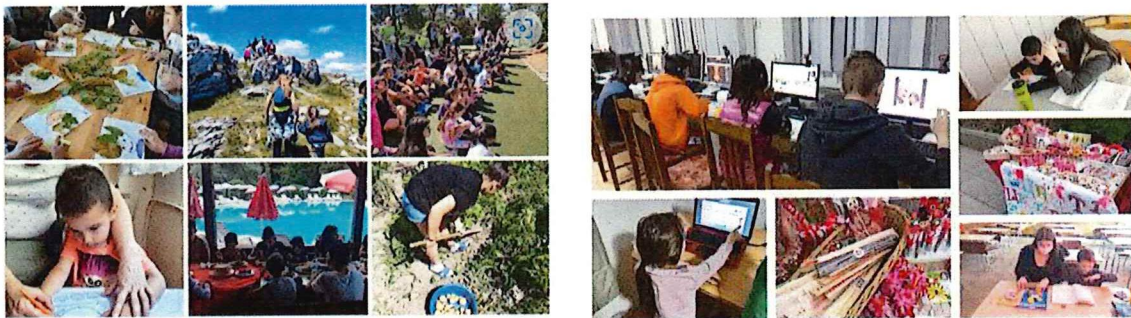




ANNUAL REPORT 2022/2023



ZOV UK ("ZOV")

Charity Name:

**Charity Registration
No:**

1104091

Address of Charity:

48 Talbot Road, London, N6

Current Trustees:

Lucy Rosenstein, Charlotte Healey, George Karaargirov,
Dimitar Velikov, Mark Giulianotti, Charmian Perkins
(resigned 11.22), Branimir Zelenkov

Financial Trustee:

Charlotte Healey

Structure, Governance and Management: Two annual trustees meeting held each year. Charlotte Healey, the Director, is in charge of the daily management and reporting and financial management of this charity. Accounts are prepared and reviewed by accountants and signed off by two trustees. Trustees are appointed at two annual meetings where quorum is when at least three trustees attend. During these annual meetings the minutes are circulated, and making any decisions are circulated for approval by the other trustees. Appointments of Trustees are reviewed each year with any interested parties who have contacted the charity presented at the annual meeting with the current trustees resigning and being re-elected. Trustees do not receive remuneration or any other benefits for their service.

Reporting: Financial year end is March-23 and operational performance ending December-22 to cover the 2022/2023 Annual Reporting period.

Financial Performance: In the accounting period ending March-2023 total Income was **£30,206** and Total expenditure totaled **(£34,420)**. At the end of the accounting period, funds in the UK bank account were **£59,795**.

Of those funds:

- ☐ £6,000 were restricted to charitable activities in August and September;
- ☐ Further £10,000 were towards outreach and mentoring activities in 2023;
- ☐ £7,000 were set aside for IT equipment and COVID related funding requirements; and,
- ☐ £18,000 are in reserves (see below).

2022-2023 fundraising activities met our target budget in order to continue with our programmes at their present levels. Our annual budget is now between £30,000-£35,000.

Reserves Policy: It is ZOV UK's policy to maintain a balance on unrestricted funds which equates to around 6 months of unrestricted payments which equates to around £15-£18,000. In 2018 it was agreed that we should increase the reserves to £15,000 and in 2021 to £18,000. We maintained a reserve in the form of unrestricted funds of £18,000 in 2022/3 which equates to approx. 6 months. This level of reserves is deemed appropriate due to the varying nature of the income sources which are not guaranteed. It was agreed to keep the reserves at this level to reflect future income predictions.

Volunteers: ZOV would like to thank all the trustees who work on a volunteer basis to make the charity run and prosper.

Safeguarding: Although ZOV UK does not undertake any work directly with children in the UK, we do support the work of organisations on the ground in Bulgaria primarily through ZOV Bulgaria. Each year we make sure we are supporting those organisations that are best aligned with our objectives and mission as a charity. In 2022 we supported ZOV Bulgaria an organisation which is a licensed social support service centre for the number: 11 – 3129-178 for supporting the skills and development of children including those with special needs. Reports on our activities are sent to the National Agency for Quality of Social services.

Each year we ask for a copy of the signed licence and Katia Zlatkova, the director of ZOV Bulgaria in Bulgaria, signs a declaration that all documents and contracts are in place for 2022/2023 for the safe and complaint operation of the organisation according to Bulgarian law. Copies of which are circulated to the trustees. We request and receive each year the financial accounts for the charities we fund in Bulgaria. These reports are available and are submitted to the National Tax Agency in accordance with Bulgarian law.

