Sounds 3 - Album Launch (15 October):** The latest release from the Peace Sounds Label project by Wake Up London. Following Peace Sounds 1 (2012) and Peace Sounds 2 (2016) the album features 12 new songs from international artists associated with the Plum Village tradition. All proceeds from the album will go to the Being Peace Practice Centre fundraiser.
- **'Discourse on Love' Retreat, Sidcot (26th -30th October).** Facilitated by UK Dharma teachers Vari McLuskie and Angie Searle, we explored the wisdom of the Discourse on Love and related teachings, to understand how to cultivate true love in our lives for ourselves, for others, and for the Earth.
- **Art for Peace Sake (1-14 November 2023):** An auction of donated artworks was developed to raise funds for the Being Peace Practice Centre. We brought together a series of small (and some large) works of art to sell in our online fundraising auction.
- **Mindful Morning, Peace in Action (5 November):** In this mindful morning we began with a meditation given to us by our elders at the European Institute of Applied Buddhism, and Plum Village, offering peace in ourselves and into the world, followed by an extract from a Dharma talk given at the end of the WakeUp retreat in August this year by Sister True Dedication: 'Our Actions are our True Legacy'.
- **Clown and the Art of Mindfulness Residential workshop, Kench Hill Centre, (17-19 November):** A weekend course exploring how the two paths of mindfulness and meeting the clown that exists within us all, are deeply connected.
- **Joyfully Facilitating retreat, Shallowford House (24-26 November):** A retreat for those who are currently facilitating a sangha or those who want to begin to offer this within their sangha. The retreat explored what the role entails and built our ability to support our sangha more fully. The retreat was facilitated by UK Dharma Teachers Murray Corke and Vari McLuskie.
- **Mindful Morning, Mindful Consumption (3 December):** This Morning of Mindfulness, facilitated by the Community of Interbeing Earth Care group, included meditation, a chance to explore and share about Mindful Consumption, and a period of Deep Relaxation to help us connect deeply with ourselves and with Mother Earth.
- **Cultivating Our Bodhisattva Qualities, online talk with Dene Donalds (3 December).** A special Sunday Sangha session with a talk from Dene Donalds and Q&A on the theme of 'Cultivating Our Bodhisattva Qualities.

Future plans for 2024 and 2025

Looking forwards we were excited to announce that in March 2024, a group of Plum Village Monastics would travel for a five-day retreat in the UK, 'Peace Begins Here', where we will learn how to cultivate peace, clarity, joy, and resilience. This is a precious and rare opportunity to be able to practise with a team of monastics from the tradition of Thich Nhat Hanh in the UK. The retreat will include sessions of guided meditation, walking meditation, mindful eating, talks and sharing circles – plus time to simply relax and to be with others and nature in a peaceful environment. All ages will be welcome, and we will live simply, enjoying mindful activities together as a community. There will be a separate programme for children and teens, young adults (aged 18-35) in addition to that for other adults.

Community Engagement and Volunteer Opportunities

We actively sought out volunteers to support our myriad offerings and boost our web and community engagement in 2023. This outreach was essential for us to help our community blossom and expand.

Being Peace Cottage:

In the Spring of 2022, a decision was made to sell the Being Peace Cottage. A young family gave us a fair offer and the sale was completed in 2023. More details can be found in the Financial Report section 3.

Mindfulness courses

- **Be Calm Be Happy (BCBH)**
 - We continued with Be Calm Be Happy courses online and in person. The course is an introduction to Plum Village mindfulness, from our teacher Thich Nhat Hanh - suitable for beginners, as well as those wishing to gain an overview of the key teachings and how they support each other. We also offered Mindfulness for Neurodiversity twice. This is a popular adaptation of BCBH.
- **Looking Deeply**
 - A follow-on course from BCBH, where we discover how to develop our mindfulness further into our experiences and life.
- **Living Mindfully**
 - Also a follow-on course from BCBH, focusing on bringing the Five Mindfulness Trainings (5MTs) more fully into our lives, using them as practical guidance and spiritual friends on our intended path of living mindfully.

When Be Calm Be Happy was first developed the original idea was to have 3 courses which become a pathway leading people from no/little experience of Plum Village practices into attending a Sangha and hopefully retreats on a regular basis. We feel these 3 courses give a good grounding into PV practices and Thay's teachings along with the Dharma Training Programme and retreats run by PVUK and PV itself.

Future plans for 2024 and 2025

- In 2024 we aim to offer additional seminars describing this pathway and giving information on all 3 courses. We will support each of the courses to mature with continuity of the facilitation team.

Being Peace Residential Practice Centre

- Work continued throughout the year to progress the Being Peace Practice Centre project. The Steering Group continued to meet regularly, as did the four working groups: Finance; People and Programme; Property; and Fundraising. When Dominic Munro-McCarthy moved on from the project, Hugh Jones took over as project manager, joined later in the year by Noah Walton.
- Funds for the centre continued to grow throughout the year, thanks to the generosity of Sangha friends and other supporters.

- As part of the property search, two properties in the Derbyshire Peak District were visited and assessed in detail. Although neither turned out to be fully suitable as a potential home for the Being Peace Practice Centre, this process of evaluation helped to refine our understanding of requirements for the Centre, and to build a robust model for evaluating properties and their associated financial details. This model is now being usefully applied to the evaluation of new candidate properties.
- The 2023 monastic tour of the UK and Ireland presented a wonderful opportunity for publicity and fundraising for the Centre, as well as for Plum Village. During the course of the year we also enjoyed great support from our dear monastic sisters and brothers and are walking ever more closely with them on our journey to realising a UK Practice Centre.
- During the later part of the year, detailed planning took place to launch some major new initiatives in 2024.

Future plans for 2024 and 2025

- Carry out a major fundraising drive to substantially increase funds available from donations, loans and legacies.
- Strengthen the Being Peace project team by appointing new Trustees and establishing a new Trustees' Being Peace sub-committee to guide the work of the project and subsequently the Centre itself. Also to appoint a new Project Director to lead a more intensive phase of the project.
- Identify and buy the most suitable available property for the Being Peace Practice Centre, and realise Thay's vision by turning it into a home for the whole UK Sangha.

Local Sanghas – practice and training

What we do

- Nationally we encourage and support the formation of local practice groups (Sanghas) by putting people in an area in touch with one another, offering public liability insurance to affiliated groups and by providing opportunities to benefit from the national Dharma teachers.
- Local groups run a variety of regular practice evenings, days of mindfulness, study groups and retreats to provide opportunities to practise and learn about mindful living and Thay's teachings.

How what we do provides public benefit

These activities provide the same public benefits as the National practice and training programme but on a local level making them as widely geographically accessible as possible.

Action taken in 2023

- We maintained contact with Sanghas across the UK to understand how best to sustain their development.
- We encouraged the development of new Sanghas drawing on the experience of members of established Sanghas to assist.
- We supported and encouraged local Sanghas to engage in organising the Monastic Tour 2023. Local Sangha activity in this was extraordinary and the tour could not have been realised so beautifully without their diverse support.

Future plans

- Support Sangha facilitators with opportunities for development.
- Continue to be open to opportunities to increase the number of Sanghas and to help them deepen the practice of people attending.
- Continue to develop guidance material, including Safeguarding guidance, for people wishing to form new Sanghas and to grow existing Sanghas.
- Identify ways to attract more diverse Sangha members.
- Build a closer relationship with Sanghas by co-organising a Monastic Tour in 2024 and by creating closer links between Sanghas and the Being Peace Practice Centre Steering Group.

Publications service

What we do

- Provide a service selling books, CDs and DVDs of Thich Nhat Hanh's teachings and meditation bells.

How what we do provides public benefit

- Our service is available from our website and at retreats and Dharma training events and is open to any member of the public. Profits from the service are used to fund the development of our national and local activities.

Action taken in 2023

- We continued to provide the publications service. Feedback indicates how positively this service is viewed by members. We are able to recommend specific books based on people's interests.
- We established a new online shop on the website and shared new book releases with members via our monthly newsletter. Almost all activity for the shop now takes place online, though opportunities to run a shop for participants at large retreats remains important.

Future plans for 2023 - 24

- We plan to improve the way the online shop works on the website, developing our service and making it easier to find publications and to order them. We also intend to have a shop at the monastic-led retreat in March 2024, with smooth payment processing.

Communications

What we do

- Maintain a website and social media sites and feeds which provide information and inspiration about our practice and about opportunities to take part in retreats and training and to join like-minded people in local Sanghas.
- Provide a facility for UK residents to subscribe to "Mindfulness Bell", the international journal of the art of mindful living. "Mindfulness Bell" is an inspiration and teaching resource for those practising mindfulness in daily life. Each issue features a teaching by Thich Nhat Hanh.

- Liaise with Plum Village, the monastery in France established by Thich Nhat Hanh.
- Provide a monthly e-News (Here & Now). This is an email newsletter to the broadest subscribing list of friends and it provides updates from Plum Village, the UK community, and details of upcoming retreats and activity in the UK. It also includes short dharma teachings to inspire.
- We aim to provide and share inspirational dharma teachings – this has been done in a regular way through our weekly e-News “Dharmabites” and via social media.

How what we do benefits the public

Our communications programme supports and facilitates the achievement of our other activities and hence benefits the public as explained above.

Action taken in 2023

- We continued to publish “Here and Now” to detail our programme of events each month.
- We published weekly Dharmabites emails for subscribing members throughout 2023.
- We maintained membership using online direct debit, allowing us to build effective ad hoc communication with COI members. We regularly communicated with members about our events.

Future plans for 2024 and 2025

- Grow the communications Sangha with additional volunteers who have a background in practice and specialist communication skills.
- Understand how our community is reached and engaged online in ways that are most broadly and fully inclusive.
- Continue to develop social media presences (including blog) and our newsletters to promote our charity and our major events in 2024/25.
- Make it much easier for people to become members through the website.
- Offering Sanghas the opportunity to affiliate to the COI through the website, ensuring they continue to benefit from being covered by our public liability insurance provision, support for Safeguarding and other charity policies, and benefit from being listed on the PVUK website which is resourced and maintained through our charity’s funds.

Technical systems

What we do

As our organisation grows we are using more IT systems, against a growing global background of hacking attempts. We manage all our systems, e.g. our web sites and their many components. We provide secure workspace for many users and support them with any issues. We manage software licences for all our systems, e.g. Zoom. We manage other systems for event bookings and mailshots. We maintain up to date information for all Sanghas who wish to be listed on our website.

How what we do benefits the public

- Our web site makes our offerings visible to the public who can engage with us in many ways:
 - book events in advance such as retreats
 - sign up for membership and newsletters
 - follow our major projects such as Being Peace

- join in online practice such as Morning Meditations
- order resources such as books, bells etc.
- We manage the charity risks to protect our members and other stakeholders
- We are using a CRM system to be more aware of people's engagement with the charity
- By looking after data management and security, we protect the data of all members and donors

Actions taken in 2023

- Revamped the website home page and the donations page to make them easier to use
- Supported many events both online and in-person, including transmission of the Five Mindfulness Trainings
- Supported the monastic tour round the UK
- Supported an Art Auction and a Dharma dog show
- Changed contractor for the Events Co-Ordinator role
- Started work on Risk Management at Trustee level
- Added resources for safeguarding
- Increased use of our CRM system for fundraising, added integrations with (and imported data from) our other systems.
- Improved the performance of our web hosting plan
- Assisted OI with data management and security

Future plans for 2024 and 2025

- Support of the Monastic Tour and Stourbridge retreat
- Start transition from Eventbrite to Ticket Tailor - more cost effective.
- Create a separate website for Being Peace Project
- Add the new search function to the online shop
- Improve the appearance of the events calendar
- Continue moving all Dharma Teachers to PVUK accounts
- Adding two factor authentication to all PVUK accounts
- Make continual improvements to web site security
- Rationalise our Mailchimp audiences into one with tags
- Move financial data from personal computers to shared Google workspace

Dana

What we do

The practice of dana or giving is a fundamental practice in Buddhism. The Community of Interbeing provides opportunities for people to give of their time and expertise and to give monetary donations. There are opportunities to support us in the UK and to contribute to international charities associated with Thich Nhat Hanh and Plum Village including the Thich Nhat Hanh UK Action Fund and the relief of poverty in Vietnam.

How what we do benefits the public

Our dana programme benefits the public both directly and indirectly. Direct benefits come through the alleviation of suffering and the teaching of programmes of mindful living. Indirect benefits come through the encouragement of responsible living and of the importance of charitable giving.

Action taken in 2023

- Continued to offer a variety of opportunities for financial giving including joining the Community of Interbeing. We centred fundraising efforts on the creation of the Being Peace Practice Centre.
- Enabled more use of the website to manage fundraising and payment across all our activities.

- Continued to offer opportunities to volunteer to help the development of the Community of Interbeing. The Community directly benefits from the countless hours of selfless service provided by many members and supporters. Over 70 people offer their time and skills lovingly to do many of the tasks needed in the organisation including looking after the cottage, organising retreats, managing our members, looking after our money and much more.

Future plans

- Continue with our existing programmes and try to encourage more people to join and/or donate to and support the Community of Interbeing.
- Develop our legacy programme to encourage members and supporters to provide us with funds for future project development.
- Recruit more volunteers to help us mindfully support our initiatives including but not limited to:
 - Marketing support to help us get our message out there more clearly
 - Be Calm Be Happy Course Leaders
 - Fundraising, financial and project support for the Residential Practice Centre
 - Supporting our retreat organisation at all levels

Engaged Action

What we do

Many of our community members are very active in offering mindfulness practice to others in an engaged way. Examples include activism in racial and social justice, climate action and Earth holding, prison chaplaincy, healthcare chaplaincy, and teaching in schools. Many community members are engaged in significant ways across many such areas.

How what we do benefits the public

The engaged action of our members benefits the public both directly and indirectly. Direct benefits come through the contact and support with chaplains, teachers, and activists, and the associated ability to live more mindfully and calmly. This indirectly benefits all around those who have benefited from this contact.

Action taken in 2023

- We continued to financially support a project led by Dharma teacher Dene Donalds (assisted by dharma teacher Vari McLuskie) to continue an outreach project with groups of people who are often on the fringes of society e.g. refugees and victims of sexual violence. This benefited the recipients considerably and provided insights and experience of how to best engage with these groups of people and how our teaching approach can be tailored.

Future plans for 2024 and 2025

- The Outreach programme will continue to be delivered in 2024 by Dharma teacher, Dene Donalds.
- There will be a clear review of the learnings and benefits of the Outreach programme to identify future possible initiatives.
- We will introduce some website pages (under the resources section) about engaged practice to care for the Earth.
 - The Plum Village community has been active in environmentalism and responding to climate change since the 1970s, and it has always been a part of the practices, for example the Five Contemplations recited before eating include the line, 'Let us eat in such a way that we reduce the suffering of living beings and reverse the process of climate change.'
 - A Working Group are working on increasing the presence and importance of responding to climate change and the environment in our community, partly by offering meetings and afternoons where there is space for building connections and momentum for action, and partly by articulating ways that we can act from a Buddhist perspective of being interwoven with the Earth to support and contribute to the response and transformation required by the increasing urgency of the climate crisis.

Charity Information

CURRENT TRUSTEES

Ms Liz Beth
Mr Philip Croton
Mr Miles Dunmore
Dr Jonathan Edwards
Ms Rehana Harilall
Ms Janet Hempsall
Ms Phuong Quach
Mr William Robinson
Mr Esteban Ruseler
Ms Angela Searle

COMPANY SECRETARY

Ms Isabelle Wen

LEGAL STATUS

Registered Charity

No 1096680

Company Registration

No 04623280

FURTHER INFORMATION

Website: www.plumvillage.uk

BANKERS

Bath Building Society, 15 Queen Square, Bath, BA1 2HN
The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Ecology Building Society, 7 Belton Road, Keighley, West Yorkshire, BD20 0EE
Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, NP20 1PX
Nationwide Building Society, Nationwide House, Pipers Way, Swindon, SN38 1NW
Flagstone Group Ltd, 1st Floor, Clareville House, 26-27 Oxendon Street, London, SW1Y 4EL

INDEPENDENT EXAMINER

Alex Chandler ACA, Sygma Chartered Accountants, 1 Sopwith Crescent, Wickford, Essex, SS11 8YU

Annual Report of the Trustees of the Community of Interbeing UK for the year ended 31 December 2023

1 Factual Information

1.1 Structure

The Community of Interbeing UK is a company limited by guarantee (company number 04623280) and a registered charity (Charity number 1096680). The Charity also uses the working name "Plum Village UK".

1.2 Objects

The Objects of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

1.3 Governance

The Charity is managed by a Committee of Trustees. The trustees are also the directors of the Charity for the purposes of the Companies Act. All trustees are required to be members of the Community of Interbeing who have taken the Five Mindfulness Trainings. Trustees are recruited on the basis of skills needs identified by the Board of Trustees. A variety of methods is used to identify suitable candidates. Trustees are elected by the members of the Charity at the Annual General Meeting. Each year one third of the Trustees retire by rotation. The Committee of Trustees has the power to co-opt members during the year but these members must stand for election at the next Annual General Meeting.

1.4 Management

The Committee of Trustees currently comprises 10 members and meets formally in person or via videoconference call several times a year. Members of the Committee individually or in small groups also act to take forward the Charity's plans assisted by other volunteers. Trustees serving since the last annual report have been:

Ms Liz Beth (appointed 15 February 2020, elected 19 September 2020, re-elected 9 October 2021)
 Mr Philip Croton (appointed 17 April 2020, elected 19 September 2020, re-elected 24 September 2022)
 Mr Miles Dunmore (appointed 10 May 2024)
 Dr Jonathan Edwards (Treasurer, appointed 6 January 2014, elected 24 May 2014, re-elected 23 September 2023)
 Ms Rehena Harilall (appointed 10 May 2024)
 Ms Janet Hemsall (appointed 13 September 2024)
 Mr Kevin Place (appointed 12 June 2020, elected 19 September 2020, resigned 26 April 2024)
 Ms Phuong Quach (appointed 10 May 2024)
 Mr William Robinson (appointed 10 May 2024)
 Mr Esteban Ruseler (appointed 10 May 2024)
 Ms Angela Searle (appointed 30 August 2018, elected 29 September 2018, re-elected 24 September 2022)

The Company Secretary is Ms Isabelle Wen (appointed 5 April 2008).

2 Review of Activities

The review of activities is set out in the 2023 Annual Review of activities.

3 Financial Review

Total income for the year was £314,405 (2022 £317,443). The monastic tour generated net surpluses of £20,658 for the Plum Village construction fund and £18,162 for the Being Peace Practice Centre fund. In addition donations amounting to £40,352 for Plum Village and £81,515 for the Being Peace fund were received.

Total expenditure for the year was £262,677 (2022 £244,836). Donations of £86,368 were sent over to Plum Village and costs for setting up the Being Peace project amounted to around £44,000.

