

LINK TO CHANGE LTD

DRAFT FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

**Company Registration No: 4749130
Registered Charity No: 1098452**

**A1 LIFESTYLE ACCOUNTS LTD
ACCOUNTANTS
EXECUTIVE SUITE
THE A1 LIFESTYLE VILLAGE
GREAT NORTH ROAD
LITTLE PAXTON
ST NEOTS
CAMBRIDGESHIRE PE19 6EN**

LINK TO CHANGE LIMITED

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

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COMPANY INFORMATION

YEAR ENDED 31ST MARCH 2022

CHAIR:

Ms Felicity Mallam

TRUSTEES:

The trustees of the company during the year were as follows:

Alan McCormick
Rowan Moore
Shreena Misty
Fiona Factor
Sarah Morecombe (Appointed 9th June 2021)

REGISTERED OFFICE:

40 Mill Street
Bedford
Bedfordshire
MK40 3HD

REGISTERED NUMBER:

4749130

CHARITY NUMBER:

1098452

ACCOUNTANTS:

A1 Lifestyle Accounts Ltd
Executive Suite
The A1 Lifestyle Village
Great North Road
Little Paxton
St Neots
Cambridgeshire
PE19 6EN

REPORT OF THE CHAIR OF TRUSTEES**YEAR ENDED 31ST MARCH 2022**

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Objectives and Activities

Link to Change operates under a set of core values: respect, a non-judgemental approach, compassion, inclusiveness and regard for the United Nations Rights of the Child and the Human Rights Act. As a charity we operate a reflective practice, are proactive and are responsive to need.

The objectives of the charity are as follows:

To advance the education; preserve and protect the mental and physical health and relieve sickness and poverty of children, young people and adults.

The advancement of education for the public benefit in the issues surrounding children and young people, their families and carers, in respect of sexual exploitation, substance misuse and social exclusion in response to the needs presented by the local communities in Cambridgeshire and surrounding counties.

The Link to Change Vision:

Our vision is of a world where everyone can live free from exploitation.

The Link to Change Mission:

Link to Change is committed to being the experts in child exploitation, using direct experience to advocate and support change.

We achieve this by:

- Inspiring and enabling positive change, growth and self-worth for all children and young people.
- Having a commitment to young people's participation and involvement in service design, governance and review.
- Building engaging and trusted relationships with children, young people, families, professionals and the communities in which they live within.
- Providing a holistic and dynamic trauma-informed support service around exploitation.
- Being proactive with children and young people in prevention as the best form of protection against exploitation.

The Link to Change Values are:

- Inclusivity- We believe that all survivors of exploitation should be supported and have access to appropriate services. Beneficiaries are the heart of everything we do.
- Quality- We provide an effective, reliable and high-quality service to children, young people, their families, the community and professionals to support them.
- Challenging- We advocate for and with young people and challenge other professionals to create positive change.
- Trustworthy- We are confident in our commitment and credibility to deliver on what we say we are going to do.
- Dedication- We are committed to our young people through providing open-ended and continuous support.
- Knowledge- We are dedicated to continually build upon our knowledge and expertise in the field of children, young people and exploitation.
- Safety- We create a culture to safeguard and protect everyone from exploitation.

Public Benefit

The Trustees of Link to Change have due regard to the Charity Commission's public benefit guidance to meet their legal obligations under the Charities Act.

Child Exploitation can have a devastating impact on the social integration, economic well-being and life chances of young people. Difficulties faced by victims of child exploitation include isolation from family and friends, teenage parenthood, failing examinations or dropping out of education altogether, unemployment, mental health problems, suicide attempts, alcohol and drug addiction, aggressive behaviour and criminal activity. Child Exploitation has a profoundly damaging effect on families and communities.

Reports from the Office of the Children's Commissioner and leading academic institutions inform us that there is still much work to be done.

The Trustees believe that the contribution that Link to Change makes to improving the public knowledge of child exploitation and the support that it offers to the victims of this terrible crime is of public benefit.

ACHIEVEMENT AND PERFORMANCE

Funding Successes

The Trustees extend their grateful thanks to all our funders who are listed within the report and the financial statement and to our donors who have contributed, often without publicity, enabling us to expand our services and reach more children and young people.

2021-22 was another fantastic year for Link to Change due to securing fantastic funding from some of the following: National Lottery Community Fund, Paul Hamlyn, Garfield Weston, Lloyds Foundation, Panacea Charitable Trust, Steel Charitable Trust, Swire Trust and many others. We embarked on enhancing our partnership with FACES in Bedford on a joint funding grant from the Office of the Police Crime Commissioner for the third year of the Changing FACES project and welcoming the second year of the #SEEN Project funded by The Harpur Trust.