Privacy Policy and General Data Protection Regulation Compliance (GDPR): The only data ZOV holds is email addresses on Campaign Monitor, a forum that we use to send newsletters. There is, and has been for five years, an “unsubscribe” function for those who do not want to be contacted anymore. Campaign Monitor has measures to make sure the data is held securely. You can view their GDPR policies and procedures at the following link <https://www.campaignmonitor.com/trust/>. We will never share the information we have with 3rd parties, without the prior consent of the

relevant party in question. If there is a data breach we will contact Campaign Monitor to understand what has happened as they hold the email list, and if contact is made without prior consent or you are unhappy about the level of contact your data will be immediately removed from the database and a record of the breach will be kept. We will endeavour to inform those whose data has been breached within 72 hours.

From the 25th May 2018, for anyone that expresses an interest in our work and wants to receive further information, we will make sure expressive consent is sorted out, including consent to the timings, content and frequency of all further contact. We will only hold personal information where consent has been provided. Evidence of consent will be recorded and not passed on to any third parties.

Monitoring and Evaluation: Every 3- 6 months, depending on the level of project activities, ZOV Bulgaria measures the children's and young person's improvements with regards to the following fields:

- ▶ Communication skills;
- ▶ Independence;
- ▶ Behaviour;
- ▶ Cognitive skills;
- ▶ Self-esteem; and,
- ▶ Team work.

They also note achievements and participation in extra circular activities such as sports, participation in concerts and improved marks at school. In addition, they use evaluation forms and questionnaire so the student volunteer mentors can capture any improvements or changes in the children's behaviour and educational achievements. Meetings are held during the year to make sure we are addressing the needs of the children and those who work with them in the best possible way using the feedback reviewed from all those involved in our projects.

Objectives and Activities: In 2022 one in four children in Bulgaria live in poverty and are at risk of social exclusion, which is one of the highest rates in the European Union*. The pandemic has increased the risk of poverty worsening existing educational inequalities amongst children from different socio economic backgrounds*. There are still a large number of children living in institutional care. Children at risk of poverty and social exclusion are less likely to meet their potential and need extra support - particularly with regards to education (UNICEF 2022).

ZOV Bulgaria helps them to prepare for life outside the home until they are secure and independent, and see each child's unique potential, facilitating the development of their skills and talents. We also help them build confidence, by providing a range of different creative and educational programmes. Our dedicated team of staff have built lasting relationships with many children since ZOV started in 2006. Many of these children are supporters, volunteers and employees of ZOV today. We also support and work closely with the parents, care givers, staff of the homes, students and teachers. For example, at one centre we work for, around 90% of the staff have volunteered or worked for ZOV and/or have participated in one of our programmes.

Core Projects in 2022

- **Children's Project** – Four homes for children deprived of parental care, including a centre for Girls at Risk: **81** children
- **Special Children Project** – **Four** homes for disabled children some of which are residential: 100 children and young people.
- **Outreach and Mentoring** – **Six** homes, two schools of 160 children and 100 mentors, to prepare the children for independent living and provide opportunities for jobs and further education.

Achievements and Performance (end of 2022):

Awards and Studies 2022

4 ZOV mentors won the biggest award for volunteering from St Cyril and St Methodius University of Veliko Tarnovo.

For the Fourth year running ZOV Bulgaria has won the **"Happy Childhood Award"** from the Child Protection Agency for the Mentoring and Educational Project and the individual support we provide children and young people.

ZOV Bulgaria has now received **21** local and national awards.

COVID-19

Since 20th March 2022 all COVID restrictions have been removed.

NEW CENTRES

In 2022 we started working with two new schools and **50** new children. The children we work with in the schools are at risk and many have special learning difficulties.

ZOV started supporting **refugees from Ukraine** in the Crisis Centre for Women and Children. We provided food, clothes and sanitary items as well as art and life skill activities, helping them to adapt to life in Bulgaria.

Key Achievements

Educational & Employment Successes

13 children and young people, including those with special needs, completed paid work experience with **7** gaining full or part-time employment.

142 children received one-to-one mentoring support as part of ZOV's educational club. School results and general motivation have increased.

3,200 online individual meetings between mentors and children.

ZOV extended the scope of the Mentoring Project, to include **50** children at risk and with special needs from 2 new schools.

60 videos using games activities and role play were created by ZOV to support the educational club.

ZOV provided **2** young people with a university grant. In return they volunteer and help out with ZOV's Children's or Educational Clubs. They were both part of the Mentoring and Outreach Projects and have spent much of their lives in institutions.

100% of children that left care either went to university or started a permanent job.