The Community of Interbeing UK owned freehold premises (fixed assets) occupied by the Charity as a retreat practice centre (the Being Peace Cottage in Dorset). The property was purchased in September 2008 at a cost of £227,569 and revalued in October 2021 at £300,000. During the year 2022 the property was put on the market for sale with an

asking price of £300,000. An offer was accepted in July 2022 and the property was finally sold for the sum of £305,000 on 9th March 2023.

The net proceeds from the sale of the freehold premises plus the remaining balance in the Cottage account (a total of £307,306) have been transferred from Unrestricted to Restricted funds.

When a registered Charity disposes of a property the Trustees are required to obtain a Qualified Surveyors Report in accordance with Sections 117-119 of the Charities Act 2011 and Statutory Instrument No 2980.

The Trustees instructed Howard R Johnson MRICS of Charter Royle Limited to undertake a survey of the property and provide the Trustees with the Qualified Surveyors Report. This report valued the property at £255,000.

4 Risk Management

The major risks to which the Charity is exposed, as identified by the trustees, have been reviewed during the year and the trustees are satisfied that systems have been established to mitigate those risks.

The Charity holds an insurance policy (“Buddhist Combined Charity Policy”) underwritten by Ecclesiastical Insurance. The policy includes public and employer’s liability insurances, both up to £10M covering employees and volunteers, accident cover for our volunteers, and covers all of our events (including major retreats and walking events for example) and Trustee liability. Building and contents insurance for the Cottage were included in this policy until we sold the Cottage in March 2023. Events organised by all local sanghas affiliated to the Community of Interbeing UK are covered by our Liability Insurance

The Charity has in place Child and Safeguarding Protection Policies which are reviewed annually.

5 Format of Financial Statements

The report and accounts have been prepared in accordance with the Small Companies and Groups (Accounts and Directors’ Report) Regulations 2008.

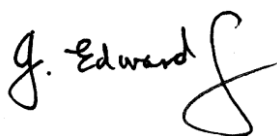
6 Trustees’ Responsibilities in relation to the Financial Statements

Legal regulations require the trustees to prepare financial statements for each financial year which give a true and fair view of the Charity’s financial activities for the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 Charity will continue in business.

The trustees are responsible for keeping 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 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.

Approved by the Committee of Trustees and signed on their behalf by



Dr J Edwards
Trustee and Director

5 October 2024

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds	Restricted funds	Total 2023	Total 2022
INCOMING RESOURCES					
From generated funds					
Voluntary income:					
Subscriptions			-	-	36,451
Donations	11	55,112	125,613	180,725	191,549
Activities for generating funds					
Merchandise sales		-	-	-	-
Investment income:					
Income from sale of Being Peace Cc	6	5,000		5,000	
Interest		1,455	3,582	5,036	547
From charitable activities					
Educational events & publications	2	84,824	38,820	123,644	88,896
Other		-	-	-	-
Total incoming resources		146,391	168,014	314,405	317,443
EXPENDED RESOURCES					
Costs of generating voluntary income					
Marketing & Communications		24,933	-	24,933	18,318
Cost of charitable activities					
Educational events & publications	3	90,840	-	90,840	85,322
Donations, bursaries and expenses	11	355	131,204	131,558	133,599
Administrative costs	4	14,852	-	14,852	7,104
Governance costs	5	493	-	493	493
Total resources expended		131,474	131,204	262,677	244,836
Net incoming/outgoing resources before transfers		14,917	36,811	51,728	72,607
Transfers	11	(307,306)	307,306	-	-
Net movement of funds		(292,388)	344,116	51,728	72,607
RECONCILIATION OF FUNDS					
Balance brought forward at 1 January		511,718	349,539	861,257	788,651
Balance carried forward at 31 December		£ 219,330	£ 693,655	£ 912,985	£ 861,258

The Accounting Policies and the Notes on pages 19 to 23 form part of these Accounts.

BALANCE SHEET AT 31 DECEMBER 2023

	Notes	Unrestricted funds	Restricted funds	Total 2023	Total 2022
TANGIBLE FIXED ASSETS	6	-	-	-	300,000
CURRENT ASSETS					
Stock of publications		3,689	-	3,689	3,256
Debtors	7	17,622	88,764	106,386	123,235
Cash at bank and in hand		259,962	604,891	864,853	439,593
		<u>281,273</u>	<u>693,655</u>	<u>974,928</u>	<u>566,084</u>
CURRENT LIABILITIES					
Amounts falling due within one year	8	61,943	-	61,943	4,826
NET CURRENT ASSETS		219,330	693,655	912,985	561,258
NET ASSETS		<u>£219,330</u>	<u>£693,655</u>	<u>£912,985</u>	<u>£861,258</u>
Represented by:					
FUNDS					
Unrestricted		£219,330	-	£219,330	511,719
Restricted	11	-	693,655	693,655	349,539
TOTAL FUNDS		<u>£219,330</u>	<u>£693,655</u>	<u>£912,985</u>	<u>£861,258</u>

For the year ending 31 December 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- the accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 5 October 2024 and signed on their behalf by:



Dr J Edwards (Trustee and Director)

The Accounting Policies and the Notes on pages 19 to 23 form part of these Accounts

Notes to the Financial Statements for the year ended 31 December 2023

1. Accounting Policies

(a) Basis of preparation

These financial statements have been drawn up under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' published in March 2005, applicable UK accounting standards, and the Companies Act 2006.

(b) Company status

The Charity is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member.

(c) Fund accounting

The Charity has two types of funds, unrestricted, and restricted. The unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the providers of the funds.

(d) Recognition of Income

Donations, and other forms of voluntary income are dealt with when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Membership subscriptions are due on 1 January each year and are recognised as received. Sales of publications and income from retreats are dealt with on an accruals basis. Gift Aid receivable is included in the category of income to which it relates. No amounts are included in the financial statements for services donated by volunteers.

(e) Recognition of Expenditure

Expenditure is recognised when a liability is incurred. Expenditure on future retreats is deferred until the retreat takes place.

(f) Depreciation

No depreciation is provided on freehold premises since this would be immaterial having regard to the length of the useful economic life of the property. Depreciation of equipment is provided on cost at the rate of 25% per annum.

(g) Assets

Fixed assets are stated at cost less depreciation. Stock of publications is stated at the lower of cost and realisable value. Debtors are stated at the amount expected to be recoverable.

2. Income from educational events and publications

	2023	2022
Retreats, courses and Being Peace Cottage income	72,407	79,755
Income from organising major retreat (i)	38,820	-
Sale of publications & bells	12,417	9,141
	<u>£ 123,644</u>	<u>£ 88,896</u>

(i) Reported as net income for 2023 and applied to restricted funds

3. Expenditure on educational events and publications

	2023	2022
Retreat, Courses and Being Peace Cottage expenditure	79,569	77,133
Books, other publications & bells	11,271	8,189
	<u>£ 90,840</u>	<u>£ 85,322</u>

Related distribution costs are included in the cost of books and other publications

Notes to the Financial Statements for the year ended 31 December 2023 (continued)**4. Administration costs**

	2023	2022
Bookkeeping and accountancy	410	782
Insurance	1,135	1,602
Website, Zoom and other IT costs	9,590	4,251
IT Fees for processing donations (ii)	3,211	
Bank charges & other administrative costs	505	469
Project cost salary	-	-
	<u>£ 14,852</u>	<u>£ 7,104</u>

(ii) Donation income previously reported as net of fees.

From 2023 reported as gross income and fees.

The Charity employed one member of staff during 2023, the employment costs during the year totalled £23,517 and are included under "Marketing and Communications" expenditure. Otherwise the work of the Charity is carried out by volunteers and by the purchase of services from a number of individuals. These expenses are included under expenditure on educational events and publications (Note 3) and administration costs (Note 4).

5. Governance

	2023	2022
Room hire	-	-
Independent examination and statutory costs	493	493
Trustees' meeting travel expenses	-	-
	<u>£ 493</u>	<u>£ 493</u>

No Trustees (2022: 0) received reimbursement of their travelling expenses totalling £NIL (2022: £NIL) in relation to their role as Trustee.

6. Fixed assets

	2023		
	Freehold premises	Equipment	Total
	£	£	£
Purchase cost (September 2008)	227,569	-	227,569
Revaluation (October 2021)	72,431		72,431
Book value as at 31 December 2022	<u>300,000</u>	-	<u>300,000</u>
Gain on Sale of Property (March 2023)	5,000	-	5,000
Disposals (Sale of Property)	(305,000)	-	(305,000)
Book value as at 31 December 2023	<u>NIL</u>	-	<u>NIL</u>

The freehold premises were occupied by the Charity as a retreat practice centre. During the year 2022 the property was put on the market for sale with an asking price of £300,000. An offer was accepted in July 2022 and the property was finally sold for the sum of £305,000 on 9th March 2023.

Notes to the Financial Statements for the year ended 31 December 2023 (continued)

7. Debtors	2023	2022
Gift Aid	104,664	120,894
Other debtors	1,722	2,341
Prepayments		
	£ 106,386	£ 123,235

8. Liabilities: Amounts falling due within one year	2023	2022
Loans	-	-
Deposits received for Retreats	56,677	-
Accruals	5,266	4,826
	£ 61,943	£ 4,826

9. Reserves adequacy

Much of the Unrestricted fund represents fixed and working assets required by the Charity to carry on its day to day work. The remainder of the Unrestricted fund comprises cash at bank. For the Charity to function successfully, it must maintain an adequate level of Unrestricted reserves that can be used to finance the Charity's day to day operations and provide a precautionary reserve in case of fluctuations in the future level of income. The Trustees consider it appropriate that the level of precautionary reserve should be of the order of twelve months' expected future expenditure plus an allowance for property maintenance. At 31 December 2023, the Charity's bank balances were in excess of £50,000 above this level. The Trustees are satisfied that this situation is satisfactory having regard to the expected pattern of expenditure over the next few years especially the set up costs of future major events and the acquisition of new practice centres.

10. Statutory and general information

This note contains information required to comply with statutory and technical accounting pronouncements:

(i) In relation to the statement of financial activities

None of the Charity's activities was acquired or discontinued during the current or previous years. Accordingly all of the Charity's results relate to continuing operations.

As the Charity is a company limited by guarantee, it is required to present an income and expenditure account in its financial statements. The Charity's Statement of Financial Activities includes all matters that would require inclusion in an income and expenditure account and hence no separate income and expenditure account is presented.

Because the Charity has no gains and losses not disclosed in the Statement of Financial Activities, a statement of total recognised gains and losses for the year has not been presented as this would be the same as the Statement of Financial Activities.

No taxation is payable as the Society is a registered Charity and accordingly is entitled to exemption from taxation on its charitable activities.

(ii) Balance sheet

There are no pension or other contingencies at 31 December 2023 and 2022.

Notes to the Financial Statements for the year ended 31 December 2023 (continued)**11. Donations and Subscriptions****Unrestricted Funds**

Donations and subscriptions are reported collectively from 2023

Restricted Funds

	UK Action Fund for PV	Vietnam Dana	Practice Centre Fund	Wake Up Fund	Total
	£	£	£	£	£
Balance at 01 January 2023	84,568	14,227	232,264	18,480	349,539
Donations received 2023	40,352	3,745	81,515	-	125,613
Other income	20,658	-	18,162	-	38,820
Interest	-	-	3,582	-	3,582
	<u>145,578</u>	<u>17,972</u>	<u>335,523</u>	<u>18,480</u>	<u>517,553</u>
Applied during the year	(86,368)	-	(44,836)	-	(131,204)
Transfer from Unrestricted funds	-	-	307,306	-	307,306
Balance at 31 December 2023	<u>£59,210</u>	<u>£17,972</u>	<u>£597,993</u>	<u>£18,480</u>	<u>£693,656</u>

Comprising

Debtors (GiftAid)	37,800	3,064	47,900	-	88,764
Creditors	-	-	-	-	-
Cash	21,410	14,908	550,093	18,480	604,892
	<u>£59,210</u>	<u>£17,972</u>	<u>£597,993</u>	<u>£18,480</u>	<u>£693,656</u>

The net proceeds from the sale of the Being Peace Cottage plus the remaining balance in the Cottage account (a total of £307,306) have been transferred from Unrestricted to Restricted funds.

Prior year comparison:

Balance at 01 January 2022	82,480	11,342	192,852	18,480	305,154
Donations received 2022	127,088	2,885	47,721	-	177,694
Other income	-	-	-	-	-
Interest	-	-	290	-	290
	<u>209,568</u>	<u>14,227</u>	<u>240,863</u>	<u>18,480</u>	<u>483,138</u>
Applied during the year	(125,000)	-	(8,599)	-	(133,599)
Transfer	-	-	-	-	-
Balance at 31 December 2022	<u>£84,568</u>	<u>£14,227</u>	<u>£232,264</u>	<u>£18,480</u>	<u>£349,539</u>

Comprising

Debtors (GiftAid)	54,300	3,194	45,200	-	102,694
Creditors	-	-	-	-	-
Cash	30,268	11,033	187,064	18,480	246,845
	<u>£84,568</u>	<u>£14,227</u>	<u>£232,264</u>	<u>£18,480</u>	<u>£349,539</u>

Notes to the Financial Statements for the year ended 31 December 2023 (continued)

The UK Action Fund for Plum Village (PV) comprises donations given to support the monastic community in Plum Village, France and the European Institute of Applied Buddhism (EIAB) in Germany.

The Vietnam Dana Fund comprises donations given to support Plum Village's "Humanitarian Relief" programme which offers material and spiritual support to hundreds of communities in the poorest areas of Vietnam where education, development, social services and relief work are in great need to ensure healthy and happy lives for all. The donations received are paid to Plum Village to be spent in Vietnam in the way Plum Village considers best to meet current needs.

The Practice Centre Fund collects donations to finance the acquisition of practice centres for the UK Sangha.

The Wake Up Fund is for donations to support Wake Up, which promotes Thây's teachings for young people.

Independent Examiner's Report

To the trustees on the unaudited accounts of the Community of Interbeing UK;

I report on the accounts of The Community of Interbeing UK for the year ended 31 December 2023, which are set out on pages 17 to 23.

Responsibilities and basis of report

As the charity 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 company'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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



Alex Chandler ACA
Sygma
Chartered Accountants
1 Sopwith Crescent, Wickford, Essex, SS11 8YU
21 October 2024

THE COMMUNITY OF INTERBEING UK

England & Wales - Charity number 1096680

Accounts



The Community of Interbeing UK

Annual Report and Financial Statements

Year Ended 31 December 2022

Registered Charity

No 1096680

Company Registration

No 04623280

About the Community of Interbeing UK

The Community of Interbeing UK is the network of people in the United Kingdom who practise Buddhism according to the teachings of Zen master Thich Nhat Hanh (*Thây* -pronounced 'tie' - as we call him, meaning teacher in Vietnamese). The UK Community of Interbeing is part of the wider international Sangha of many thousands of practitioners worldwide, all of whom follow Thây's mindfulness practice and teachings.

Mindfulness is the energy of being aware and awake to the present moment. It is the continuous practice of touching life deeply in every moment of daily life. To be mindful is to be truly alive, present and at one with those around us and with what we are doing. We bring our body and mind into harmony while we wash the dishes, drive the car or take our morning shower, learning to do them with mindfulness, with an awareness that we are doing them. We practise mindfulness throughout every moment of the day and not just during meditation.

Practising mindfulness cultivates understanding, love, compassion, and joy. This practice helps us to take care of and transform suffering in our lives and in our society.

In practising together as a group, our practice of mindfulness becomes more joyful, relaxed and steady. We support each other along the path of practice. With the support of the community, we can practise to cultivate peace and joy within and around us, as a gift for all of those whom we love and care for. We can cultivate our solidity and freedom - solid in our deepest aspiration and free from our fears, misunderstandings, and our suffering.

In addition to providing national retreats and training, the Community of Interbeing supports around one hundred and twenty local Sangha groups around the UK, sells books and other media, and provides a weekly update for members called *Dharmabites*, plus a monthly e-News called *Here & Now*, as well as distributing the international *Mindfulness Bell* magazine.

Through our programmes of education and practice the Community of Interbeing endeavours to encourage more people to practise mindful living.

2022 Annual Review

In this annual review we set out our charitable aims, and for each aspect of our activities, the actions taken to implement them in this year as well as our plans for the future.

Charitable aims

The Objectives of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

National practice and training

What we do

- Organise retreats for adults, families and young people.
- Provide an in-depth training programme on the core teachings.
- Run a small practice centre – the Being Peace Cottage.
- Run 6 and 8 week introductory courses to Plum Village mindfulness practice.
- Offer and share our practice online in a variety of formats.

How what we do delivers public benefit

The principal benefit comprises the provision of opportunities for members of the public (including Buddhists and those interested in Buddhism) to learn more about mindfulness and Buddhism. We provide instruction from beginner to advanced levels, enabling people to deepen their knowledge and experience. We offer retreats for both individuals and groups, to enable them to develop their meditation experience and increase their understanding of the mindful way of life in the Plum Village tradition of Thich Nhat Hanh.

Our events are advertised publicly on our website, social media channels (e.g PlumVillageUK Facebook page) as well as our weekly Dharmabites offerings for members and monthly e-News (which anyone can sign up to). We offer a warm welcome to anyone who wishes to attend. We make a charge to recover the cost of running our retreats and training programmes with a lower rate applying to those in special circumstances. We also endeavour to raise funds to offer bursaries towards the cost of some of the events.

Action taken in 2022

The initial months of 2022 were marked by profound activity across the international community. The passing of our most respected teacher, Zen Master Thich Nhat Hanh, fondly known as Thay, ushered in a period of reflection, grief, and gratitude. Yet, amidst a backdrop of undeniable sorrow, our community's collective sense of togetherness was palpable. The core of Thay's teachings - that 'the next Buddha will be a Sangha' - was felt more than ever, as we united, drawing strength and solace from each-other and the many profound ways Thay's life was celebrated.

Across the broad community in the UK we supported a huge range of activities:

- **Buddhists Across Traditions Event: Tashi and the Monk, film screening** (2nd January): Our year commenced with joining friends across traditions watching the moving documentary, reminding us of the power of kindness and the importance of community, ensuring a compassionate beginning to 2022.
- **Morning of Mindfulness (8th January): Sister Chan Duc (Sister Annabel)** and the Sisters from Lower Hamlet, Plum Village, France, led a heartfelt Ceremony to Support the Sick. In these trying times, this was a moment for us to direct our compassionate energy to those ailing worldwide.