We additionally secured funding from Screwfix Foundation, John Apthorp and Mrs B L Robinson to help with providing a safe space within our new premises for children and young people.

Charitable Donations and Assistance

Thank you to our volunteers who grant us their 'gift of time'.

We would especially like to offer our sincerest thank you again to Puzzle Technology who provide our technical support beyond their contractual agreement.

Partnership Working

We have built upon and strengthened our partnerships with the local authority and police within Bedfordshire. We attend all the vital partnership and strategic meetings within the county, ensuring we have the relevant tools and knowledge for effective and positive service delivery, working within a contextual safeguarding framework.

We have strong partnerships with schools in our geographic areas, delivering preventative and educational work. Helping young people at risk of or experiencing child exploitation to remain in touch with their education and achieve their potential, despite the harms caused.

We continued to build upon our new relationships and partners within the county, including Luton Youth Offending, Att10tive, VERU and Dynamic Decisions. We have created new partnerships to build upon the future of Link to Change and create lasting change within the county.

Link to Change continued to provide a contextual service to support children and young people who are at risk of or experiencing exploitation. The service encompassed all areas of supporting children and young people, specifically tailored to individual need and experience.

We continued to deliver on our Strategy into Action 2020-23, building upon our three main service provisions under the domains of Choice, Challenge and Change.

We have been excited to build upon our early-intervention Choice services in Luton, by successfully securing funding for the project in Bedford Borough through The Panacea Charitable Trust and the local authorities Bedford Borough Youth Empowerment fund.

Our other main services provided were encompassed under the Challenge strand. This saw Link to Change continuing to deliver their high-quality services, working with the cycle of exploitation, providing wellbeing and resilience support to children and young people in changing the cycle of exploitation. We excitedly received a further 3-year project funding from National Lottery Community Fund. This funding saw Link to Change reducing the age of those we support to 7 years and above. These projects included:

- National Lottery Community Fund- Pan-Bedfordshire Services (finished December 2021).
- National Lottery Community Fund- Challenge: Switch project.
- Bedford Borough Youth Empowerment- Choice: Reload project Bedford Borough.
- The Panacea Charitable Trust- Choice: Reload project Bedford Borough.
- Luton Youth Fund- Choice: Reload project in Luton.
- Charles Hayward- Choice project.
- Office of Police and Crime Commissioner- Changing FACES project with our partners FACES Bedford.
- The Harpur Trust- #SEEN Project with our partners FACES Bedford.
- Children in Need- The Dodgems Project (Cambridgeshire and Bedfordshire).
- The Pilgrims Trust- Helter Skelter Project.
- Office of Police and Crime Commissioner and VERU- Is This OK? Project.
- Luton Youth Offending and Luton Borough Council- TREE Project.

Our Change strand saw the further work and development of our Participation Group, providing empowerment and participation to young people after a life of exploitation. We would like to give our thanks to all the children and young people who have worked with us, especially our participation members who have been instrumental in enhancing policy change and professionals' responses to child exploitation. This year the participation group has continued to work with our team to advise and develop the charity. Our participation group has had an active voice in the governance and operations of the charity and recruitment interviews. In addition to this, the participation group has assisted Bedfordshire Police, Bedfordshire University, The Children's Society and the Local Authorities with a variety of different consultations, providing an insight into their experiences and viewpoints. Their contributions have been pivotal in ensuring our beneficiaries are at the heart of the work we deliver, ensuring children and young people can live happier and healthier lives free from child exploitation.

Link to Change, despite the changes in the pandemic, had the opportunity to support our beneficiaries through positive activities. These activities included boxing, Go-Ape, Go-Karting and mini golf.

In February 2022, Link to Change embarked on a new partnership with the 'Is This OK?' National project between Runaway Helpline and Childline. The project provides an anonymous helpline to children and young people at risk of exploitation and abuse. As the scheme develops within Bedfordshire, Link to Change will be the main referral and support pathway within the county.

Waiting lists for our entire projects are high and we are working hard to secure future and further funding to continue delivering these vital services.

Our New Premises

This year we have been very excited with the news that we relocated premises in September 2021. This relocation saw Link to Change move from their existing premises and into the heart of the community and town centre of Bedford Borough. The office space is in a central location that is easily accessible for children and young people and most importantly provide a safe space for them. The building offers confidential 1-2-1 rooms and a youth participation room.