Prevention of Children Going Into Care

80 children with a range of special needs, some of whom have parents who struggle to cope, received weekly music, art and speech therapy support.

ZOV worked with **65** children at schools from poor families who are at risk of dropping out of school.

Staff Wellbeing and Training

Charlotte Healey and Katia Zlatkova prepared a training course for **40** people from **14** Centres in key **leadership skills**. They used games and strength-based exercises to highlight the key leadership qualities and effective teamwork.

123 staff members from **12** Centres received specialist individual support and group therapy to learn how to better understand and support the children's needs and behavior.

We ran **12** group sessions and **15** individual sessions for **123** staff from five Centres to help support the children and young people they work with.

Iskra, who is part of our team working in a Centre for Children with Special Needs will start a **PhD** this year. She will use her work with ZOV to look at how to improve the social and lifeskills of young people with special needs.

Charlotte Healey, one of the trustees, went to Bulgaria in May 2022 to see ZOV's work in action and to participate in some of the sessions.

Volunteering

100 student volunteers from the local university provided weekly educational and mentoring support to the children and young people we work with. **5** of these mentors are now employed by ZOV. **15** of these mentors graduated and where employed by the local social services.

41 previous mentors are now employed by the Homes we work in.

Empowerment

80 children participated in a range of weekly sessions, including music, dance, English, sports, computers, and cooking.

100-120 children and young people including those with special needs, from **11** centers participated in a charity Martenitsi bazaar in March to celebrate the 'Baba Marta' festival and the coming of spring, and a bazaar at Christmas. All the gifts made for the bazaars were created in the sessions organised by ZOV and they raised money for the centres by selling the gifts.

ZOV participated in **5** concerts and performances this year. The dances and songs were learnt in ZOV's music and dance club.

122 medals were won by children and young people in **7** national sports tournaments. ZOV provides sports activities and training for these competitions and organizes for the children to attend.

ZOV was invited as a special guest to the **16th Anniversary of the Crisis Center**. We have been supporting the Centre for over ten years.

Providing Recreational Opportunities

128 children from **11** centers went on a summer trip this year to mountain camps at Stara Planina, Baba Stana and sea camps at Kraisimorie. Games, activities, walking, learning to cook, making art and crafts and theatre sessions were organised.

98 children went on a number of smaller 2-3 days trips to **historic and educational places** such as Uzana Mountain, Elena, a traditional Bulgarian village and Sveta Gora on a walking trip.

93 children, young people and their mentors attended the largest ever trip away to Ksilifor to mark the end of the Mentoring and Outreach Project. The children got to canoe, wall climb, play sports and perform in concerts and competitions.

Alongside the municipality, ZOV helped organise a celebration for **International Child's Day** in the local park where **77** children, we work with, participated in a number of games and competitions, including maths, sports and painting.

Resources

ZOV repaired **10** computers and purchased key computer equipment. ZOV also pays for internet in two centres that can't afford it.

183 children and young adults from **13** Residential Centres in Veliko Tarnovo and Gorna Oryahovitsa were given **Christmas presents and parties**. Additionally, ZOV organised two more Christmas parties and events for **50** children from schools we work with. A big thank you to Dimi and George Velikov and CORDET for making this happen.

Building Life Skills

40 children and **48** adults with special needs from **4** Residential Centres have been taught life skills, such as budgeting, growing vegetables and cooking.

143 children and **20** adults with special needs received educational and life-skills sessions.

A new **Health Club** was set up for children over 12; they watched some videos about growing up and were able to ask questions to understand better how to look after themselves.

Feedback on Our Work

Children and Young People

"ZOV has been there for me unfailingly, supporting me through the years with different activities and this year the presence of my mentor was especially important for me! You gave me strength to believe in myself, thank you!" Stella, 7

"I love music and singing, this is my favorite thing ever and I am so happy to have chance to sing and this makes me feel important to other people, thank you!" Danka, 11

"I love to dance, it's a lot of fun and we get to smile together" Sara, 4 from Ukraine

"I am very grateful to ZOV for the support and the opportunity for a summer paid work experience. I never believed that it is so wonderful to work and be independent. You believed in me and I believed in myself!" Mitko, 16

"I have never seen the sea before, it is amazing, I can't believe that I have this chance, thank you so much ", Svetlana, 14

Thank you for the pleasure you have created, thank you also to ZOV for the organisation and enormous work to make the trip happen, as well as for the unforgettable moments in Baba Stana", Jane, 16.