- **Music & Mindfulness** (throughout the year): Unique sessions with Susanne Olbrich and Joe Holtaway, aiming to strengthen our connection with the Earth through music and sound. Participants from all musical backgrounds were welcomed.
- **White Awareness Sangha Study Group** (27th January - 17th February): This online group was created for those who identify or have been socialised as white. Through reflection and sharing, the group aimed to understand white identities, history, and biases. The White Awareness Sangha hosts bi-monthly meetings serving as an open space for 'white-bodied' Sangha practitioners to confront and transform racism.
- **Mindful Morning** (30th January): With UK Lay Dharma Teacher, Vari McLuskie, whose talk combined Thay's teachings with her personal experience of offering mindfulness and love meditation in a range of settings to identify ways in which we can cultivate more love for ourselves, our fellow beings, and our planet.
- **Relaxing Dharma - Sangha Storytime** (Starting 30th January): On Sunday evenings, Teri West and Dene Donalds began reading from Thay's retelling of traditional stories from Vietnam. This was accessible to all ages and streamed live.
- **Dharma Training Programme - Mindful Living Retreat** (4th - 6th February): Located in Shallowford, Staffordshire and available on zoom, this retreat led by Dharma Teachers, Jane Coatesworth and Lesley Collington, aimed to answer deep questions about meditation, feelings, and consciousness. The teachings of the Sutra on the Full Awareness of Breathing were the main focus.
- **Buddhists Across Traditions: Can Buddhism Grow Inclusive Communities?** (13th February): This online event was dedicated to LGBTQIA+ month (in the UK) and Black History Month (in the North Americas). The goal? To explore how Buddhist practices can be instrumental in growing inclusive communities that appreciate the intricacies of race, gender, and sexual identity.
- **Clown and the Art of Mindfulness (26th February)**: This creative workshop was designed to show how improvised clowning and mindfulness can inspire each other. Facilitated by Teri West, UK Dharma Teacher, and Nose to Nose Facilitator and Laughter Leader, Carol Thompson, it was a blend of laughter and awareness.
- **True Belonging Course** (26th February, 12th March, 26th March): This course, spread over three Saturdays, delved into self-compassion, inclusiveness, and interbeing. With guidance from Dharma teachers, Vari McLuskie and Susanne Olbrich, participants explored their connections with self, others, and the Earth.
- **Sunday Sangha Special with Kaira Jewel Lingo** (27th February): This was a celebration of Kaira Jewel Lingo's new book, 'We were made for these times'. Participants joined online to delve into the teachings and explore her ten Lessons in 'Moving through Change, Loss and Disruption.'
- **Mindful Morning** (6th March): This event brought forth the importance of accessibility & inclusiveness on the Buddhist path, particularly from a disabled person's perspective. The session began with a meditation followed by a thought-provoking talk by Sibling Yonten Phuntsok.
- **Thich Nhat Hanh's 49th Day Ceremony** (11th - 13th March): Plum Village orchestrated a 3-day online retreat, culminating around the 49th day since Thay's passing. The event comprised mindfulness practices, meditation, ceremonies, live talks, circle sharings, and a moving live-streamed ceremony centred around the spreading of Thay's ashes in Plum Village, France.
- **Be Calm Be Happy Spring Weekend Retreat** (18th - 20th March): A refreshing online retreat acknowledging the arrival of spring, based on Thich Nhat Hanh's renowned teachings.
- **Buddhists Across Traditions Event: White Awake Sanghas: Path to Racial Healing & Justice** (20th March): A critical dialogue focusing on the intersectionality of race, gender, and class. Supported by Plum Village UK, this online session explored how Buddhist practices can be pivotal in forging socially just societies.
- **10th Anniversary of 'Sit in Peace' on 31 March 2012**: The year 2022 marked a decade since the historic gathering in Trafalgar Square, London, where thousands sat in peace under Thầy's guidance. A revisit to

Wake Up London's reflections gave us renewed insight into how we can perpetuate the practice of Being Peace.

- **Mindful Morning: The Blooming of a Lotus** (3rd April): This two-hour online session featured a talk by Order Member, Sita Brand, that highlighted the serenity achievable through Thay's meditative techniques, allowing us to find calm even in tumultuous times.
- **New Course - Looking Deeply** (Starting on the 19th of April): A continuation from the "Be Calm Be Happy" course, the "Looking Deeply" course is designed to take participants deeper into Thay's teachings. 'Looking Deeply' provides a chance to expand one's mindfulness journey.
- **Ukraine Engaged Practice** (21st April and throughout the year): Responding to the global turmoil and the war in Ukraine, our community organised an initial sit & share session followed by regular meetings throughout the year. These meetings aimed to cultivate peace, discuss meaningful interventions, and extend our collective support to those affected by war.
- **Mindful Morning - The Third Noble Truth, Wellbeing** (1st May): Order of Interbeing Member, Gary Greenberg, led us in an introspective session centred around the multifaceted nature of wellbeing, probing deeper than just social and psychological health.
- **Dharma Training Programme: Stepping into Freedom Retreat** (27th - 29th May): This Dharma Training Programme in Briery, Ilkley, and also available on Zoom, provided an exploration into the teachings of the Sutra on the Full Awareness of Breathing. Led by Dharma Teacher, Dene Donalds, participants delved into topics of concentration, letting go, and freedom.
- **Mindful Morning - The Five Spiritual Powers** (5th June): This morning delved into Thay's invaluable teachings on navigating stress. Our members were treated to an insightful extract from Thay's 2004 talk, 'Practising in a Stressful Environment', enriching our understanding of mindfulness in challenging situations.
- **Love in Action Retreat** (24th - 26th June): Under the guidance of Dharma Teacher Vari McLuskie, this retreat, set against the scenic backdrop of Edzell, Scotland, focused on love and communal togetherness. An exploration of true love's elements provided fresh perspectives on enhancing self-love and its subsequent positive impact on the world.
- **Mindful Morning - Radical Joy for Hard Times** (3rd July): July saw Harriet Sams offer deep insights into mindfulness and our relationship with Earth. We focused on our connection with Earth, especially in landscapes that bear the scars of human actions. This session was a profound exploration of our relationship with Earth, even in difficult circumstances.
- **Buddhists Across Traditions Event: Nelson Mandela Day: Coming Home** (17th July): Aligning with the global celebrations of International Nelson Mandela Day, this musical gathering was an ode to Mandela's legacy and a tribute to the indomitable spirit of refugees worldwide. The occasion was a potent reminder of peace, justice, and resilience.
- **Buddhafield Festival Participation** - Early in the summer we had the honour of sharing Thay's teachings at the renowned Buddhafield Festival. A highlight was UK Dharma teacher Teri West's illuminating discourse on Thay's teachings and her own personal journey with the Plum Village practice.
- **Day of Mindfulness, Pangbourne** (7th August): Under the guidance of Dharma Teacher Angie Searle, this full-day session provided our community an opportunity to reconnect with the present moment and deepen our understanding of peace, both internally and globally. The day was structured around various meditation practices, fostering self-awareness and empowerment.
- **Touch the Earth Retreat** (1st to 5th September, Lipowa Dolina, Poland): This retreat, led by UK Dharma teacher Murray Corke, was a deep dive into the Diamond Sutra's teachings, examining its profound connection to our Earth and its myriad lives.

- **Mindful Morning - Living Long Term in Plum Village** (4th September): Order of Interbeing member, Joy Magezis, provided attendees a glimpse into life as a long-term retreatant at Plum Village in France.
- **Nature Connection Retreat** (13th to 16th September, Wiston Lodge, Scotland): A special collaboration between Border Collie Sangha and Deep Listening Sangha, this midweek retreat was led by Dharma Teachers, Murray Corke and Dene Donalds, focusing on reconnecting with nature and deepening our understanding of the world around us.
- **Mindful Morning - Outside In, Inside Out - Growing Beloved Community** (2nd October): Order of Interbeing member, Rehina Harilal, offered a personal reflection of how the journey inwards, towards personal transformation using mindfulness practices, yields insights into re-constructing, reconciling and cultivating beloved communities.
- **Reflect in Song with Melissa James** - In October, in honour of Black History Month, we embarked on a musical journey with Melissa, channeling the power of song to connect and stand in solidarity with all those affected by racial or cultural prejudices.
- **Clarifying Being Peace Sangha's Vision** - A notable addition to our Sangha has been Br Phap Vu, of Deer Park in California. He has a history of mentorship and retreat leadership in the UK and offers his support for our ambitious plan: establishing a UK practice centre. Br Vu's talk for us underscored the importance of creating a space for transformative practices in these challenging times.
- **Sunday Sangha Special - Diamond Sutra Reflections** (9th October): Dharma Teacher Dene Donalds, gave a talk on the Diamond Sutra, offering us alternative ways to look at the world in its wholeness so we can encounter a deeper reality; develop reverence for the Earth and more harmonious communities, families, and relationships; and act in the world skilfully and effectively.
- **Transformation and Healing - Dharma Training Programme retreat** (20th to 24th October, Sidcot, UK): Aimed at addressing inner turmoil and suffering, this five-day retreat, led by Dharma Teachers Angie Searle and Vari McLuskie, provided tools and teachings to transform personal pain into peace, joy, and self-compassion.
- **Earthing Our Practice: Dharma Training Programme** (20th - 23rd October): This retreat, set in Kilgraston School, Perthshire, led by Dharma Teachers, Martin Pitt and Susanne Olbrich, aimed to weave mindfulness practices with environmental consciousness. As the ecological and climate crisis looms, our focus is to harness mindfulness to strengthen our bond with nature and Mother Earth.
- **Day of Mindfulness - Zen and Climate Change** (30th October): Dharma Teacher Murray Corke, offered a talk anchoring on Thich Nhat Hanh's wisdom that the roots of climate change lie in the absence of mindfulness. Through guided meditation, Touching the Earth in Mindfulness, and a workshop, attendees were offered tools and insights on how their mindfulness practices could directly foster happiness and contribute positively to global well-being.
- **Mindful Morning - Interfaith Practice** (6th November): In this morning, Arezoo Farahzad discussed the legacy of Sir 'Abdu'l-Bahá Abbas and the Bahá'í community's international contributions.
- **Mindful Morning - Feeding Our Senses** (4th December): This gathering brought together a panel of experienced practitioners to share how they practice with 'the Four Nutriments', understanding our consumption patterns across food, sense impressions, will or desire, and consciousness.
- **Day of Mindfulness - Nourishing Peace and Love** (18th December): Recognising the emotional challenges many face during this time of year, we aimed to provide a refuge. Guided by the practices of the Love Meditation morning Sangha and Thay's 'Teachings on Love', members from our facilitator group united to offer their experiences on fostering love and connectivity.

Future plans for 2023 and 2024

Looking forwards we were excited to announce the introduction of One-to-One meetings in the early months of 2023. These sessions are designed to offer both new and experienced practitioners tailored guidance, deep listening, and support in refining and deepening their meditation practices. From sharing about current practices to addressing personal sufferings and the desire to deepen practice, these consultations provide a compassionate, confidential environment. While not replacing psychological therapy, these consultations are rooted in our commitment to community well-being. Starting January 2023, this by-donation service is founded on trust, ensuring that everyone, irrespective of financial means, can benefit.

Community Engagement and Volunteer Opportunities

We actively sought out volunteers to support our myriad offerings and boost our web and community engagement. This outreach was essential for us to help our community blossom and expand.

The essence of Thich Nhat Hanh's teachings reverberated through every event and gathering in 2022. From looking back at his monumental contributions to directing our mindfulness practices towards the challenges of today's world. It was a year of deep connection, reflection, and growth for our community. Whether addressing global concerns like climate change or personal journeys in mindfulness, we were united in our commitment to foster a deeper understanding and practice of Thay's teachings.

Being Peace Cottage:

- After many years faithful service, in the Spring of 2022 a decision was made to sell the Being Peace Cottage. The Cottage continued to provide peaceful accommodation for Sangha members and their families during the first half of the year, but no bookings were taken after the end of the Summer, and the cottage went on the market. A young family gave us a fair offer quite quickly, and the sale is proceeding. Many thanks to the Cottage Team, who have maintained it so well all this time.

Mindfulness courses

- **Be Calm Be Happy**
 - We continued with Be Calm Be Happy courses, offered many times on different days and times of day online. We also offered Mindfulness for Neurodiversity twice. This is a popular adaptation of BCBH.
- **Looking Deeply**
 - This has developed into a good 2nd course following on from BCBH.
 - We are now able to offer this 6 times per year online as Course Leaders Clare Carlile and Ian Sneath have joined Vari and Lauri Bower.
- **Living Mindfully**
 - We offered the 3rd course entitled Living Mindfully in September 2022.
 - The focus for this is the 5 Mindfulness Trainings, looking in depth at one per session.
- We feel these 3 courses will give a good grounding into PV practices and Thay's teachings along with the DTP and retreats run by PVUK and PV itself.
- When Be Calm Be Happy was first developed the original idea was to have 3 courses which become a pathway leading people from no/little experience of Plum Village practices into attending a Sangha and hopefully retreats on a regular basis.

Future plans for 2023 and 2024

- In 2023 we aim to offer a one-off seminar describing this pathway and giving information on all 3 courses.

Being Peace Residential Practice Centre

- The Being Peace Project employed our first Project Manager – Dominic Munro McCarthy – and he quickly started work on a business plan and finance options for the Centre, guided by the Steering Group. Four working groups were set up; Finance, People and Programme, Property and Fundraising to work on these issues.
- At the beginning of the year a questionnaire was sent out to the membership, asking what sort of events people would like to see at the centre, where they felt it should be located and how much they would feel able to engage with it. We were very pleased that nearly 500 people responded to this. Besides learning what people would like to see on the programme, we also got a clear steer that the centre should be centrally located to be convenient for as many people as possible, and with reasonable access to public transport. The property group have taken note of this, and many people have helped with the search for a property.
- A new bi-monthly Sangha meeting on zoom was started, to engage with the wider UK Sangha and people interested in being involved in developing the new Centre. Attendance at this has been around 50-70 people, after an initial meeting with nearly 100 people attending.

Future plans for 2023 and 2024

- Plan a major fundraising effort, so that together with the receipt from the sale of the cottage we can enter the commercial market for properties.
- Work with the proposed Monastic tour to publicise the search for a new centre and raise funds for it.
- Continue to work up proposals for financing and running the centre in anticipation of finding our centre premises in 2023!

Local Sanghas – practice and training

What we do

- Nationally we encourage and support the formation of local practice groups (Sanghas) by putting people in an area in touch with one another, offering public liability insurance to affiliated groups and by providing opportunities to benefit from the national Dharma teachers.
- Local groups run a variety of regular practice evenings, days of mindfulness, study groups and retreats to provide opportunities to practise and learn about mindful living and Thây's teachings.

How what we do provides public benefit

These activities provide the same public benefits as the National practice and training programme but on a local level making them as widely geographically accessible as possible.

Action taken in 2022

- We maintained contact with 121 Sanghas to understand how best to sustain their development.

- We encouraged the development of new Sanghas drawing on the experience of members of established Sanghas to assist. Eight new Sanghas registered in 2022.
- We appointed a UK Sangha Coordinator volunteer, Kirstie Berridge, who has been maintaining contact with all Sanghas.
- Supported and encouraged local Sanghas to engage in organising the Monastic Tour 2023.

Future plans

- Support Sangha facilitators with opportunities for development.
- Continue to be open to opportunities to increase the number of Sanghas and to help them deepen the practice of people attending.
- Continue to develop guidance material, including Safeguarding policies, for people wishing to form new Sanghas and to grow existing Sanghas.
- Identify ways to attract more diverse Sangha members.
- Build a closer relationship with Sanghas by co-organising a Monastic Tour in 2023 and by creating closer links between Sanghas and the Being Peace Centre Steering Group.

Publications service

What we do

- Provide a service selling books, CDs and DVDs of Thich Nhat Hanh's teachings and meditation bells.

How what we do provides public benefit

- Our service is available from our website and at retreats and Dharma training events and is open to any member of the public. Profits from the service are used to fund the development of our national and local activities.

Action taken in 2022

- We continued to provide the publications service. Feedback indicates how positively this service is viewed by members. We are able to recommend specific books based on people's interests.
- We established a new online shop on the website and shared new book releases with members via our monthly newsletter.

Future plans for 2023 - 24

- We plan to improve the way the online shop works on the website, developing our service and making it easier to find publications and to order them.

Communications

What we do

- Maintain a website and social media sites and feeds which provide information and inspiration about our practice and about opportunities to take part in retreats and training and to join like-minded people in local Sanghas.
- Provide a facility for UK residents to subscribe to “Mindfulness Bell”, the international journal of the art of mindful living. “Mindfulness Bell” is an inspiration and teaching resource for those practising mindfulness in daily life. Each issue features a teaching by Thich Nhat Hanh.
- Liaise with Plum Village, the monastery in France established by Thich Nhat Hanh.
- Provide a monthly e-News (Here & Now). This is an email newsletter to the broadest subscribing list of friends and it provides updates from Plum Village, the UK community, and details of upcoming retreats and activity in the UK. It also includes short dharma teachings to inspire.
- We aim to provide and share inspirational dharma teachings – this has been done in a regular way through our weekly e-News “Dharmabites” and via social media.

How what we do benefits the public

Our communications programme supports and facilitates the achievement of our other activities and hence benefits the public as explained above.

Action taken in 2022

- We continued to publish “Here and Now” to detail our programme of events each month.
- We published weekly Dharmabites emails for subscribing members and sent 51 editions in 2022.
- We maintained membership using online direct debit, allowing us to build effective ad hoc communication with COI members. We regularly communicated with members about our events.

Future plans for 2023 and 2024

- Grow the communications Sangha with additional volunteers who have a background in practice and specialist communication skills.
- Understand how our community is reached and engaged online in ways that are most broadly and fully inclusive.
- Continue to develop social media presences (including blog) and our newsletters to promote our charity and our major events in 2023/24.
- Make it much easier for people to become members through the website.
- Offering Sanghas the opportunity to affiliate to the COI through the website, ensuring they continue to benefit from being covered by public liability insurance provision and from being listed on the PVUK website which is resourced and maintained through our charity’s funds.

Technical systems

What we do

We provide a web site with links to our events and other resources. We use other technical systems for event bookings and newsletters.

How what we do benefits the public

People can use our website to book events and order resources such as books

Actions taken in 2022

- In January, on the occasion of Thay's passing, we used the website to communicate a major programme of events and resources.
- In March, we simplified the home page of the website to provide a clear path of "begin- practice-deepen". We also changed the web site to allow more flexible content.
- In September and October, we undertook a major revamp of our online shop, making it much easier to use.
- In November, we added Earth Caring to our Resources section with a dedicated email group to the web site
- In December, we set up a CRM system and linked it to other systems to build a picture of our members and other donors.

Future plans for 2023 and 2024

- Add search function to the online shop to make it easier to find a book.
- Rework the growing "Resources" section in website for easier navigation.
- Upgrade the website server to make the website faster and more secure.
- Set up an on-line auction site for our art auction.

Dana

What we do

The practice of dana or giving is a fundamental practice in Buddhism. The Community of Interbeing provides opportunities for people to give of their time and expertise and to give monetary donations. There are opportunities to support us in the UK and also to contribute to international charities associated with Thich Nhat Hanh and Plum Village including the Thich Nhat Hanh UK Action Fund and the relief of poverty in Vietnam.