This relocation will look to build upon Link to Change's profile, alongside building stronger networks within the community and partner organisations. It will provide a training centre to disseminate our learnings. We see this as the next big step to strengthening Link to Change.

COVID-19 PANDEMIC

Impact

Into 2021 to 2022, Link to Change saw the continuing impact of COVID-19 through our capacity and limitations to deliver in schools and the community. This reduction in service delivery led to a decrease in the number of children and young people we were able to successfully support. These activities traditionally take place in the community, schools and at partner organisations. It has been increasingly difficult due to lockdown restrictions, access to schools, constraints in the community and access to venues.

We continued to deliver face to face, where possible, working in line with the governments social distancing guidelines. Our practitioners listened to the children and young people receiving support, as well as evaluating their current safeguarding concerns and delivered the style of services they wished for and was required.

Link to Change was fortunate enough to continue to retain all their staff and no employees were furloughed.

During the pandemic, we managed to achieve a 92% rate of continued engagement. The team saw an increase in safeguarding concerns raised by 27% over the last year, with an increase in vulnerabilities, increased stressors and reduced service provisions throughout the county. It was essential that we continued to work effectively with all of our partners to effectively safeguard our beneficiaries.

FINANCIAL REVIEW

Financial Position

The financial statements for the year ended March 2022 show that the charity received income of £514,568 and incurred expenditure of £440,520. This was in line with expectations.

Reserves at the year-end are £74,000 with this set aside to meet estimated costs of winding up the charity should further funds are not secured in line with our current policy.

No tax has been levied upon any of the organisation/company's activities.

The Trustees consider the funding levels committed to by funders to be adequate for the forthcoming twelve months but recognise the on-going need for both additional and replacement funding to be secured. The Trustees also recognise the need to diversify funding sources away from the purely philanthropic and are confident that additional funding can be secured and that the income generation strategy for 2020-2023 is strong.

Link to Change recognises the importance of fulfilling its regular financial commitments and therefore the level of reserves required must allow for these commitments. Link to Change will be increasing its level of reserves to £150,000 to cover both 9 months of unrestricted obligations and to allow for any matters arising in the competition of our office premises.

In addition to this, Link to Change will be investing £50,000 towards the strategic and operational development of service delivery capacity building.

FUTURE PLANS

2021 saw the continuing growth and expansion of our work throughout Pan-Bedfordshire, with new and exciting partnerships taking place. We look forward to continuing to build strong and lasting relationships in this area and develop further new services in line with our Strategy into Action for 2020-2023.

We welcomed new highly experienced employees to join the delivery, management, and support team.

We also most warmly thank all our passionate and committed staff who are always willing to 'go the extra mile' to ensure that our service users receive a quality provision.

We look forward to settling into our new office premises to assist in the development of the charity and its services within the county.

We said goodbye to Stephanie Rodriguez who was an observer to the board as part of the London Business School Trustee Fellowship Programme, and thank her for her time and support.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company operates under its memorandum and articles of association dated 1 April 2003; amended on 8 July 2011.

Charity Constitution & Management

The charitable company is led by a board of directors, who are the trustees and form the council of management of the company.

Trustees are co-opted to the Board with the agreement of the Directors and are elected at the annual general meeting. Each Trustee has an area of interest and works closely with staff to develop and maintain these activities.

The Trustees approve the strategic plan, the business plan and monitor their implementation. Periodically the Trustees approve reviews of the charity's policies and procedures under the guidance of the CEO.

The Board of Directors seeks to ensure that the needs of all user groups are reflected through the diversity of skills represented by the Board. Through open advertising, new members with appropriate skills are recruited and co-opted to the Board.

All Trustees are familiar with the practical work of the charity. New members are inducted by the CEO and the Chairman and are encouraged to spend time with operational staff. Each Trustee is provided with a pack covering:

- Obligations of the Board of Directors.
- Charity's Policies and Procedures.
- Resourcing and current financial position.
- Future plans and objectives.