"I like gardening and to plant things, it is so nice to plant things", Nenka 10

"I really want to work, I also dream of earning money and being useful and independent. I am very happy that you helped me, thank you." Simona 21

Teachers and Directors

"I believe that paid work experience is one of the most valuable ZOV activities for teenagers, because in addition to teaching them work skills, it also gives meaning to their free time and helps them be more responsible and prepared for life after institutional care!" Miglena Enchireva, Director of one of the homes we work with

"Thank you again to ZOV for always being with us in the right place at the right time. Our refugees are so grateful and you prove again that you are most reliable and constant partner" Director of the Crisis Centre

"I can't express my gratitude for your huge hearts, for all the efforts you put in, to preparing these amazing Christmas celebrations, the gifts, the whole program. We are really happy to have you with us, dear friends from ZOV!" Stanka Todorova, Director of two of the centres we work in

"Thank you very much for your help, you were our support and helped us not only to get back on our feet and take care of my children to have basic things, but also to feel supported and safe" Mother of two refugee children from Ukraine

"Thank you for being so consistent with your help especially during the pandemic, you giving hope to the team" Maggie Trayhova, Director of the Gorna Oryahovitsa Centre for Children with Special Needs

"There is a noticeable change in the behaviour and motivation of students who participate in ZOV's work " Greta Koseva, History teacher

Plans for 2023

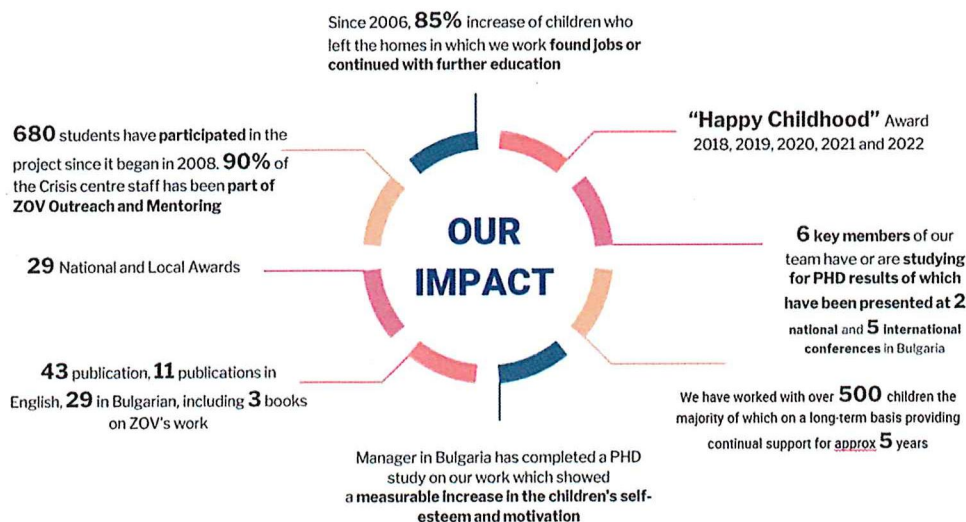
In 2023, through ZOV's work, we will continue to research and develop methods of working with vulnerable children and children at risk with a focus on improving independence, behavior and wellbeing. We will continue our work and look to expand to support more children at risk through working with local schools and families.

ZOV also encourages the development of our staff. **6** key staff members of ZOV (50%) have a PhD degree or are studying for a PhD. To date we have **36** publication, **9** publications in English, **27** in Bulgarian, including **3** books on ZOV's work.

Building on the success of the Individual Support Project in 2022, ZOV will continue to provide support sessions to **120** members of staff who work with us. The sessions will be provided in individual and group formats, focusing on supporting the staff and how to address the children's needs in the best possible way.

2022 has been an amazing year, with **277** children benefitting from the programmes that ZOV runs. A special thank you to all our trustees - Lucy Rosenstein, Branimir Zelenkov, Charmian Perkins, George Karaargirov, Dimi Velikov, and Mark Giulianotti. Also, our funders and supporters - including Friends of Bulgaria, Communitas Foundation, Ana Zelenkov, Conor Maxwell, George Velikov, CORDET, and to our amazing team in Bulgaria, run by Katia Zlatkova.

Evidence of how our approach works



The trustees have confirmed that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

📄 <https://www.unicef.org/reports/country-regional-divisional-annual-reports-2022/Bulgaria>

ZOV UK

CHARITY NUMBER 1104091

STATEMENT OF ACCOUNTS

For the year ended 31st March 2023

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

Registered Address: 48 Talbot Road
London
N6 4QP

Trustees: Lucy Rosenstein
Charlotte Healey
George Karaargirov
Dimitar Velikov
Mark Giulianotti
Branimir Zelenkov

Financial trustee: Charlotte Healey

Independent Examiners: CRASL
Carlton Park House
Carlton Park Industrial Estate
Saxmundham
Suffolk
IP17 2NL

ZOV UK

CHARITY NUMBER 1104091

STATEMENT OF ACCOUNTS

For the year ended 31st March 2023

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ZOV
CHARITY NUMBER 1104091

ESTABLISHED BY DEED

TRUSTEES' REPORT FOR THE YEAR ENDED 31st March 2022

Organisational Structure

The charity trustees are responsible for the overall management of the charity. The trustees give their time freely and receive no remuneration or other financial benefits.