How what we do benefits the public

Our dana programme benefits the public both directly and indirectly. Direct benefits come through the alleviation of suffering and the teaching of programmes of mindful living. Indirect benefits come through the encouragement of responsible living and of the importance of charitable giving.

Action taken in 2022

- Continued to offer a variety of opportunities for financial giving including joining the Community of Interbeing. We centred fundraising efforts on support to the global Monastic community and practice centres which lost most of their income with in-person retreats cancelled.
- Enabled more use of the website to manage fundraising and payment across all our activities.

- Continued to offer opportunities to volunteer to help the development of the Community of Interbeing. The Community directly benefits from the countless hours of selfless service provided by many members and supporters. Over 70 people offer their time and skills lovingly to do many of the tasks needed in the organisation including looking after the cottage, organising retreats, managing our members, looking after our money and much more.

Future plans

- Continue with our existing programmes and try to encourage more people to join and/or donate to and support the Community of Interbeing.
- Develop our legacy programme to encourage members and supporters to provide us with funds for future project development.
- Recruit more volunteers to help us mindfully support our initiatives including but not limited to
 - Marketing support to help us get our message out there more clearly
 - Be Calm Be Happy Course Leaders
 - Fundraising, financial and project support for the Residential Practice Centre
 - Supporting our retreat organisation at all levels

Engaged Action

What we do

Many of our community members are very active in offering mindfulness practice to others in an engaged way. Examples include activism in racial and social justice, climate action and Earth holding, prison chaplaincy, healthcare chaplaincy, and teaching in schools. Many community members are engaged in significant ways across many such areas.

How what we do benefits the public

The engaged action of our members benefits the public both directly and indirectly. Direct benefits come through the contact and support with chaplains, teachers, and activists, and the associated ability to live more mindfully and calmly. This indirectly benefits all around those who have benefited from this contact.

Action taken in 2022

- We continued to financially support a project led by dharma teacher Dene Donalds (assisted by dharma teacher Mhairi McLuskie) to continue an outreach project with groups of people who are often on the fringes of society e.g. refugees and victims of sexual violence. This benefited the recipients considerably and also provided insights and experience of how to best engage with these groups of people and how our teaching approach can be tailored.

Future plans for 2023 and 2024

- The Outreach programme will continue to be delivered in 2022 by Dharma teacher, Dene Donalds.
- There will be a clear review of the learnings and benefits of the Outreach programme to identify future possible initiatives.
- We will introduce some website pages (under the resources section) about engaged practice to care for the Earth.

- The Plum Village community has been active in environmentalism and responding to climate change since the 1970s, and it has always been a part of the practices (our contemplations before eating include the line, 'Let us eat in such a way that we reduce the suffering of living beings and reverse the process of climate change.')
- A Working Group are working on increasing the presence and importance of responding to climate change and the environment in our community, partly by offering meetings and afternoons where there is space for building connections and momentum for action, and partly by articulating ways that we can act from a Buddhist perspective of being interwoven with the Earth to support and contribute to the response and transformation required by the increasing urgency of the climate crisis.

Charity Information

CURRENT TRUSTEES

Ms L Beth
Mr P Croton
Dr J Edwards
Mr K Place
Ms A Searle

COMPANY SECRETARY

Ms I Wen

LEGAL STATUS

Registered Charity

No 1096680

Company Registration

No 04623280

FURTHER INFORMATION

Website: www.plumvillage.uk

BANKERS

Bath Building Society, 15 Queen Square, Bath, BA1 2HN
The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Ecology Building Society, 7 Belton Road, Keighley, West Yorkshire, BD20 0EE
Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, NP20 1PX
Nationwide Building Society, Nationwide House, Pipers Way, Swindon, SN38 1NW

INDEPENDENT EXAMINER

Alex Chandler ACA, Sygma Chartered Accountants, 1 Sopwith Crescent, Wickford, Essex, SS11 8YU

Annual Report of the Trustees of the Community of Interbeing UK for the year ended 31 December 2022

1 Factual Information

1.1 Structure

The Community of Interbeing UK is a company limited by guarantee (company number 04623280) and a registered charity (Charity number 1096680). The Charity also uses the working name "Plum Village UK".

1.2 Objects

The Objects of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

1.3 Governance

The Charity is managed by a Committee of Trustees. The trustees are also the directors of the Charity for the purposes of the Companies Act. All trustees are required to be members of the Community of Interbeing who have taken the Five Mindfulness Trainings. Trustees are recruited on the basis of skills needs identified by the Board of Trustees. A variety of methods is used to identify suitable candidates. Trustees are elected by the members of the Charity at the Annual General Meeting. Each year one third of the Trustees retire by rotation. The Committee of Trustees has the power to co-opt members during the year but these members must stand for election at the next Annual General Meeting. Trustees are given an induction pack on joining the Committee and are encouraged to identify gaps in their knowledge, which are then addressed by briefings or other training delivered to some or all of the trustees as appropriate.

1.4 Management

The Committee of Trustees currently comprises 5 members and meets formally in person or via videoconference call several times a year. Members of the Committee individually or in small groups also act to take forward the Charity's plans assisted by other volunteers. Trustees serving since the last annual report have been:

Ms L Beth (appointed 15 February 2020, elected 19 September 2020, re-elected 9 October 2021)
 Mr P Croton (appointed 17 April 2020, elected 19 September 2020, re-elected 24 September 2022)
 Dr J Edwards (Treasurer, appointed 6 January 2014, elected 24 May 2014, re-elected 9 October 2021)
 Mr K Place (appointed 12 June 2020, elected 19 September 2020)
 Ms A Searle (appointed 30 August 2018, elected 29 September 2018, re-elected 24 September 2022)

The appointed Company Secretary is Ms Isabelle Wen. In addition to the Trustees and Dharma Teachers, key volunteers included Br Yonten (Dharmabites), Ann Irving (bursaries management), Nan Dower (Cottage Treasurer), Karen Boreham (Vietnam dana fund), Sarah Sweet ("Mindfulness Bell" subscriptions) and Ian Parker (publication sales). The Charity employs an admin and communications manager, Kasia Stepien. In addition, the Charity purchases the services of a number of individuals to fulfil administrative, technical and management roles. During 2022 these have included the services of Lauri Bower (BCBH course management), Kesley Cage (admin and events management), Will Wassenaar and Dominic Munro-McCarthy (Being Peace Practice Centre project management) and Theresa Samworth (Practice Centre fundraising).

2 Review of Activities

The review of activities is set out in the 2022 Annual Review earlier in this report.

3 Financial Review

Total income for the year was £317,443, a 19% increase compared to 2021 (£266,884). Membership subscriptions and donations received during the year totalled £228,000, a 70% increase compared to 2021 (£134,006). This increase was largely accounted for by one very substantial donation for Plum Village France. Our members and supporters continued their generous financial support for the Plum Village monastics and a further £25,000 was sent on to Plum Village during the year. Income from retreats and courses was £77,095, up by 72% compared to 2021 (£44,836) as we expanded the range and number of in-person and online courses and retreats offered. Sales of books, bells and the Mindfulness Bell magazine amounted to around £9,000 – similar to 2021. We received £47,700 in donations towards

our Being Peace Practice Centre fund. We are grateful to all those who support the Community of Interbeing/Plum Village UK through membership, donations, volunteering, attending our events and buying from our book service. It's your support that allows us to continue our work to spread the Plum Village practice and Thây's teachings throughout the UK.

Total expenditure for the year was £244,836, an 83% increase compared to 2021 (£133,566). This increase is largely accounted for by sending on the large donation received for Plum Village. Further donations from our members and supporters amounting to £25,000 were also sent on to Plum Village. Expenditure associated with retreats and courses at £72,881 was up 80% compared with 2021 (£40,348) as we expanded the range and number of in-person and online courses and retreats offered.

The financial review can give only a limited idea of the activities of the Charity. This is because so much of our work cannot be measured in monetary terms. A deep bow of gratitude is due to all those volunteers who do so much to make our activities a reality.

The Community of Interbeing owns freehold premises (fixed assets) occupied by the Charity as a retreat practice centre (the Being Peace Cottage in Devon). During the year 2022 the property was put on the market for sale with an asking price of £300,000. An offer has been received and it is expected that the sale of the property will be completed in 2023.

4 Risk Management

The major risks to which the Charity is exposed, as identified by the trustees, have been reviewed during the year and the trustees are satisfied that systems have been established to mitigate those risks.

The Charity has in place a Child Protection Policy which is reviewed annually. A Safeguarding Policy covering children and vulnerable adults is currently under preparation by the Trustees.

5 Format of Financial Statements

The report and accounts have been prepared in accordance with the Small Companies and Groups (Accounts and Directors' Report) Regulations 2008.

6 Trustees' Responsibilities in relation to the Financial Statements

Legal regulations require the trustees to prepare financial statements for each financial year which give a true and fair view of the Charity's financial activities for the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 Charity will continue in business.

The trustees are responsible for keeping 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 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.

Approved by the Committee of Trustees and signed on their behalf by



Dr J Edwards
Trustee and Director

23 September 2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds	Restricted funds	Total 2022	Total 2021
INCOMING RESOURCES					
From generated funds					
Voluntary income:					
Subscriptions		36,451	-	36,451	35,856
Donations	11	13,855	177,694	191,549	98,150
Activities for generating funds					
Merchandise sales		-	-	-	-
Investment income:					
Revaluation of Peace Cottage	6	-	-	-	72,431
Interest		257	290	547	305
From charitable activities					
Educational events & publications	2	88,896	-	88,896	60,143
Other		-	-	-	-
Total incoming resources		139,459	177,984	317,443	266,885
EXPENDED RESOURCES					
Costs of generating voluntary income					
Marketing & Communications	4	18,318	-	18,318	15,417
Cost of charitable activities					
Educational events & publications	3	85,322	-	85,322	52,836
Donations, bursaries and expenses	11	-	133,599	133,599	50,300
Administrative costs	4	7,104	-	7,104	14,520
Governance costs	5	493	-	493	493
Total resources expended		111,237	133,599	244,836	133,566
Net incoming/outgoing resources before transfers		28,222	44,385	72,607	133,319
Transfers		-	-	-	-
Net movement of funds		28,222	44,385	72,607	133,319
RECONCILIATION OF FUNDS					
Balance brought forward at 1 January		388,686	266,646	788,651	655,332
Balance carried forward at 31 December		£ 416,908	£ 311,031	£ 861,258	£ 788,651

The Accounting Policies and the Notes on pages 19 to 23 form part of these Accounts.

BALANCE SHEET AT 31 DECEMBER 2022

	Notes	Unrestricted funds	Restricted funds	Total 2022	Total 2021
TANGIBLE FIXED ASSETS	6	300,000	-	300,000	300,000
CURRENT ASSETS					
Stock of publications		3,256	-	3,256	2,628
Debtors	7	20,541	102,694	123,235	91,993
Cash at bank and in hand		192,748	246,845	439,593	398,537
		216,545	349,539	566,084	493,158
CURRENT LIABILITIES					
Amounts falling due within one year	8	4,826		4,826	4,507
NET CURRENT ASSETS		211,719	349,539	561,258	488,651
NET ASSETS		<u>£511,719</u>	<u>£349,539</u>	<u>£861,258</u>	<u>£788,651</u>
Represented by:					
FUNDS					
Unrestricted		511,719	-	511,719	483,497
Restricted	11	-	349,539	349,539	305,154
TOTAL FUNDS		<u>£511,719</u>	<u>£349,539</u>	<u>£861,258</u>	<u>£788,651</u>

For the year ending 31 December 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- the accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 23 September 2023 and signed on their behalf by:



Dr J Edwards (Trustee and Director)

The Accounting Policies and the Notes on pages 19 to 23 form part of these Accounts

Notes to the Financial Statements for the year ended 31 December 2022

1. Accounting Policies

(a) Basis of preparation

These financial statements have been drawn up under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' published in March 2005, applicable UK accounting standards, and the Companies Act 2006.

(b) Company status

The Charity is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member.

(c) Fund accounting

The Charity has two types of funds, unrestricted, and restricted. The unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the providers of the funds.

(d) Recognition of Income

Donations, and other forms of voluntary income are dealt with when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Membership subscriptions are due on 1 January each year and are recognised as received. Sales of publications and income from retreats are dealt with on an accruals basis. Gift Aid receivable is included in the category of income to which it relates. No amounts are included in the financial statements for services donated by volunteers.

(e) Recognition of Expenditure

Expenditure is recognised when a liability is incurred. Expenditure on future retreats is deferred until the retreat takes place.

(f) Depreciation

No depreciation is provided on freehold premises since this would be immaterial having regard to the length of the useful economic life of the property. Depreciation of equipment is provided on cost at the rate of 25% per annum.

(g) Assets

Fixed assets are stated at cost less depreciation. Stock of publications is stated at the lower of cost and realisable value. Debtors are stated at the amount expected to be recoverable.

2. Income from educational events and publications

	2022	2021
Retreats, courses and Being Peace Cottage income	79,755	50,596
Income from organising major retreat	-	-
Sale of publications & bells	9,141	9,547
	<u>£ 88,896</u>	<u>£ 60,143</u>

3. Expenditure on educational events and publications

	2022	2021
Retreat, Courses and Being Peace Cottage expenditure	77,133	43,414
Books, other publications & bells	8,189	9,422
	<u>£ 85,322</u>	<u>£ 52,836</u>

Notes to the Financial Statements for the year ended 31 December 2022 (continued)**4. Administration costs**

	2022	2021
Bookkeeping and accountancy	782	9,612
Insurance	1,602	1,505
Website, Zoom and other IT costs	4,251	3,270
Bank charges & other administrative costs	469	133
Project cost salary	-	-
	<u>£ 7,104</u>	<u>£ 14,520</u>

The Charity employed one member of staff during 2022, the employment costs during the year totalled £15,742 and are included under "Marketing and Communication" expenditure. Otherwise the work of the Charity is carried out by volunteers and by the purchase of services from a number of individuals. These expenses are included under expenditure on educational events and publications (Note 3) and administration costs (Note 4).

5. Governance

	2022	2021
Room hire	-	-
Independent examination and statutory costs	493	493
Trustees' meeting travel expenses	-	-
	<u>£ 493</u>	<u>£ 493</u>

No Trustees (2021: 0) received reimbursement of their travelling expenses totalling £NIL (2021: £NIL) in relation to their role as Trustee.

6. Fixed assets

	Freehold premises	Equipment	Total
	£	£	£
Purchase cost (September 2008)	227,569	-	227,569
Revaluation (October 2021)	72,431	-	72,431
Book value at 31 December 2022	<u>300,000</u>	-	<u>300,000</u>
Depreciation			
As at 1 January 2022	-	-	-
Charge for the year	-	-	-
Disposals	-	-	-
As at 31 December 2022	<u>-</u>	<u>-</u>	<u>-</u>
Net book value			
At 31 December 2022	<u>300,000</u>	-	<u>300,000</u>
At 1 January 2022	<u>300,000</u>	-	<u>300,000</u>

The freehold premises have been occupied by the Charity as a retreat practice centre. During the year 2022 the property was put on the market for sale with an asking price of £300,000. An offer has been received and it is expected that the sale of the property will be completed in 2023.

Notes to the Financial Statements for the year ended 31 December 2022 (continued)

7. Debtors	2022	2021
Gift Aid	120,894	88,944
Other debtors	2,341	3,049
Prepayments		
	<u>£ 123,235</u>	<u>£ 91,993</u>

8. Liabilities: Amounts falling due within one year	2022	2021
Loans	-	-
Deposits received for Retreats in 2022	-	-
Accruals	4,826	4,507
	<u>£ 4,826</u>	<u>£ 4,507</u>

9. Reserves adequacy

Much of the Unrestricted fund represents fixed and working assets required by the Charity to carry on its day to day work. The remainder of the Unrestricted fund comprises cash at bank. For the Charity to function successfully, it must maintain an adequate level of Unrestricted reserves that can be used to finance the Charity's day to day operations and provide a precautionary reserve in case of fluctuations in the future level of income. The Trustees consider it appropriate that the level of precautionary reserve should be of the order of twelve months' expected future expenditure plus an allowance for property maintenance. At 31 December 2022, the Charity's bank balances were in excess of £50,000 above this level. The Trustees are satisfied that this situation is satisfactory having regard to the expected pattern of expenditure over the next few years especially the set up costs of future major events and the acquisition of new practice centres.

10. Statutory and general information

This note contains information required to comply with statutory and technical accounting pronouncements:

(i) In relation to the statement of financial activities

None of the Charity's activities was acquired or discontinued during the current or previous years. Accordingly all of the Charity's results relate to continuing operations.

As the Charity is a company limited by guarantee, it is required to present an income and expenditure account in its financial statements. The Charity's Statement of Financial Activities includes all matters that would require inclusion in an income and expenditure account and hence no separate income and expenditure account is presented.

Because the Charity has no gains and losses not disclosed in the Statement of Financial Activities, a statement of total recognised gains and losses for the year has not been presented as this would be the same as the Statement of Financial Activities.

No taxation is payable as the Society is a registered Charity and accordingly is entitled to exemption from taxation on its charitable activities.

(ii) Balance sheet

There are no pension or other contingencies at 31 December 2022 and 2021.

Notes to the Financial Statements for the year ended 31 December 2022 (continued)

11. Restricted funds

	UK Action Fund for PV £	Vietnam Dana £	Practice Centre Fund £	Wake Up Fund £	Total £
Balance at 01 January 2022	82,480	11,342	192,852	18,480	305,154
Donations received 2022	127,088	2,885	47,721	-	177,694
Other income	-	-	-	-	-
Interest	-	-	290	-	290
	209,568	14,227	240,863	18,480	483,138
Applied during the year	(125,000)	-	(8,599)	-	(133,599)
Transfer	-	-	-	-	-
Balance at 31 December 2022	£84,568	£14,227	£232,264	£18,480	£349,539
Comprising					
Debtors (GiftAid)	54,300	3,194	45,200	-	102,694
Creditors	-	-	-	-	-
Cash	30,268	11,033	187,064	18,480	246,845
	£84,568	£14,227	£232,264	£18,480	£349,539

Prior year comparison:

	£	£	£	£	£
Balance at 01 January 2021	63,378	7,542	177,245	18,480	266,645
Donations received 2021	64,102	3,800	20,855	-	88,757
Other income	-	-	-	-	-
Interest	-	-	52	-	52
	127,480	11,342	198,152	18,480	355,454
Applied during the year	(45,000)	-	(5,300)	-	(50,300)
Transfer	-	-	-	-	-
Balance at 31 December 2021	£82,480	£11,342	£192,852	£18,480	£305,154
Comprising					
Debtors (GiftAid)	51,600	3,594	20,400	-	75,594
Creditors	-	-	(1,469)	-	(1,469)
Cash	30,880	7,748	173,921	18,480	231,029
	£82,480	£11,342	£192,852	£18,480	£305,154

The Thich Nhat Hanh UK Action Fund (*formerly called the Thich Nhat Hanh Continuation Fund*) raises money to promote Thầy's teachings internationally and in the UK.