Approved by the trustees of the charity on 13/6/22 And signed on its behalf by:



Ms Felicity Mallam
Chair

INCOME STATEMENT

YEAR ENDED 31ST MARCH 2022

	Note	2022 £	2021 £
TURNOVER		514,568	465,755
Cost of Sales		<u>-</u>	<u>-</u>
GROSS INCOME		514,568	465,755
Administrative Expenses		<u>(440,520)</u>	<u>(306,438)</u>
SURPLUS FOR THE FINANCIAL YEAR		74,048	159,317
BALANCE BROUGHT FORWARD		<u>356,342</u>	<u>197,025</u>
BALANCE CARRIED FORWARD		<u>430,390</u>	<u>356,342</u>

1 Income and Endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

2 Investment Income

	2022 £	2021 £
Interest receivable on bank deposits	19	62

3 Fund Structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area of purpose.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

4 Pensions and Other Post Retirement Obligations

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Pension costs are allocated between activities and funds on the same basis as any other salary costs.

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

STATEMENT OF INCOME, EXPENDITURE AND FUNDS BALANCES FOR THE YEAR ENDED 31ST MARCH 2022

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income and Endowments						
Donations and legacies	156,935	-	156,935	133,214	-	133,214
Charitable Activities	-	357,614	357,614	-	332,479	332,479
Investment Income	19	-	19	62	-	62
Total Income	156,954	357,614	514,568	133,276	332,479	465,755
Expenditure						
Charitable Activities	(209,860)	(230,660)	(440,520)	(146,738)	(159,700)	(306,438)
Net	(52,906)	126,954	74,048	(13,462)	172,779	159,317
Transfers Between Funds	77,221	(77,221)	-	141,466	(141,466)	-
Net Funds	24,315	49,733	74,048	128,004	31,313	159,317
Reconciliation of Funds						
Total Funds Brought Forward	266,390	89,952	356,342	138,386	58,639	197,025
Total Funds Carried Forward	290,705	139,685	430,390	266,390	89,952	356,342

	Pilgrims' Trust Project	Harpur Trust Fund #SEEN Project	OPCC Changing FACES Project	Children In Need Dodgems Project	Luton Youth Offending Project	Luton Youth Fund & Charles Hayward Choice:Reload Project	National Lottery Community Fund Pan-Beds Services	Bedford Youth Fund (Choice Reload)	OPCC and Veru Project	National Lottery: Challenge Switch	Decorating Project	Happy Days Project	Luton TREE Project Phase 2	Total Restricted Funds 2021
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Income and Endowments														
Charitable Activities	13,332	21,551	46,520	40,339	-	43,348	58,105	44,370	10,000	61,251	15,200	1,368	2,230	332,479
Expenditure														
Charitable Activities	7,118	17,977	43,464	33,259	422	32,315	46,814	19,185	50	22,970	6,122	964	-	159,700
Net Income	6,214	3,574	3,056	7,080	(422)	11,033	11,291	25,185	9,950	38,281	9,078	404	2,230	172,779
Transfers Between Funds	-	(1,638)	(2,961)	(3,265)	(2,154)	(5,346)	(41,835)	(3,406)	-	(15,616)	-	-	(1,000)	(141,466)
Net Movement in Funds	6,214	1,936	95	3,815	(2,576)	5,687	(30,544)	21,779	9,950	22,665	9,078	404	1,230	31,313
Reconciliation of Funds														
Total Funds Brought Forward	1,383	10,174	5,210	11,007	14,294	17,340	30,544	-	-	-	-	-	-	58,639
Total Funds Carried Forward	7,597	12,110	5,305	14,822	11,718	23,027	-	21,779	9,950	22,665	9,078	404	1,230	89,952

BALANCE SHEET

YEAR ENDED 31ST MARCH 2022

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible Assets	5	4,166	5,555
CURRENT ASSETS			
Debtors	6	4,915	2677
Cash at Bank and in Hand		<u>429,266</u>	<u>359,345</u>
		434,181	362,022
CREDITORS:			
Amounts falling due within one year	7	<u>7,957</u>	<u>11,235</u>
NET CURRENT ASSETS		<u>426,224</u>	<u>350,787</u>
TOTAL ASSETS LESS			
CURRENT LIABILITIES		<u>430,390</u>	<u>356,342</u>
FUNDS OF THE CHARITY			
Restricted Funds		139,685	89,952
Unrestricted Funds		<u>290,705</u>	<u>266,390</u>
TOTAL FUNDS		<u>430,390</u>	<u>356,342</u>

The company is entitled to exemption for audit under Section 477 of the Companies Act 2006 for year ended 31st March 2022.


The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2022 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006, and;
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as is applicable to the company.

