



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 (*Thầy* -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 *Thầy'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 days 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 Stepień, 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		-
	<u>£ 91,993</u>	<u>£ 78,435</u>

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