The Vietnam Dana Fund comprises donations given to support Plum Village's "Humanitarian Relief" programme which offers material and spiritual support to hundreds of communities in the poorest areas of Vietnam where education, development, social services and relief work are in great need to ensure healthy and happy lives for all. The donations received are paid to Plum Village to be spent in Vietnam in the way Plum Village considers best to meet current needs.

Notes to the Financial Statements for the year ended 31 December 2022 (continued)

The UK Action Fund for Plum Village (PV) comprises donations given to support the monastic community in Plum Village, France and the European Institute of Applied Buddhism (EIAB) in Germany.

The Practice Centre Fund collects donations to finance the acquisition of practice centres for the UK Sangha.

The Wake Up Fund is for donations to support Wake Up, which promotes Thây's teachings for young people.

Independent Examiner's Report

To the trustees on the unaudited accounts of the Community of Interbeing UK;

I report on the accounts of The Community of Interbeing UK for the year ended 31 December 2022, which are set out on pages 17 to 23.

Responsibilities and basis of report

As the charity 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 company'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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



Alex Chandler ACA
Sygma
Chartered Accountants
1 Sopwith Crescent, Wickford, Essex, SS11 8YU
30 October 2023

THE COMMUNITY OF INTERBEING UK

England & Wales - Charity number 1096680

Accounts



The Community of Interbeing UK

Annual Report and Financial Statements

Year Ended 31 December 2021

Registered Charity

No 1096680

Company Registration

No 4623280

About the Community of Interbeing UK

The Community of Interbeing UK is the network of people in the United Kingdom who practise Buddhism according to the teachings of Zen master Thich Nhat Hanh (*Thây* -pronounced 'tie' - as we call him, meaning teacher in Vietnamese). The UK Community of Interbeing is part of the wider international Sangha of many thousands of practitioners worldwide, all of whom follow Thây's mindfulness practice and teachings.

Mindfulness is the energy of being aware and awake to the present moment. It is the continuous practice of touching life deeply in every moment of daily life. To be mindful is to be truly alive, present and at one with those around us and with what we are doing. We bring our body and mind into harmony while we wash the dishes, drive the car or take our morning shower, learning to do them with mindfulness, with an awareness that we are doing them. We practise mindfulness throughout every moment of the day and not just during meditation.

Practising mindfulness cultivates understanding, love, compassion, and joy. This practice helps us to take care of and transform suffering in our lives and in our society.

In practising together as a group, our practice of mindfulness becomes more joyful, relaxed and steady. We support each other along the path of practice. With the support of the community, we can practise to cultivate peace and joy within and around us, as a gift for all of those whom we love and care for. We can cultivate our solidity and freedom - solid in our deepest aspiration and free from our fears, misunderstandings, and our suffering.

In addition to providing national retreats and training, the Community of Interbeing supports around one hundred and twenty local sangha groups around the UK, sells books and other media, and provides a weekly update for members called *Dharmabites*, plus a monthly e-News called *Here & Now*, as well as distributing the international *Mindfulness Bell* magazine.

Through our programmes of education and practice the Community of Interbeing endeavours to encourage more people to practise mindful living.

2021 Annual Review

In this annual review we set out our charitable aims, and for each aspect of our activities, the actions taken to implement them in this year as well as our plans for the future.

Charitable aims

The Objectives of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

National practice and training

What we do

- Organise retreats for adults, families and young people.
- Provide an in-depth training programme on the core teachings.
- Run a small practice centre – the Being Peace Cottage.
- Run 6 and 8 week introductory courses to Plum Village mindfulness practice.
- Offer and share our practice online in a variety of formats.

How what we do delivers public benefit

The principal benefit comprises the provision of opportunities for members of the public (including Buddhists and those interested in Buddhism) to learn more about mindfulness and Buddhism. We provide instruction from beginner to advanced levels, enabling people to deepen their knowledge and experience. We offer retreats for both individuals and groups, to enable them to develop their meditation experience and increase their understanding of the mindful way of life in the Plum Village tradition of Thich Nhat Hanh.

Our events are advertised publicly on our website, social media channels (e.g PlumVillageUK Facebook page) as well as our weekly Dharmabites offerings for members and monthly e-News (which anyone can sign up to). We offer a warm welcome to anyone who wishes to attend. We make a charge to recover the cost of running our retreats and training programmes with a lower rate applying to those in special circumstances. We also endeavour to raise funds to offer bursaries towards the cost of some of the events.

Action taken in 2021

The year 2021 was an extraordinary year for all species on planet Earth, with: a global pandemic that showed the full extent of inter-connectedness and impacted the human species; horrifying acts of individual and state violence that galvanised international action for racial and social justice; and the increasing manifestation of extreme weather events across the globe.

Set in this context our community worked in so many ways to grow connection and develop our practice. From sharing togetherness online, we returned to in person and hybrid events. Across the broad community in the UK we were delighted to support:

- 2021 began with a Morning of Mindfulness, Beginning Afresh, guided by UK Dharma Teacher Mhairi McLuskie and Order Member Jane Dallas Ross.
- In January we were also pleased to announce that the Dharma Training Support Group would be holding three retreats in 2021 on the theme of 'The Three Doors to Liberation' - Signlessness, Aimlessness, and Emptiness.

- During the weekend 29th - 31st January, we offered a Be Calm Be Happy online weekend retreat - a wonderful opportunity to refresh and deepen practice and be nourished by togetherness.
- In February we enjoyed a Mindful Morning: Mindful gardening on a joyful path. We were warmly invited to this session of down-to-earth enquiry into the practice of mindful gardening. Together we dug into parallels between working in our gardens and the inner spiritual path. The event was gently guided by Angie Searle, UK Lay Dharma teacher and life-long gardener, and Isabelle Wen, Order of Interbeing member and horticultural enthusiast.
- In February Buddhists Across Traditions hosted Joyfully Together: Nourishing Resilience, an event that welcomed Dr Ayo Yetunde, Bodhilia Young and Thor Rain to honour and cherish Black History USA and LGBTQIA+ Month.
- A new version of the Be Calm Be Happy course was announced in February, **Be Calm, Well: Living Well with physical pain and illness**: A new online mindfulness course focussing on how to live well and mindfully with chronic pain or illness, or a recent diagnosis, based on Zen master Thich Nhat Hanh's teachings.
- A wonderful opportunity for the whole sangha to come together was shared on March 7th, with a Ceremony to Remember the Deceased organised by the UK community and offered from Plum Village. Sister Annabel guided our Mindful Morning, during which the ceremony took place. Attendees were invited to create a space in their home for a shrine table or other peaceful space, and to place there an object that reminds them of the person (or people) they were remembering and to write a letter to them.
- Mhairi McLuskie and Teri West offered a 6 week online course, 'Awakening Our Hearts' on Wednesday evenings from 17th March to mindfully awaken our heart and develop our understanding and love.
- We were also privileged to gather together to remember and celebrate the life of Jan Seed, a much-loved Aspirant to the Order of Interbeing and Oxford Sangha member, who passed away on the morning of Thursday 11th March 2021 aged 69. A shortened formal Ceremony for the Deceased was held on Sunday 21st March at 10:00 a.m., followed by a less formal sharing session. The ceremony was facilitated by Mhairi McLuskie and Gary Greenberg.
- Sunday 21st March (day of the Sharpeville Massacre in South Africa) is the UN declared 'International Day for the Elimination of Racial Discrimination.' Buddhists across Traditions hosted a panel of white Buddhist teachers sharing on their personal journey to racial healing, becoming anti-racist and dismantling white supremacy internally and through engaged action.
- On Earth Day in April, Mhairi McLuskie facilitated an Earth Love Meditation Session. We warmly invited all friends to share one thing they were planning to do to take care of the Earth, and we were also invited to gather across traditions to renew and honour our connection to the Earth, reminding ourselves we all belong to the Earth.
- We were pleased to announce that our Easter Sunday Mindful Morning would include a talk by Rev. Colin Hodgetts, an Anglican priest, youth leader and peace activist, who met and worked with Thay during the time of the demonstrations against the American war in Vietnam. Colin went on to run Refugee Action, supporting Vietnamese refugees to resettle in England, and sent his staff, that included Vietnamese social workers, to Plum Village for spiritual support.
- Playing with Words, A Mindful Writing Workshop was hosted twice in April with Lauri Bower. A day of writing exercises supported by mindful practices to help you reflect on what is important for you, and where you are right now.
- In May, Buddhists Across Traditions and Dales View Sangha hosted two 30 minute metta meditation sessions as an offering of support, solidity and compassion to our family and siblings in India, the birthplace of the Buddha.

- Michael Schwammberger guided our Morning of Mindfulness in June, 'The Ethics of Interbeing – Connecting our practice with the World'.
- A new offering: Music & Mindfulness, launched in May, nourishing inspiration and togetherness with Susanne Olbrich, Joe Holtaway and Martha Wright.
- An Online Mindfulness Retreat was offered in June with Dharma Teachers Susanne Olbrich and Lesley Collington. An opportunity to pause and reflect - considering what we have lost and appreciating the new flowers that might have grown in our hearts and lives over the last year.
- A big thank-you goes to the 198 people who responded to our Community Questionnaire and generously shared their views on what is known and valued among the many offers now available. The information was very helpful for both the Dharma Teachers and the charity as a whole and will help to guide our priorities. As a volunteer team we have limited energy and capacity to implement changes quickly. However, we remain committed to serving and collaborating with the sangha to continue to make Thay's message available, inclusive and relevant in the UK, as much as possible.
- Supported by Plum Village UK, Buddhists Across Traditions hosted an event on Nelson Mandela Day, 18 July, to look deeply and listen to the deep sharing of engaged practitioners from Palestine and Israel.
- 'Clown and the Art of Mindfulness' introduced ways to discover how the two paths of improvised clowning and mindfulness practice can both nourish and inspire each other. After a great initial workshop in July, Teri and Carol offered a second session in September.
- September's Morning of Mindfulness, 'Be Free Where You Are', featured a talk from Dene Donalds, UK Dharma Teacher. Dene's talk combined Thay's teachings with stories from Dene's experience in offering the practice in prisons; to illustrate how we might liberate ourselves from our habit energies in any situation in which we find ourselves.
- Music as a Dharma Door was the theme for the Mindful Morning in October. Music connects us with the ultimate dimension. It waters our seeds of joy, helps us heal and makes us present. Dharma teacher and musician Susanne Olbrich offered reflections on her own practice path with sounds and silence. She shared piano music inspired by her practice and guided explorations of sounds and music to nourish, uplift, soothe and inspire.
- It is clear that we need to take more care of Mother Earth. In autumn 2021, in the build-up to COP26 we offered an opportunity to deepen our connection with Mother Earth with 'Loving Mother Earth: A 31-day practice commitment during October'.

- **Being Peace Cottage** was used in the following ways:
 - For the first three months of the year the cottage was used by a member of COI who was between homes. It was good to have a consistent winter let, it was good for finances and good for the cottage to be consistently heated, as well as a helpful retreat period for the member.
 - Sadly, we had to remove the library facility in line with Covid guidelines but planned to restore provision as soon as conditions allowed.
 - The cottage was used mainly at weekends for personal retreats except in the summer holiday months when it was fully booked by families.
 - Uncertain and difficult times meant that some people had to cancel bookings because of unexpected and sometimes quite tragic events in their lives.
 - The cottage team hoped to restart regional study days and weekends, with Covid restrictions easing.

- **Mindfulness courses**
 - **Be Calm Be Happy.** This year we have developed 2 new versions of BCBH, each with a specific focus - Be Calm Be Well and Applied Mindfulness for ADHD, PTSD and Neurodiversity. Both these courses have developed from the Course Leaders' particular experiences of using the practices in challenging and often difficult life situations.
 - **Looking Deeply.** Mhairi McLuskie and Lauri Bower have progressed and are currently offering a follow-on course from BCBH, called "Looking Deeply".
 - When BCBH was first developed the original idea was to have three courses which become a pathway leading people from no experience of PV practices into attending a Sangha and hopefully retreats on a regular basis.
 - "Looking Deeply" is the second course on this pathway, and we are offering it for the first time only to people who have attended BCBH.
 - The content of the course is based in the Sutra on the Four Establishments of Mindfulness - Mindfulness of the Body, Feelings, Mind, and Objects of Mind, impermanence and consciousness. Each one of these is the weekly theme, following the structure set in BCBH.
 - We look forward to receiving participant feedback at the end of the course but are confident that this second course is a good step forward for people who have already attended BCBH.
 - We are planning to offer this again in February 2022 and regularly after that.
 - **Future plans in 2022/23.**
 - In 2022 we hope to start developing the 3rd course entitled **Mindful Living**.
 - The focus for this will be the 5 Mindfulness Trainings, looking in depth at one per session.
 - We feel these 3 courses will give a good grounding into Plum Village practices and Thay's teachings along with the DTP and retreats run by PVUK and Plum Village themselves.

- **Being Peace Residential Practice Centre**
 - Following monastic feedback from a meeting at Plum Village in Dec 2018 that they are not in a position to commit monastics for the project for the foreseeable future, the Trustees and Dharma

teachers agreed that this initiative should be progressed further and that the plans should be for the centre to initially be set up and run by lay members. We maintain our aspiration that the centre could possibly be Monastic-run in the future. The Being Peace project steering group invited people to join a shaping circle to progress the lay centre in the UK, and this began to meet in 2020. A weekend retreat with the Shaping Circle helped inform the direction of future work, and a decision was made to look for project management on a paid basis.

Future plans for 2022 and 2023

- Set up and run the In-depth retreat programme in both 2022 and 2023. This will be facilitated and supported by the Dharma teacher team.
- Improve awareness of the COI and PV mindfulness in 2022/23 through online coverage (website and social media).
- Continue with our regular sangha activities, days of mindfulness and other regionally and locally run events.
- Review the use and future of the Being Peace cottage in the light of making progress towards establishing a national practice centre and the financial needs for this project. Work with a Project Manager for the Being Peace Practice Centre to set in motion the funding and purchase of a property to allow this lay centre to materialise.

Local sanghas – practice and training

What we do

- Nationally we encourage and support the formation of local practice groups (sanghas) by putting people in an area in touch with one another, offering public liability insurance to affiliated groups and by providing opportunities to benefit from the national Dharma teachers.
- Local groups run a variety of regular practice evenings, days of mindfulness, study groups and retreats to provide opportunities to practise and learn about mindful living and Thây's teachings.

How what we do provides public benefit

These activities provide the same public benefits as the National practice and training programme but on a local level making them as widely geographically accessible as possible.

Action taken in 2021

- We maintained contact with 121 Sanghas to understand how best to sustain their development.
- We encouraged the development of new sanghas drawing on the experience of members of established sanghas to assist.

Future plans

- Support sangha facilitators with opportunities for development.
- Continue to be open to opportunities to increase the number of sanghas and to help them deepen the practice of people attending.
- Continue to develop guidance material for people wishing to form new Sanghas and to grow existing Sanghas.
- Identify ways to attract more diverse sangha members.

Publications service

What we do

- Provide a service selling books, CDs and DVDs of Thich Nhat Hanh's teachings and meditation bells.

How what we do provides public benefit

- Our service is available from our website and at retreats and Dharma training events and is open to any member of the public. Profits from the service are used to fund the development of our national and local activities.

Action taken in 2021

- We continued to provide the publications service. Feedback indicates how positively this service is viewed by members. We are able to recommend specific books based on people's interests.

Future plans for 2022 - 23

- We plan to improve the way the service works on the website, making it easier to find a publication and to order it.

Communications

What we do

- Maintain a website and social media sites and feeds which provide information and inspiration about our practice and about opportunities to take part in retreats and training and to join like-minded people in local sanghas.
- Provide a facility for UK residents to subscribe to "Mindfulness Bell", the international journal of the art of mindful living. "Mindfulness Bell" is an inspiration and teaching resource for those practising mindfulness in daily life. Each issue features a teaching by Thich Nhat Hanh.
- Liaise with Plum Village, the monastery in France established by Thich Nhat Hanh.
- Provide a monthly e-News (Here & Now). This is an email newsletter to the broadest subscribing list of friends and it provides updates from Plum Village, the UK community, and details of upcoming retreats and activity in the UK. It also includes short dharma teachings to inspire.
- We aim to provide and share inspirational dharma teachings – this has been done in a regular way through our weekly e-News "Dharmabites".

How what we do benefits the public

Our communications programme supports and facilitates the achievement of our other activities and hence benefits the public as explained above.

Action taken in 2021

- We continued to publish "Here and Now" including regular interviews with UK Dharma Teachers to help raise their profile.
- We maintained membership using online direct debit, allowing us to build effective ad hoc communication with COI members. We regularly communicated with members about our events.

- Kasia Stepien, Communications Coordinator since August 2020, transitioned on agreement with Trustees to employed status with the Community of Interbeing UK, from the previous position as independently self-employed contractor.

Future plans 2022-23

- Grow the communications sangha with additional volunteers who have a background in practice and specialist communication skills.
- Understand how our community is reached and engaged online in ways that are most broadly and fully inclusive.
- Continue to develop social media presences (including blog) and our newsletters to promote our charity and our major events in 2023/23.
- Make it much easier for people to become members through the website.
- Offer weekly Dharmabites emails for subscribing members, in addition to the monthly “Here & Now” to the broadest distribution.
- Offering sanghas the opportunity to affiliate to the COI through the website, ensuring they continue to benefit from being covered by public liability insurance provision and from being listed on the PVUK website which is resourced and maintained through our charity’s funds.

Dana

What we do

The practice of dana or giving is a fundamental practice in Buddhism. The Community of Interbeing provides opportunities for people to give of their time and expertise and to give monetary donations. There are opportunities to support us in the UK and also to contribute to international charities associated with Thich Nhat Hanh and Plum Village including the Thich Nhat Hanh UK Action Fund and the relief of poverty in Vietnam.

How what we do benefits the public

Our dana programme benefits the public both directly and indirectly. Direct benefits come through the alleviation of suffering and the teaching of programmes of mindful living. Indirect benefits come through the encouragement of responsible living and of the importance of charitable giving.

Action taken in 2021

- Continued to offer a variety of opportunities for financial giving including joining the Community of Interbeing. We centred fundraising efforts on support to the global Monastic community and practice centres which lost most of their income with in-person retreats cancelled.
- Enabled more use of the website to manage fundraising and payment across all our activities.
- Continued to offer opportunities to volunteer to help the development of the Community of Interbeing. The Community directly benefits from the countless hours of selfless service provided by many members and supporters. Over 70 people offer their time and skills lovingly to do many of the tasks needed in the organisation including looking after the cottage, organising retreats, managing our members, looking after our money and much more.