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

The financial statements were approved by the Board on 13/6/22.....
and were signed on its behalf by:


.....
Ms Felicity Mallam

The notes on page 8 form part of these financial statements

CHARITY NOTES

YEAR ENDED 31ST MARCH 2022

The A1 Lifestyle Village
Great North Road
Little Paxton
St Neots
Cambridgeshire, PE19 6EN

Charity Status

The charity is regulated by guarantee.

The accounts were authorised for issue on the date shown on the balance sheet.

Accounting Policies

Summary of significant accounting policies and key accounting estimates

The principle accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SOP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Link to Change meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The trustees consider the going concern, taking into account reserves policy and any additional income which may be sourced throughout the forthcoming year.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Debtors

Debtors are amounts due from services performed in the ordinary course of business

Cash and Cash Equivalents

Cash and Cash Equivalents comprise cash in hand and call deposits, together with other short term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Employees and Trustees

The average number of employees during the year was 11.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31ST MARCH 2022

OPERATING PROFIT

Operating Profit is stated after charging:

	2022 £	2021 £
Depreciation - Owned Assets	1,389	1,852
Director's Emoluments	-	-

5 FIXED ASSETS

	Computer and Office Equipment
Cost	
As at 1st April 2021	38,030
Addition	-
As at 31st March 2022	38,030
Depreciation	
As at 1st April 2021	32,475
Charge for the Year	1,389
As at 31st March 2022	33,864
Net Book Value	
As at 31st March 2022	4,166
As at 31st March 2021	5,555

6 DEBTORS

	2022 £	2021 £
Rent and Rates	1,625	1,625
Donations	3,290	1,052
Other Debtors	-	-
	4,915	2,677

7 CREDITORS

Amounts falling due within one year

	2022 £	2021 £
PAYE	6,335	-
Deferred Income	-	4,882
Accrued Expenses	122	1,353
Accountancy	1,500	5,000
	7,957	11,235

8 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total Funds £
Tangible Fixed Assets	4,166	-	4,166	5,054	-	5,054
Current Assets	294,496	139,685	434,181	272,070	89,952	362,022
Current Liabilities	11,235	-	11,235	11,235	-	11,235

ANALYSIS OF NET FUNDS

	1st April 2021 £	Cash Flow £	31st March 2022 £
Cash at Bank and in Hand	359,345	69,921	429,266

LINK TO CHANGE LIMITED
MANAGEMENT INFORMATION
YEAR ENDED 31ST MARCH 2022

The following pages do not form part of the statutory financial statements

Accountants' Report to the Trustees	9
Detailed Profit and Loss Account	10

REPORT OF THE ACCOUNTANTS TO THE TRUSTEES

YEAR ENDED 31ST MARCH 2022

As described on the Balance Sheet you are responsible for the preparation of the financial statements for the year ended 31st March 2022, set out on pages 3 to 9. You consider that the company is exempt from an audit.

In accordance with your instructions, we have compiled these unaudited financial statements in order to assist you to fulfil your statutory responsibilities from the accounting records and information and explanations supplied to us. The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

A1 LIFESTYLE ACCOUNTS LTD
Accountants

Executive Suite
The A1 Lifestyle Village
Great North Road
Little Paxton
St Neots
Cambs PE19 6EN

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SUMMARY OF INCOME AND EXPENDITURE

YEAR ENDED 31ST MARCH 2022

	2021		2020	
	£	£	£	£
TURNOVER				
Grants		357,614		332,479
Income/Donations		153,390		131,987
Fees		3,545		1,227
Interest		<u>19</u>		<u>62</u>
		514,568		465,755
EXPENDITURE				
UNRESTRICTED				
Wages	139,523		111,922	
Entertainment	60		-	
Training	1,057		5,510	
Accountancy	5,500		9,165	
Miscellaneous	2,103		410	
Rent and Rates	32,361		5,777	
Professional Fees	2,160		-	
Repairs and Maintenance	3,216		-	
Insurance	3,912		3,347	
Telephone and Internet	3,774		6,203	
Utilities	707		870	
Activity Costs	2,420		360	
PP&S	468		655	
Subscriptions	3,565		554	
Computer and Office Expenses	7,574		-	
Depreciation				
Computer and Office Equipment	<u>1,389</u>		<u>1,852</u>	
	209,789		146,625	
Restricted Expenses	<u>230,660</u>		<u>159,700</u>	
		<u>440,449</u>		<u>306,325</u>
		74,119		159,430
Bank Charges		<u>71</u>		<u>113</u>
NET INCOME FOR THE YEAR		<u><u>74,048</u></u>		<u><u>159,317</u></u>