Future plans

- Continue with our existing programmes and try to encourage more people to join and/or donate to and support the Community of Interbeing.
- Develop our legacy programme to encourage members and supporters to provide us with funds for future project development.
- Recruit more volunteers to help us mindfully support our initiatives including but not limited to
 - Marketing support to help us get our message out there more clearly
 - Be Calm Be Happy Course Leaders
 - Fundraising, financial and project support for the Residential Practice Centre
 - Supporting our retreat organisation at all levels

Engaged Action

What we do

Many of our community members are very active in offering mindfulness practice to others in an engaged way. Examples include activism in racial and social justice, climate action and Earth holding, prison chaplaincy, healthcare chaplaincy, and teaching in schools. Many community members are engaged in significant ways across many such areas.

How what we do benefits the public

The engaged action of our members benefits the public both directly and indirectly. Direct benefits come through the contact and support with chaplains, teachers, and activists, and the associated ability to live more mindfully and calmly. This indirectly benefits all around those who have benefited from this contact.

Action taken in 2021

- We continued to financially support a project led by dharma teacher Dene Donalds (assisted by dharma teacher Mhairi McLuskie) to continue an outreach project with groups of people who are often on the fringes of society e.g. refugees and victims of sexual violence. This benefited the recipients considerably and also provided insights and experience of how to best engage with these groups of people and how our teaching approach can be tailored.

Future plans 2022-23

- The Outreach programme will continue to be delivered in 2022 by dharma teacher Dene Donalds
- There will be a clear review of the learnings and benefits of the Outreach programme to identify future possible initiatives.
- We will introduce some website pages (under the resources section) about engaged practice to care for the Earth.
 - The Plum Village community has been active in environmentalism and responding to climate change since the 1970s, and it has always been a part of the practices (our contemplations before eating include the line, 'Let us eat in such a way that we reduce the suffering of living beings and reverse the process of climate change.'
 - A Working Group are working on increasing the presence and importance of responding to climate change and the environment in our community, partly by offering meetings and afternoons where there is space for building connections and momentum for action, and partly by articulating ways that we can act from a Buddhist perspective of being interwoven with the Earth to support and contribute to the response and transformation required by the increasing urgency of the climate crisis.

Charity Information

CURRENT TRUSTEES

Ms L Beth
Mr P Croton
Dr J Edwards
Mr K Place
Ms A Searle

COMPANY SECRETARY

Ms I Wen

LEGAL STATUS

Registered Charity

No 1096680

Company Registration

No 4623280

FURTHER INFORMATION

Website: www.plumvillage.uk

BANKERS

Bath Building Society, 15 Queen Square, Bath, BA1 2HN
The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Ecology Building Society, 7 Belton Road, Keighley, West Yorkshire, BD20 0EE
Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, NP20 1PX

INDEPENDENT EXAMINER

Alex Chandler ACA, Sygma Chartered Accountants, 1 Sopwith Crescent, Wickford, Essex, SS11 8YU

Annual Report of the Trustees of the Community of Interbeing UK for the year ended 31 December 2021

1 Factual Information

1.1 Structure

The Community of Interbeing UK is a company limited by guarantee (company number 4623280) and a registered charity (Charity number 1096680). The Charity also uses the working name "Plum Village UK".

1.2 Objects

The Objects of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

1.3 Governance

The Charity is managed by a Committee of Trustees. The trustees are also the directors of the Charity for the purposes of the Companies Act. All trustees are required to be members of the Community of Interbeing who have taken the Five Mindfulness Trainings. Trustees are recruited on the basis of skills needs identified by the Board of Trustees. A variety of methods is used to identify suitable candidates. Trustees are elected by the members of the Charity at the Annual General Meeting. Each year one third of the Trustees retire by rotation. The Committee of Trustees has the power to co-opt members during the year but these members must stand for election at the next Annual General Meeting. Trustees are given an induction pack on joining the Committee and are encouraged to identify gaps in their knowledge, which are then addressed by briefings or other training delivered to some or all of the trustees as appropriate.

1.4 Management

The Committee of Trustees currently comprises 5 members and meets formally in person or via videoconference call every month. Members of the Committee individually or in small groups also act to take forward the Charity's plans assisted by other volunteers. Trustees serving since the last annual report have been:

Ms L Beth (appointed 15 February 2020, elected 19 September 2020, re-elected 9 October 2021)

Mr P Croton (appointed 17 April 2020, elected 19 September 2020)

Dr J Edwards (Treasurer, appointed 6 January 2014, elected 24 May 2014, re-elected 9 October 2021)

Mr K Place (appointed 12 June 2020, elected 19 September 2020)

Ms A Searle (appointed 30 August 2018, elected 29 September 2018, re-elected 19 September 2020)

The appointed Company Secretary is Ms Isabelle Wen. In addition to the Trustees and Dharma Teachers, key volunteers included Br Yonten (Dharmabites), Ann Irving (bursaries management), Nan Dower (Cottage Treasurer), Karen Boreham (Vietnam dana fund), Sarah Sweet ("Mindfulness Bell" subscriptions) and Ian Parker (publication sales). The Charity purchases the services of a number of individuals to fulfil administrative, technical and management roles. During 2021 these have included the services of Lauri Bower (BCBH course management), Kesley Cage (admin and events management), Kasia Stepien (admin and communications), Juliet Lynn (accounting services) and Will Wassenaar (Being Peace UK Practice Centre admin). Kasia Stepien became an employee of the Charity on 1st December 2021.

2 Review of Activities

The review of activities is set out in the 2021 Annual Review earlier in this report.

3 Financial Review

Total income for the year was £266,885, a 4% decrease compared to 2020 (£278,040). Membership subscriptions and donations received during the year totalled £134,006, a 46% decrease compared to 2020 (£248,781). This decrease was due to a couple of very large donations received in 2020 but not repeated in 2021. Our members and supporters continued their generous financial support for the Plum Village monastics during the pandemic. Income from retreats and courses was up by 148% compared to 2020 as we returned to in-person events and increased our offering of online and hybrid courses and retreats. Sales of books and bells increased by 17%, from around £6,531 in 2020 to £7,651 in 2021. We are grateful to all those who support the Community of Interbeing/Plum Village UK through

membership, donations, volunteering, attending our events and buying from our book service. It's your support that allows us to continue our work to spread the Plum Village practice and Thây's teachings throughout the UK.

Total expenditure for the year was £133,566, a 48% decrease compared to 2020 (£255,103). This decrease was due to having forwarded to Plum Village the couple of very large donations received in 2020 but not repeated in 2021. Accumulated donations from our members and supporters amounting to £45,000 were sent to Plum Village to support the monastics and the on-going construction programme. Expenditure associated with retreats and courses was up 76% compared with 2020 as we returned to residential retreats following the pandemic.

The financial review can give only a limited idea of the activities of the Charity. This is because so much of our work cannot be measured in monetary terms. A deep bow of gratitude is due to all those volunteers who do so much to make our activities a reality.

The Community of Interbeing owns freehold premises (fixed assets) occupied by the Charity as a retreat practice centre (the Being Peace Cottage in Devon). For the first time since purchasing the property in September 2008 we commissioned a valuation exercise in October 2021. This valued the property at £300,000, an increase of £72,431 over the purchase cost of £227,569 in 2008. The Cottage was well used during 2021, income increased by 72% compared to 2020.

4 Risk Management

The major risks to which the Charity is exposed, as identified by the trustees, have been reviewed during the year and the trustees are satisfied that systems have been established to mitigate those risks.

The Charity has in place a Child Protection Policy which is reviewed annually. A Safeguarding Policy covering children and vulnerable adults is currently under preparation by the Trustees.

5 Format of Financial Statements

The report and accounts have been prepared in accordance with the Small Companies and Groups (Accounts and Directors' Report) Regulations 2008.

6 Trustees' Responsibilities in relation to the Financial Statements

Legal regulations require the trustees to prepare financial statements for each financial year which give a true and fair view of the Charity's financial activities for the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 Charity will continue in business.

The trustees are responsible for keeping 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 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.

Approved by the Committee of Trustees and signed on their behalf by



Dr J Edwards
Trustee and Director

24 September 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds	Restricted funds	Total 2021	Total 2020
INCOMING RESOURCES					
From generated funds					
Voluntary income:					
Subscriptions		35,856	-	35,856	28,507
Donations	11	9,393	88,757	98,150	220,274
Activities for generating funds					
Merchandise sales		-	-	-	15
Investment income:					
Revaluation of Peace Cottage	6	72,431	-	72,431	
Interest		253	52	305	427
From charitable activities					
Educational events & publications	2	60,143	-	60,143	28,817
Other		-	-	-	-
Total incoming resources		178,076	88,809	266,885	278,040
EXPENDED RESOURCES					
Costs of generating voluntary income					
Marketing & Communications		15,417	-	15,417	14,626
Cost of charitable activities					
Educational events & publications	3	52,836	-	52,836	32,385
Donations, bursaries and expenses	11	-	50,300	50,300	195,653
Administrative costs	4	14,520	-	14,520	11,946
Governance costs	5	493	-	493	493
Total resources expended		83,266	50,300	133,566	255,103
Net incoming/outgoing resources before transfers		94,810	38,509	133,319	22,937
Transfers		-	-	-	-
Net movement of funds		94,810	38,509	133,319	22,937
RECONCILIATION OF FUNDS					
Balance brought forward at 1 January		388,686	266,646	655,332	632,395
Balance carried forward at 31 December		£ 483,496	£ 305,155	£ 788,651	£ 655,332

The Accounting Policies and the Notes on pages 16 to 20 form part of these Accounts.

BALANCE SHEET AT 31 DECEMBER 2021

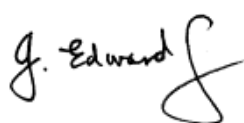
	Notes	Unrestricted funds	Restricted funds	Total 2021	Total 2020
TANGIBLE FIXED ASSETS	6	300,000	-	300,000	227,569
CURRENT ASSETS					
Stock of publications		2,628	-	2,628	2,370
Debtors	7	16,399	75,594	91,993	78,435
Cash at bank and in hand		167,508	231,029	398,537	350,811
		186,535	306,623	493,158	431,616
CURRENT LIABILITIES					
Amounts falling due within one year	8	3,038	1,469	4,507	3,852
NET CURRENT ASSETS		183,497	305,154	488,651	427,764
NET ASSETS		<u>£483,497</u>	<u>£305,154</u>	<u>£788,651</u>	<u>£655,333</u>
Represented by:					
FUNDS					
Unrestricted		483,497	-	483,497	388,688
Restricted	11	-	305,154	305,154	266,645
TOTAL FUNDS		<u>£483,497</u>	<u>£305,154</u>	<u>£788,651</u>	<u>£655,333</u>

For the year ending 31 December 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- the accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 24 September 2022 and signed on their behalf by:



Dr J Edwards (Trustee and Director)

The Accounting Policies and the Notes on pages 16 to 20 form part of these Accounts

Notes to the Financial Statements for the year ended 31 December 2021

1. Accounting Policies

(a) Basis of preparation

These financial statements have been drawn up under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' published in March 2005, applicable UK accounting standards, and the Companies Act 2006.

(b) Company status

The Charity is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member.

(c) Fund accounting

The Charity has two types of funds, unrestricted, and restricted. The unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the providers of the funds.

(d) Recognition of Income

Donations, and other forms of voluntary income are dealt with when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Membership subscriptions are due on 1 January each year and are recognised as received. Sales of publications and income from retreats are dealt with on an accruals basis. Gift Aid receivable is included in the category of income to which it relates. No amounts are included in the financial statements for services donated by volunteers.

(e) Recognition of Expenditure

Expenditure is recognised when a liability is incurred. Expenditure on future retreats is deferred until the retreat takes place.

(f) Depreciation

No depreciation is provided on freehold premises since this would be immaterial having regard to the length of the useful economic life of the property. Depreciation of equipment is provided on cost at the rate of 25% per annum.

(g) Assets

Fixed assets are stated at cost less depreciation. Stock of publications is stated at the lower of cost and realisable value. Debtors are stated at the amount expected to be recoverable.

2. Income from educational events and publications

	2021	2020
Retreats, courses and Being Peace Cottage income	50,596	20,404
Income from organising major retreat	-	-
Sale of publications & bells	9,547	8,413
	<u>£ 60,143</u>	<u>£ 28,817</u>

3. Expenditure on educational events and publications

	2021	2020
Retreat, Courses and Being Peace Cottage expenditure	43,414	24,447
Books, other publications & bells	9,422	7,938
	<u>£ 52,836</u>	<u>£ 32,385</u>

Notes to the Financial Statements for the year ended 31 December 2021 (continued)**4. Administration costs**

	2021	2020
Bookkeeping and accountancy	9,612	6,333
Insurance	1,505	1,338
Website, Zoom and other IT costs	3,270	3,519
Bank charges & other administrative costs	133	756
	<u>£ 14,520</u>	<u>£ 11,946</u>

The Charity employed no staff during 2020. The work of the Charity is predominantly carried out by volunteers and by the purchase of services from a number of individuals. These expenses are included under expenditure on educational events and publications (Note 3) and administrative costs (Note 4).

5. Governance

	2021	2020
Room hire	-	-
Independent examination and statutory costs	493	493
Trustees' meeting travel expenses	-	-
	<u>£ 493</u>	<u>£ 493</u>

No Trustees (2020: 0) received reimbursement of their travelling expenses totalling £NIL (2020: £NIL) in relation to their role as Trustee.

6. Fixed assets

	Freehold premises	Equipment	Total
	£	£	£
Purchase cost (September 2008)	227,569	-	227,569
Revaluation (October 2021)	72,431	-	72,431
Book value at 31 December 2021	<u>300,000</u>	<u>-</u>	<u>300,000</u>
Depreciation			
As at 1 January 2021	-	-	-
Charge for the year	-	-	-
Disposals	-	-	-
As at 31 December 2021	<u>-</u>	<u>-</u>	<u>-</u>
Net book value			
At 31 December 2021	<u>300,000</u>	<u>-</u>	<u>300,000</u>
At 1 January 2021	<u>227,569</u>	<u>-</u>	<u>227,569</u>

The freehold premises are occupied by the Charity as a retreat practice centre.

Notes to the Financial Statements for the year ended 31 December 2021 (continued)

7. Debtors	2021	2020
Gift Aid	88,944	76,094
Other debtors	3,049	2,341
Prepayments		-
	£ 91,993	£ 78,435

8. Liabilities: Amounts falling due within one year	2021	2020
Loans	-	-
Deposits received for Retreats in 2022	-	-
Accruals	4,507	3,852
	£ 4,507	£ 3,852

9. Reserves adequacy

Much of the Unrestricted fund represents fixed and working assets required by the Charity to carry on its day to day work. The remainder of the Unrestricted fund comprises cash at bank. For the Charity to function successfully, it must maintain an adequate level of Unrestricted reserves that can be used to finance the Charity's day to day operations and provide a precautionary reserve in case of fluctuations in the future level of income. The Trustees consider it appropriate that the level of precautionary reserve should be of the order of twelve months' expected future expenditure plus an allowance for property maintenance. At 31 December 2021, the Charity's bank balances were in excess of £50,000 above this level. The Trustees are satisfied that this situation is satisfactory having regard to the expected pattern of expenditure over the next few years especially the set up costs of future major events and the acquisition of new practice centres.

10. Statutory and general information

This note contains information required to comply with statutory and technical accounting pronouncements:

(i) In relation to the statement of financial activities

None of the Charity's activities was acquired or discontinued during the current or previous years. Accordingly all of the Charity's results relate to continuing operations.

As the Charity is a company limited by guarantee, it is required to present an income and expenditure account in its financial statements. The Charity's Statement of Financial Activities includes all matters that would require inclusion in an income and expenditure account and hence no separate income and expenditure account is presented.

Because the Charity has no gains and losses not disclosed in the Statement of Financial Activities, a statement of total recognised gains and losses for the year has not been presented as this would be the same as the Statement of Financial Activities.

No taxation is payable as the Society is a registered Charity and accordingly is entitled to exemption from taxation on its charitable activities.

(ii) Balance sheet

There are no pension or other contingencies at 31 December 2021 and 2020.

Notes to the Financial Statements for the year ended 31 December 2021 (continued)

11. Restricted funds

	UK Action Fund for PV £	Vietnam Dana £	Practice Centre Fund £	Wake Up Fund £	Total £
Balance at 01 January 2021	63,378	7,542	177,245	18,480	266,645
Donations received 2021	64,102	3,800	20,855	-	88,757
Other income	-	-	-	-	-
Interest	-	-	52	-	52
	127,480	11,342	198,152	18,480	355,454
Applied during the year	(45,000)	-	(5,300)	-	(50,300)
Transfer	-	-	-	-	-
Balance at 31 December 2021	£82,480	£11,342	£192,852	£18,480	£305,154
Comprising					
Debtors (GiftAid)	51,600	3,594	20,400	-	75,594
Creditors	-	-	(1,469)	-	(1,469)
Cash	30,880	7,748	173,921	18,480	231,029
	£82,480	£11,342	£192,852	£18,480	£305,154

Prior year comparison:

	£	£	£	£	£
Balance at 01 January 2020	40,887	21,044	165,072	21,379	248,382
Donations received 2020	189,514	7,920	18,054	-	215,488
Other income	-	-	-	-	-
Interest	-	-	174	-	174
	230,401	28,964	183,300	21,379	464,044
Applied during the year	(167,023)	(21,422)	(6,055)	(2,899)	(197,399)
Transfer	-	-	-	-	-
Balance at 31 December 2020	£63,378	£7,542	£177,245	£18,480	£266,645
Comprising					
Debtors (GiftAid)	41,900	3,794	19,600	-	65,294
Creditors	-	-	-	-	-
Cash	21,478	3,748	157,645	18,480	201,351
	£63,378	£7,542	£177,245	£18,480	£266,645

The Thich Nhat Hanh UK Action Fund (*formerly called the Thich Nhat Hanh Continuation Fund*) raises money to promote Thây's teachings internationally and in the UK.

The Vietnam Dana Fund comprises donations given to support Plum Village's "Hungry Children" programme which offers material and spiritual support to hundreds of communities in the poorest areas of Vietnam where education, development, social services and relief work are in great need to ensure healthy and happy lives for all.

The donations received are paid to Plum Village to be spent in Vietnam in the way Plum Village considers best to meet current needs.

Notes to the Financial Statements for the year ended 31 December 2021 (continued)

The UK Action Fund for Plum Village (PV) comprises donations given to support the monastic community in Plum Village, France and the European Institute of Applied Buddhism (EIAB) in Germany.

The Practice Centre Fund collects donations to finance the acquisition of practice centres for the UK Sangha.

The Wake Up Fund is for donations to support Wake Up, which promotes Thây's teachings for young people.

Independent Examiner's Report

To the trustees on the unaudited accounts of the Community of Interbeing UK;

I report on the accounts of The Community of Interbeing UK for the year ended 31 December 2021, which are set out on pages 14 to 20.

Responsibilities and basis of report

As the charity 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 company'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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



Alex Chandler ACA
Sygma
Chartered Accountants
1 Sopwith Crescent, Wickford, Essex, SS11 8YU
28 October 2022

THE COMMUNITY OF INTERBEING UK

England & Wales - Charity number 1096680

Accounts



The Community of Interbeing UK

Annual Report and Financial Statements

Year Ended 31 December 2020

Registered Charity

No 1096680

Company Registration

No 4623280

About the Community of Interbeing UK

The Community of Interbeing UK is the network of people in the United Kingdom who practise Buddhism according to the teachings of Zen master Thich Nhat Hanh (*Thây* -pronounced 'tie' - as we call him, meaning teacher in Vietnamese). The UK Community of Interbeing is part of the wider international Sangha of many thousands of practitioners worldwide, all of whom follow Thây's mindfulness practice and teachings.

Mindfulness is the energy of being aware and awake to the present moment. It is the continuous practice of touching life deeply in every moment of daily life. To be mindful is to be truly alive, present and at one with those around us and with what we are doing. We bring our body and mind into harmony while we wash the dishes, drive the car or take our morning shower, learning to do them with mindfulness, with an awareness that we are doing them. We practise mindfulness throughout every moment of the day and not just during meditation.

Practising mindfulness cultivates understanding, love, compassion, and joy. This practice helps us to take care of and transform suffering in our lives and in our society.

In practising together as a group, our practice of mindfulness becomes more joyful, relaxed and steady. We support each other along the path of practice. With the support of the community, we can practise to cultivate peace and joy within and around us, as a gift for all of those whom we love and care for. We can cultivate our solidity and freedom - solid in our deepest aspiration and free from our fears, misunderstandings, and our suffering.

In addition to providing national retreats and training, the Community of Interbeing supports around one hundred and twenty local sangha groups around the UK, sells books and other media, and provides a weekly update for members called *Dharmabites*, plus a monthly e-News called *Here & Now*, as well as distributing the international *Mindfulness Bell* magazine.

Through our programmes of education and practice the Community of Interbeing endeavours to encourage more people to practise mindful living.

2020 Annual Review

In this annual review we set out our charitable aims, and for each aspect of our activities, the actions taken to implement them in this year as well as our plans for the future.

Charitable aims

The Objectives of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

National practice and training

What we do

- Organise retreats for adults, families and young people.
- Provide an in-depth training programme on the core teachings.
- Run a small practice centre – the Being Peace Cottage.
- Run 6 and 8 week introductory courses to Plum Village mindfulness practice.
- Offer and share our practice online in a variety of formats.

How what we do delivers public benefit

The principal benefit comprises the provision of opportunities for members of the public (including Buddhists and those interested in Buddhism) to learn more about mindfulness and Buddhism. We provide instruction from beginner to advanced levels, enabling people to deepen their knowledge and experience. We offer retreats for both individuals and groups, to enable them to develop their meditation experience and increase their understanding of the mindful way of life in the Plum Village tradition of Thich Nhat Hanh.

Our events are advertised publicly on our website, social media channels (e.g PlumVillageUK facebook page) as well as our weekly Dharmabites offerings for members and monthly e-News (which anyone can sign up to). We offer a warm welcome to anyone who wishes to attend. We make a charge to recover the cost of running our retreats and training programmes with a lower rate applying to those in special circumstances. We also endeavour to raise funds to offer bursaries towards the cost of some of the events.

Action taken in 2020

The year 2020 was an extraordinary year for all species on planet Earth, with: a global pandemic that showed the full extent of inter-connectedness and impacted the human species; horrifying acts of individual and state violence that galvanised international action for racial and social justice; and the increasing manifestation of extreme weather events across the globe.

Set in this context our community worked in so many ways to grow connection and develop our practice. From initial first steps sharing togetherness online we developed steadily in confidence and variety of opportunities we offered. Across the broad community in the UK we were delighted to support:

- A series of four-week courses online with Dharma Teachers Teri West and Mhairi McLuskie
 - Nourishing the Mind of Love, from 16th February
 - Touching The Earth, from 19th April
 - Insights into Impermanence, from 13 September

- The Rainbow Sangha, for those who identify under the LGBTQIA+ umbrella was announced in March 2020 and grew steadily in membership throughout the year.
- The Deep Listening Phone Sangha also remained available for those who prefer the telephone medium.
- A wide range of retreats and in-person events were advertised in March 2020, shortly before the first COVID-19 lockdown. Many of these were subsequently cancelled or postponed but as the community transitioned to online practice with the support of Plumline's international facilitator group, we were also able to continue with many events on Zoom. These included:
 - Sunday Sangha launched in March 2020, with a weekly opportunity to practice together online from 5-6pm UK time.
 - Teri West, UK lay Dharma Teacher, began offering an early morning meditation session, 6:15am to 7am on Monday mornings, starting on 23rd March. These morning sessions quickly established twice weekly on a Monday and Wednesday, with 'Early Birds' gathering for a 45 minute practice of starting the day in stillness.
 - Mhairi McLuskie, UK lay Dharma Teacher, began offering Loving Kindness Morning Practice Sessions on Tuesday and Thursday mornings in April, from 7.30am to 8.15am. These sessions, Beginning the Day with Love, have also established as weekly feature in many people's calendars.
 - Wake Up London moved online in March 2020, as did Colours of Compassion Sangha, Heart of London Sangha and most other local sangha groups across the UK. A new group 'Exploring our white identities' also launched in March 2020.
 - The Be Calm Be Happy Course was offered online in 2020 and Lauri Bower also offered her experience to train and assure facilitators to offer the course online.
 - The UK Sangha Day of Mindfulness on Sunday 17th May featured a much-appreciated talk by Plum Village UK Dharma Teacher Jane Coatesworth on the topic of cultivating non-fear.
 - A second 'Ceremony To Support the Sick' took place on Sunday 14th June.
 - The week's morning meditations were completed on Friday mornings with meditations from 26th June onwards offered by Sister Tam Muoi (Plum Village Monastic) to the UK Sangha.
- We were very pleased to announce that the planned 'Alive and Awake' retreat in June would be offered online. This online retreat was facilitated by Plum Village UK Dharma Teachers Susanne Olbrich and Lesley Collington, both experienced mindfulness practitioners in the Plum Village tradition.
- As lockdown conditions gradually eased in the summer, we continued to offer our activities online. On Sunday 5th July, Kaira Jewel Lingo facilitated an online teaching event for us on the topic of 'Compassion Is the Best Protection'.
- We were delighted to offer the first online transmission in the UK of the Five Mindfulness Trainings on Saturday 1st August.
- In the context of the Climate and Ecological Emergency an All-Age Retreat on 15 August, hosted by the Border Collie Sangha and facilitated by Dharma Teacher Murray Corke, focussed on the Love Letter to the Earth that Thich Nhat Hanh wrote in 2013.
- The August retreat planned at Woodbrooke Quaker Study Centre in Birmingham - Bringing Quaker and Buddhist Practice Together - was facilitated online by UK Dharma Teacher Lesley Collington and Woodbrooke Tutor Tim Peat Ashworth.

- ‘Sangha Story Time’ started in August with stories shared each week by Teri West, and a number of UK Dharma Teachers offering a weekly reading of ‘Old Path White Clouds’ unabridged.
- Monthly Mindful Mornings began in September 2020 on the first Sunday of every month. This shared space, facilitated by members of the Order of Interbeing with dharma talks offered by lay and monastic Dharma Teachers, welcomed all friends. The theme for September was ‘Together we are one.’
- The third of three Dharma Training Programme retreats from 23-25 October explored the practice of meditation (‘Dhyana’) and inclusiveness (‘Kshanti’).
- In October, Buddhists Across Traditions launched with the tremendous energy of community member Rehena Harilall, offering a series of events for Black History Month, with ‘Coming Home: Towards Racial Healing & Justice.’ A formal ceremony was held by Myokei Caine-Barrett, Ven Dr Pannavati, Ven Bhante Budharakkhita, Sister Peace and Sister True Moon of Clear Grace, with prayer, meditation, love and compassion.
- From October 9th-12th a Dharma Training Retreat was held in Scotland, Living Deeply with the Practice of the Six Perfections. Guided by Dharma teachers Martin Pitt and Susanne Olbrich, the retreat explored the Six Perfections (Paramitas) and their relevance to our everyday life.
- On 11th October we invited friends to a morning of mindfulness in celebration of Thây’s 94th continuation day, facilitated by Mhairi McLuskie and Teri West, supported by members of Wake Up and Heart of London sanghas and other volunteers.
- A new ‘Course in a weekend’ was offered by Lauri Bower on Saturday 21st November, ‘Playing with Words: A Mindful Writing workshop’. Through mindful exercises, playful writing reflections and group feedback, participants had opportunities to explore the benefits of writing on a regular basis and its healing properties.
- In November our Mindful Morning focused on coming home to our body, on grounding ourselves and feeling embodied. Lesley Collington and Jane Coatesworth led a series of guided meditations exploring lying down, standing and sitting. In December our Mindful Morning was facilitated by Michael Schwammberger and Br Phap Lai in Plum Village, supported by Teri West.
- Mindful Tuesdays for Musicians came together in November with Susanne Olbrich, to relax and find calm, inspiration, and new perspectives with mindfulness practice. Weekly online drop-in sessions included guided meditations, input on mindfulness and time for musicians to connect and share their questions, experiences, and creative projects.
- In December we re-published the CoI UK Manual of Practice following a substantial review and editing process. If you joined the Community of Interbeing before we had a website, you will have received a Practice Manual that was put together in the 1990s by our pioneering Sangha members. It was presented in a loose-leaf folder and occasionally we would receive updates in the post and replace the pages to be updated. The Manual was a helpful guide, covering everything including basic meditation and all our various practices.
 - There was a great deal to change and update, and we’ve added some colour photos to make it come alive. It is packed with useful information about our teacher, the history of our tradition, and practical information about all aspects of our wonderful practice. It is possible to download it if you’d like to make your own loose-leaf folder.
- On 20th December, Wake Up Friends organised an online ‘Winter Warmer’ festival to support our monastic Plum Village family. It was a day full of songs, joy, sharing and mindfulness. Some well-known names in the line-up included Dharma Teachers Teri West and Susanne Olbrich, Br Phap Dung, Br Phap Lub, Sr Linh Di, members of local UK Sanghas, incl. Joe Holtaway, Max West, Melissa James, and teachers inspired by Thây including Roshi Joan Halifax, Tara Brach, a monastic band and many more!

- **Being Peace Cottage** was used in the following ways:
 - In the year 2020 use of the cottage was much reduced due to Covid restrictions. We had some lettings during the summer months when restrictions were eased, we had Covid Guidelines about careful cleaning in place and left three days between visits in order to keep people safe. We are asking people to bring their own tea towels as well as bedclothes and towels. The library has been removed, probably until next year, 2022.
 - Being Peace Cottage continues to be wonderfully cared for by the Cottage team who offer their time and skills generously to maintain the property and garden beautifully.

- **Be Calm Be Happy, introductory courses**
 - With Covid and the lockdowns our ability to run in-person courses in 2020 was drastically curtailed.
 - We ran the course 9 times with approximately 120 attendees. 8 of these as an 8-week course and, for the first time, a weekend retreat online, for 30 people.
 - One course began in-person and had to finish online.
 - The feedback from attendees continues to be overwhelmingly positive with particular appreciation of the Sangha created through a course, even short-term.
 - People have got over their initial reservations of how the course could be effective online.
 - One of the benefits of lockdown was that we could move out of our usual time periods for offering courses, which usually follow school terms, beginning in September, January and May. This year we were able to offer successful courses, one over the summer, beginning in June, and one over the Christmas/New year holiday.
 - Following a course in April some of the attendees set up an online study group that meets monthly. Called The Heart of Thây's Teaching each facilitator chooses a reading which is then discussed in the session.
 - We also held our first 'special interest' course aimed at and run by members of the Rainbow Sangha.
 - We ran 2 training 'retreats' online for new Course Leaders, having now implemented a pathway that begins with potential Course Leaders first attending the course as a participant. Not every person who trains as a Course Leader goes on to offer a course, there are various and often personal reasons for this. We do now have a small but enthusiastic group of Course Leaders who have found much joy in offering the basic Plum Village teachings in a structured way and find it helps them to deepen their own practice.

- **Being Peace Residential Practice Centre**
 - Following monastic feedback from a meeting at Plum Village in Dec 2018 that they are not in a position to commit monastics for the project for the foreseeable future, the Trustees and Dharma teachers agreed that this initiative should be progressed further and that the plans should be for the centre to initially be set up and run by lay members. We maintain our aspiration that the centre could possibly be Monastic-run in the future. The Being Peace project steering group invited people to join a shaping circle to progress the lay centre in the UK, and this began to meet in 2020. A Project Manager, Trang Nguyen, was appointed in November 2019, and guided the Shaping Circle for the first year.

Future plans for 2021 and 2022

- Set up and run the In-depth retreat programme in both 2021 and 2022. This will be facilitated and supported by the Dharma teacher team.
- Improve awareness of the COI and PV mindfulness in 2021/22 through online coverage (website and social media).
- Continue with our regular sangha activities, days of mindfulness and other regionally and locally run events.
- Future plans for Be Calm Be Happy in 2021/22:

For 2021 as people have become more used to being on Zoom we have decided to:

- revert to the 6-week structure for both online and (hopefully) in-person meetings in 2022;
 - consolidate our Course Leader team;
 - continue on Zoom and hopefully back in-person;
 - continue to ensure the financial viability of offering this course;
 - look more closely at how we advertise and publicise the course, endeavouring to reach people beyond the PVUK network.
- Further encourage the use of the Being Peace Cottage for practice related activities.
 - The Shaping Circle for the Being Peace Practice Centre will begin to meet in person with retreats aimed at forming bonds between members of the team and progressing the project. The search for a property will begin, and a fundraising and project manager will be sought to support this work.

Local sanghas – practice and training

What we do

- Nationally we encourage and support the formation of local practice groups (sanghas) by putting people in an area in touch with one another, offering public liability insurance to affiliated groups and by providing opportunities to benefit from the national Dharma teachers.
- Local groups run a variety of regular practice evenings, days of mindfulness, study groups and retreats to provide opportunities to practise and learn about mindful living and Thây's teachings.

How what we do provides public benefit

These activities provide the same public benefits as the National practice and training programme but on a local level making them as widely geographically accessible as possible.

Action taken in 2020

- We maintained contact with 121 sanghas to understand how best to sustain their development.
- We encouraged the development of new sanghas drawing on the experience of members of established sanghas to assist.

Future plans

- Support sangha facilitators with opportunities for development.
- Continue to be open to opportunities to increase the number of sanghas and to help them deepen the practice of people attending.
- Continue to develop guidance material for people wishing to form new sanghas and to grow existing sanghas.
- Identify ways to attract more diverse sangha members.

Publications service

What we do

- Provide a service selling books, CDs and DVDs of Thich Nhat Hanh's teachings and meditation bells.

How what we do provides public benefit

- Our service is available from our website and at retreats and Dharma training events and is open to any member of the public. Profits from the service are used to fund the development of our national and local activities.

Action taken in 2020

- We continued to provide the publications service. Feedback indicates how positively this service is viewed by members. We are able to recommend specific books based on people's interests.

Future plans for 2021 - 22

- We plan to improve the way the service works on the website, making it easier to find a publication and to order it.

Communications

What we do

- Maintain a website and social media sites and feeds which provide information and inspiration about our practice and about opportunities to take part in retreats and training and to join like-minded people in local sanghas.
- Provide a facility for UK residents to subscribe to "Mindfulness Bell", the international journal of the art of mindful living. "Mindfulness Bell" is an inspiration and teaching resource for those practising mindfulness in daily life. Each issue features a teaching by Thich Nhat Hanh.
- Liaise with Plum Village, the monastery in France established by Thich Nhat Hanh.
- Provide a monthly e-News (Here & Now). This is an email newsletter to the broadest subscribing list of friends and it provides updates from Plum Village, the UK community, and details of upcoming retreats and activity in the UK. It also includes short dharma teachings to inspire.
- We aim to provide and share inspirational dharma teachings – this has been done in a regular way through our weekly e-News "Dharmabites" in 2020.

How what we do benefits the public

Our communications programme supports and facilitates the achievement of our other activities and hence benefits the public as explained above.

Action taken in 2020

- We strengthened our website maintenance and administration putting in place procedures to make sure everything is kept up to date and everything is backed up frequently.
- We continued to publish "Here and Now" including regular interviews with UK Dharma Teachers to help raise their profile.

- We maintained membership using online direct debit, allowing us to build effective ad hoc communication with COI members. We regularly communicated with members about our events.
- Karin van Maanen, concluded paid work as Communications Coordinator in July 2020 after 10 months of significant contribution that included much hard work in the early months of the global pandemic, where our community transitioned to hosting all events online. Kasia Stepien was appointed to the Communications Coordinator role in August 2020.
- We established and funded a part-time paid role of Events Coordinator, in addition to the Communications Coordinator role, to handle the growth and volume of events being offered for the community, especially those online. Kesley Cage was appointed to this role in September 2020.
- We developed our use of Zoom and Eventbrite to register for events, and the Mailchimp marketing platform for communication. This allows us to communicate with sanghas very efficiently whenever we need to.

Future plans 2021-22

- Grow the communications sangha with additional volunteers who have a background in practice and specialist communication skills.
- Understand how our community is reached and engaged online in ways that are most broadly and fully inclusive.
- Continue to develop social media presences (including blog) and our newsletters to promote our Charity and our major events in 2021/22.
- Make it much easier for people to become members through the website.
- Offer weekly Dharmabites emails for subscribing members, in addition to the monthly “Here & Now” to the broadest distribution.
- Offering sanghas the opportunity to affiliate to the COI through the website, ensuring they continue to benefit from being covered by public liability insurance provision and from being listed on the PVUK website which is resourced and maintained through our Charity’s funds.

Dana

What we do

The practice of dana or giving is a fundamental practice in Buddhism. The Community of Interbeing provides opportunities for people to give of their time and expertise and to give monetary donations. There are opportunities to support us in the UK and also to contribute to international charities associated with Thich Nhat Hanh and Plum Village including the Thich Nhat Hanh UK Action Fund and the relief of poverty in Vietnam.

How what we do benefits the public

Our dana programme benefits the public both directly and indirectly. Direct benefits come through the alleviation of suffering and the teaching of programmes of mindful living. Indirect benefits come through the encouragement of responsible living and of the importance of charitable giving.

Action taken in 2020

- Continued to offer a variety of opportunities for financial giving including joining the Community of Interbeing. We centred fundraising efforts on support to the global Monastic community and practice centres which lost most of their income with in-person retreats cancelled.
- Enabled more use of the website to manage fundraising and payment across all our activities.

- Continued to offer opportunities to volunteer to help the development of the Community of Interbeing. The Community directly benefits from the countless hours of selfless service provided by many members and supporters. Over 70 people offer their time and skills lovingly to do many of the tasks needed in the organisation including looking after the cottage, organising retreats, managing our members, looking after our money and much more.

Future plans

- Continue with our existing programmes and try to encourage more people to join and/or donate to and support the Community of Interbeing.
- Develop our legacy programme to encourage members and supporters to provide us with funds for future project development.
- Recruit more volunteers to help us mindfully support our initiatives including but not limited to
 - Marketing support to help us get our message out there more clearly
 - Be Calm Be Happy Course Leaders
 - Fundraising, financial and project support for the Residential Practice Centre
 - Supporting our retreat organisation at all levels

Engaged Action

What we do

Many of our community members are very active in offering mindfulness practice to others in an engaged way. Examples include activism in racial and social justice, climate action and Earth holding, prison chaplaincy, healthcare chaplaincy, and teaching in schools. Many community members are engaged in significant ways across many such areas.

How what we do benefits the public

The engaged action of our members benefits the public both directly and indirectly. Direct benefits come through the contact and support with chaplains, teachers, and activists, and the associated ability to live more mindfully and calmly. This indirectly benefits all around those who have benefited from this contact.

Action taken in 2020

- We continued to financially support a project led by dharma teacher Dene Donalds (assisted by dharma teacher Mhairi McLuskie) to continue an outreach project with groups of people who are often on the fringes of society e.g. refugees and victims of sexual violence. This benefited the recipients considerably and also provided insights and experience of how to best engage with these groups of people and how our teaching approach can be tailored.

Future plans 2021-22

- The Outreach programme will continue to be delivered in 2021 by dharma teacher Dene Donalds
- There will be a clear review of the learnings and benefits of the Outreach programme to identify future possible initiatives
- To create a section on the website about engagement to inspire supporters to get involved. These pages will look at key ways of engaging and include information, testimonials and if possible contact points. Potentially to facilitate Zoom calls to connect those with similar interests.

Charity Information

CURRENT TRUSTEES

Ms L Beth
Mr P Croton
Dr J Edwards
Mr K Place
Ms A Searle

COMPANY SECRETARY

Ms I Wen

LEGAL STATUS

Registered Charity

No 1096680

Company Registration

No 4623280

FURTHER INFORMATION

Website: www.plumvillage.uk

BANKERS

Bath Building Society, 15 Queen Square, Bath, BA1 2HN
The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Ecology Building Society, 7 Belton Road, Keighley, West Yorkshire, BD20 0EE
Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, NP20 1PX

INDEPENDENT EXAMINER

Alex Chandler ACA, Sygma Chartered Accountants, 1 Sopwith Crescent, Wickford, Essex, SS11 8YU

Annual Report of the Trustees of the Community of Interbeing UK for the year ended 31 December 2020

1 Factual Information

1.1 Structure

The Community of Interbeing UK is a company limited by guarantee (company number 4623280) and a registered charity (Charity number 1096680). The Charity also uses the working name "Plum Village UK".

1.2 Objects

The Objects of the Community of Interbeing are:

- a) To advance, support and encourage the study and practice of Buddhism and mindful living in accordance with the teachings of meditation master Thich Nhat Hanh, in the UK and overseas, in keeping with the Five Mindfulness Trainings.
- b) To assist and encourage the formation and activities of regional and local groups having this common purpose.

1.3 Governance

The Charity is managed by a Committee of Trustees. The trustees are also the directors of the Charity for the purposes of the Companies Act. All trustees are required to be members of the Community of Interbeing who have taken the Five Mindfulness Trainings. Trustees are recruited on the basis of skills needs identified by the Board of Trustees. A variety of methods is used to identify suitable candidates. Trustees are elected by the members of the Charity at the Annual General Meeting. Each year one third of the Trustees retire by rotation. The Committee of Trustees has the power to co-opt members during the year but these members must stand for election at the next Annual General Meeting. Trustees are given an induction pack on joining the Committee and are encouraged to identify gaps in their knowledge, which are then addressed by briefings or other training delivered to some or all of the trustees as appropriate.

1.4 Management

The Committee of Trustees currently comprises 5 members and meets formally in person or via videoconference call every month. Members of the Committee individually or in small groups also act to take forward the Charity's plans assisted by other volunteers. Trustees serving since the last annual report have been:

Ms L Beth (appointed 15 February 2020, elected 19 September 2020)

Mr P Croton (appointed 17 April 2020, elected 19 September 2020)

Dr J Edwards (Treasurer, appointed 6 January 2014, elected 24 May 2014, re-elected 29 September 2018)

Mr K Place (appointed 12 June 2020, elected 19 September 2020)

Mr E Ruseler (appointed 19 May 2018, elected 29 September 2018, resigned 19 September 2020)

Ms A Searle (appointed 30 August 2018, elected 29 September 2018, re-elected 19 September 2020)

Mr G Williams (appointed 19 May 2018, elected 29 September 2018, resigned 19 September 2020)

The appointed Company Secretary is Ms Isabelle Wen. In addition to the Trustees and Dharma Teachers, key volunteers included Br Yonten (Dharmabites), Ann Irving (bursaries management), Nan Dower (Cottage Treasurer), Karen Boreham (Vietnam dana fund), Sarah Sweet ("Mindfulness Bell" subscriptions) and Ian Parker (publication sales). The Charity purchases the services of a number of individuals to fulfil administrative, technical and management roles. During 2020 these have included the services of Lauri Bower (BCBH course management), Kesley Cage (admin and events management), Karin van Maanen and Kasia Stepien (admin and communications), Juliet Lynn (accounting services) and Trang Nguyen (Being Peace UK Practice Centre project management).

2 Review of Activities

The review of activities is set out in the 2020 Annual Review earlier in this report.

3 Financial Review

Total income for the year was £278,040, a 9% increase compared to 2019 (£254,669). Membership subscriptions and donations received during the year totalled £248,781, a 120% increase compared to 2018 (£112,896). This increase can be attributed to a number of factors, most notably to a massive response by our members and supporters for the appeal to support the Plum Village monastics during the pandemic and a number of large one-off donations for specific Plum Village projects in France. Income from retreats and courses was down 80% compared to 2019 as our activities moved online during the pandemic. We are grateful to all those who support the Community of

Interbeing/Plum Village UK through membership, donations, volunteering, attending our events and buying from our book service. It's your support that allows us to continue our work to spread the Plum Village practice and Thây's teachings throughout the UK.

Total expenditure for the year was £255,103, a 75% increase over 2019 (£146,130). Accumulated donations from our members and supporters amounting to £65,000 were sent to Plum Village to support the monastics through the pandemic and £21,350 for humanitarian relief in Vietnam. Expenditure associated with retreats and courses was down 72% compared to 2019 as our activities moved online during the pandemic. The Charity further financially supported the Outreach project work managed and facilitated by Dene Donalds.

The financial review can give only a limited idea of the activities of the Charity. This is because so much of our work cannot be measured in monetary terms. A deep bow of gratitude is due to all those volunteers who do so much to make our activities a reality.

The Community of Interbeing owns freehold premises (fixed assets) occupied by the Charity as a retreat practice centre (the Being Peace Cottage in Devon) valued at £227,569. No formal re-valuation of this property has been obtained since this would incur expense out of proportion to its benefit.

4 Risk Management

The major risks to which the Charity is exposed, as identified by the trustees, have been reviewed during the year and the trustees are satisfied that systems have been established to mitigate those risks.

The Charity has in place a Child Protection Policy which is reviewed annually. A Safeguarding Policy covering children and vulnerable adults is currently under preparation by the Trustees.

5 Format of Financial Statements

The report and accounts have been prepared in accordance with the Small Companies and Groups (Accounts and Directors' Report) Regulations 2008.

6 Trustees' Responsibilities in relation to the Financial Statements

Legal regulations require the trustees to prepare financial statements for each financial year which give a true and fair view of the Charity's financial activities for the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 Charity will continue in business.

The trustees are responsible for keeping 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 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.

Approved by the Committee of Trustees and signed on their behalf by



Dr J Edwards
Trustee and Director

29 September 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds	Restricted funds	Total 2020	Total 2019
INCOMING RESOURCES					
From generated funds					
Voluntary income:					
Subscriptions		28,507	-	28,507	12,943
Donations		4,786	215,488	220,274	99,953
Activities for generating funds					
Merchandise sales		15	-	15	18
Investment income:					
Interest		253	174	427	811
From charitable activities					
Educational events and publications	2	28,817	-	28,817	140,944
Other		-	-	-	-
Total incoming resources		<u>62,378</u>	<u>215,662</u>	<u>278,040</u>	<u>254,669</u>
EXPENDED RESOURCES					
Costs of generating voluntary income					
Marketing & Communications		14,626	-	14,626	3,011
Cost of charitable activities					
Educational events & publications	3	29,486	2,899	32,385	117,285
Donations, bursaries and expenses		1,153	194,500	195,653	21,007
Administrative costs	4	11,946	-	11,946	3,383
Governance costs	5	493	-	493	1,444
Total resources expended		<u>57,704</u>	<u>197,399</u>	<u>255,103</u>	<u>146,130</u>
Net incoming/outgoing resources before transfers		4,674	18,263	22,937	108,539
Transfers		-	-	-	-
Net movement of funds		<u>4,674</u>	<u>18,263</u>	<u>22,937</u>	<u>108,539</u>
RECONCILIATION OF FUNDS					
Balance brought forward at 1 January		384,012	248,383	632,395	523,856
Balance carried forward at 31 December		<u>£ 388,686</u>	<u>£ 266,646</u>	<u>£ 655,332</u>	<u>£ 632,395</u>

The Accounting Policies and the Notes on pages 16 to 20 form part of these Accounts.

BALANCE SHEET AT 31 DECEMBER 2020


	Notes	Unrestricted funds	Restricted funds	Total 2020	Total 2019
TANGIBLE FIXED ASSETS	6	227,569	-	227,569	227,569
CURRENT ASSETS					
Stock of publications		2,370	-	2,370	2,547
Debtors	7	13,141	65,294	78,435	47,851
Cash at bank and in hand		149,460	201,351	350,811	357,340
		164,971	266,645	431,616	407,738
CURRENT LIABILITIES					
Amounts falling due within one year	8	3,852	-	3,852	2,912
NET CURRENT ASSETS		161,119	266,645	427,764	404,826
NET ASSETS		<u>£388,688</u>	<u>£266,645</u>	<u>£655,333</u>	<u>£632,395</u>
Represented by:					
FUNDS					
Unrestricted		388,688	-	388,688	384,013
Restricted	11	-	266,645	266,645	248,382
TOTAL FUNDS		<u>£388,688</u>	<u>£266,645</u>	<u>£655,333</u>	<u>£632,395</u>

For the year ending 31 December 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- the accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 29 September 2021 and signed on their behalf by:



Dr J Edwards (Trustee and Director)

The Accounting Policies and the Notes on pages 16 to 20 form part of these Accounts

Notes to the Financial Statements for the year ended 31 December 2020

1. Accounting Policies

(a) Basis of preparation

These financial statements have been drawn up under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' published in March 2005, applicable UK accounting standards, and the Companies Act 2006.

(b) Company status

The Charity is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member.

(c) Fund accounting

The Charity has two types of funds, unrestricted, and restricted. The unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the providers of the funds.

(d) Recognition of Income

Donations, and other forms of voluntary income are dealt with when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Membership subscriptions are due on 1 January each year and are recognised as received. Sales of publications and income from retreats are dealt with on an accruals basis. Gift Aid receivable is included in the category of income to which it relates. No amounts are included in the financial statements for services donated by volunteers.

(e) Recognition of Expenditure

Expenditure is recognised when a liability is incurred. Expenditure on future retreats is deferred until the retreat takes place.

(f) Depreciation

No depreciation is provided on freehold premises since this would be immaterial having regard to the length of the useful economic life of the property. Depreciation of equipment is provided on cost at the rate of 25% per annum.

(g) Assets

Fixed assets are stated at cost less depreciation. Stock of publications is stated at the lower of cost and realisable value. Debtors are stated at the amount expected to be recoverable.

2. Income from educational events and publications

	2020	2019
Retreats, courses and Being Peace Cottage income	20,404	67,698
Income from organising major retreat	-	61,841
Sale of publications & bells	8,413	11,405
	<u>£ 28,817</u>	<u>£ 140,944</u>

3. Expenditure on educational events and publications

	2020	2019
Retreat, Courses and Being Peace Cottage expenditure	24,447	109,047
Books, other publications & bells	7,938	8,238
	<u>£ 32,385</u>	<u>£ 117,285</u>

Notes to the Financial Statements for the year ended 31 December 2020 (continued)**4. Administration costs**

	2020	2019
Bookkeeping and accountancy	6,333	-
Insurance	1,338	1,289
Website, Zoom and other IT costs	3,519	1,700
Bank charges & other administrative costs	756	394
Project cost salary	-	-
	<u>£ 11,946</u>	<u>£ 3,383</u>

The Charity employed no staff during 2020. The work of the Charity is predominantly carried out by volunteers and by the purchase of services from a number of individuals. These expenses are included under expenditure on educational events and publications (Note 3) and administrative costs (Note 4).

5. Governance

	2020	2019
Room hire	-	374
Independent examination and statutory costs	493	644
Trustees' meeting travel expenses	-	426
	<u>£ 493</u>	<u>£ 1,444</u>

No Trustees (2019: 2) received reimbursement of their travelling expenses totalling £0 (2019: £426) in relation to their role as trustee.

6. Fixed assets

	Freehold Equipment		Total
	premises		
	£	£	£
Cost:			
As at 1 January 2020	227,569	-	227,569
Additions	-	-	-
Disposals	-	-	-
As at 31 December 2020	<u>227,569</u>	<u>-</u>	<u>227,569</u>
Depreciation			
As at 1 January 2020	-	-	-
Charge for the year	-	-	-
Disposals	-	-	-
As at 31 December 2020	<u>-</u>	<u>-</u>	<u>-</u>
Net book value			
At 31 December 2020	<u>227,569</u>	<u>-</u>	<u>227,569</u>
At 1 January 2020	<u>227,569</u>	<u>-</u>	<u>227,569</u>

The freehold premises are occupied by the Charity as a retreat practice centre. No formal valuation has been obtained since this would incur expense out of proportion to its benefit.

Notes to the Financial Statements for the year ended 31 December 2020 (continued)

7. Debtors	2020	2019
Other debtors	78,435	47,851
Prepayments	-	-
	£ 78,435	£ 47,851

8. Liabilities: Amounts falling due within one year	2020	2019
Loans	-	-
Deposits received for Retreats in 2021	-	-
Accruals	3,852	2,912
	£ 3,852	£ 2,912

9. Reserves adequacy

Much of the Unrestricted fund represents fixed and working assets required by the Charity to carry on its day to day work. The remainder of the Unrestricted fund comprises cash at bank. For the Charity to function successfully, it must maintain an adequate level of Unrestricted reserves that can be used to finance the Charity's day to day operations and provide a precautionary reserve in case of fluctuations in the future level of income. The Trustees consider it appropriate that the level of precautionary reserve should be of the order of twelve months' expected future expenditure plus an allowance for property maintenance. At 31 December 2020, the Charity's bank balances were in excess of £50,000 above this level. The Trustees are satisfied that this situation is satisfactory having regard to the expected pattern of expenditure over the next few years especially the set up costs of future major events and the acquisition of new practice centres.

10. Statutory and general information

This note contains information required to comply with statutory and technical accounting pronouncements:

(i) In relation to the statement of financial activities

None of the Charity's activities was acquired or discontinued during the current or previous years. Accordingly all of the Charity's results relate to continuing operations.

As the Charity is a company limited by guarantee, it is required to present an income and expenditure account in its financial statements. The Charity's Statement of Financial Activities includes all matters that would require inclusion in an income and expenditure account and hence no separate income and expenditure account is presented.

Because the Charity has no gains and losses not disclosed in the Statement of Financial Activities, a statement of total recognised gains and losses for the year has not been presented as this would be the same as the Statement of Financial Activities.

No taxation is payable as the Society is a registered Charity and accordingly is entitled to exemption from taxation on its charitable activities.

(ii) Balance sheet

There are no pension or other contingencies at 31 December 2020 and 2019.

Notes to the Financial Statements for the year ended 31 December 2020 (continued)

11. Restricted funds

	UK Action Fund for PV £	Vietnam Dana £	Practice Centre Fund £	Wake Up Fund £	Total £
Balance at 01 January 2020	40,887	21,044	165,072	21,379	248,382
Received during year					-
Donations	189,514	7,920	18,054	-	215,488
Other income	-	-	-	-	-
Interest	-	-	174	-	174
	230,401	28,964	183,300	21,379	464,044
Applied during the year	(167,023)	(21,422)	(6,055)	(2,899)	(197,399)
Transfer	-	-	-	-	-
Balance at 31 December 2020	£63,378	£7,542	£177,245	£18,480	£266,645
Comprising					
Debtors (GiftAid)	41,900	3,794	19,600	-	65,294
Creditors	-	-	-	-	-
Cash	21,478	3,748	157,645	18,480	201,351
	£63,378	£7,542	£177,245	£18,480	£266,645
Prior year comparison:					
	£	£	£	£	£
Balance at 01 January 2019	28,101	18,310	102,331	1,514	150,256
Received during year					-
Donations	32,766	2,734	62,554	129	98,183
Other income	-	-	-	28,373	28,373
Interest	-	-	614	-	614
	60,867	21,044	165,499	30,016	277,426
Applied during the year	(19,980)	-	(427)	(8,637)	(29,044)
Transfer	-	-	-	-	-
Balance at 31 December 2019	£40,887	£21,044	£165,072	£21,379	£248,382
Comprising					
Debtors (GiftAid)	13,150	3,594	18,940	-	35,684
Creditors	-	-	-	-	-
Cash	27,737	17,450	146,132	21,379	212,698
	£40,887	£21,044	£165,072	£21,379	£248,382

The Thich Nhat Hanh UK Action Fund (*formerly called the Thich Nhat Hanh Continuation Fund*) raises money to promote Thầy's teachings internationally and in the UK.

The Vietnam Dana Fund comprises donations given to support Plum Village's "Hungry Children" programme which offers material and spiritual support to hundreds of communities in the poorest areas of Vietnam where education, development, social services and relief work are in great need to ensure healthy and happy lives for all. The donations received are paid to Plum Village to be spent in Vietnam in the way Plum Village considers best to meet current needs.

Notes to the Financial Statements for the year ended 31 December 2020 (continued)

The UK Action Fund for Plum Village (PV) comprises donations given to support the monastic community in Plum Village, France and the European Institute of Applied Buddhism (EIAB) in Germany.

The Practice Centre Fund collects donations to finance the acquisition of practice centres for the UK Sangha.

The Wake Up Fund is for donations to support Wake Up, which promotes Thây's teachings for young people.

Independent Examiner's Report

To the trustees on the unaudited accounts of the Community of Interbeing UK;

I report on the accounts of The Community of Interbeing UK for the year ended 31 December 2020, which are set out on pages 14 to 20.

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 Charities Act 2011;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011; and
- to 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 examiner's 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 the Companies Act 2006 and which are consistent 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.



Alex Chandler ACA
Sygma
Chartered Accountants
1 Sopwith Crescent, Wickford, Essex, SS11 8YU
15 November 2021