The Trustees together with the members committee meet monthly to ensure the smooth running and financial well being of the charity.

Recruitment and appointment of trustees

The existing trustees are responsible for the recruitment of new trustees from the local community.

Induction and training

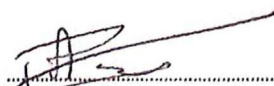
Following appointment, new trustees are given copies of the trust deed and relevant publications from the charity commission.

Risk Management

The trustees assess the risks the charity faces and identifies the major risk by area of activity. These are reviewed regularly. The insurance cover is in place and finances are kept under review.

Objectives and activities

Finances


.....
Lucy Rosenstein
Trustee


.....
Mark Giulianotti
Trustee

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ZOV

I report on the accounts of the charity for the year ended 31st March 2023, which are set out on pages 4 to 8.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 144(2) of the Charities Act 2011 (The Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 145(5)(b) of the Act, whether particular matters have come to my attention.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) is in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ZOV

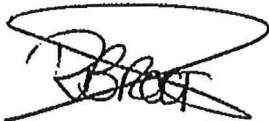
INDEPENDENT EXAMINER'S STATEMENT

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 130 of the Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act.

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.



R Brock MAAT ACCA
CRASL
Saxmundham

ZOV UK

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2023

		Unrestricted	Restricted	2023 Total	2022 Total
	<u>Notes</u>	£		£	£
Income and endowments from					
<i>Voluntary Income:</i>					
Donations and legacies	2	9,639	0	9,639	9,438
<i>Activities for generating funds:</i>					
Charitable activities	3	1,445	2,922	4,367	15,494
Grants	5	8,000	8,200	16,200	7,000
Total income and endowments		<u>19,084</u>	<u>11,122</u>	<u>30,206</u>	<u>31,932</u>
Expenditure					
<i>Cost of generating voluntary income</i>					
Charitable activities	4	34,420	0	34,420	38,384
Total expenditure		<u>34,420</u>	<u>0</u>	<u>34,420</u>	<u>38,384</u>
Net movement in funds		-15,336	11,122	-4,214	-6,452
Balances brought forward					
		54,755	9,254	64,009	70,461
		<u>39,419</u>	<u>20,376</u>	<u>59,795</u>	<u>64,009</u>

All of the Charity's activities are classed as continuing.

The Charity has no recognised gains or losses other than those shown above.

The notes on pages 6 to 8 form part of these accounts.


ZOV UK

BALANCE SHEET


For the year ended 31st March 2023

	Notes	£	2023 £	£	2022 £
Fixed Assets					
Tangible Assets			0		0
			<u>0</u>		<u>0</u>
Current Assets					
Stock		0		0	
Debtors and prepayments		0		0	
Cash at bank-current		59,795		64,009	
Cash in hand		<u>0</u>		<u>0</u>	
		59,795		64,009	
Liabilities					
Amounts falling due in one year		<u>0</u>		<u>0</u>	
Net current assets			59,795		64,009
Net assets			<u>59,795</u>		<u>64,009</u>
Funds					
Unrestricted			39,419		54,755
Restricted			<u>20,376</u>		<u>9,254</u>
			<u>59,795</u>		<u>64,009</u>

Approved by the Board of Trustees on 9th November 2023 and signed on its behalf by:



Lucy Rosenstein
Trustee



Mark Giulianotti
Trustee

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

NOTES TO ACCOUNTS

For the year ended 31st March 2023

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2015) and the Charities Act 2011. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements have been prepared to give and 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by the Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRSSE) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Preparation of accounts on a going concern basis

The assessment of the trustees is that the charity is a going concern.

Income

All incoming resources are included on the Statement of Financial Activities when the charity has sufficient certainty that receipt of the income is probable and the amount can be measured reliably.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

The charity is not registered for VAT and accordingly expenditure is shown gross of Grants offered subject to conditions which have not been met at the year end date are notes as commitment but not accrued as expenditure.

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

NOTES TO ACCOUNTS

For the year ended 31st March 2023

Voluntary Income

All donated income is included in income on receipt where the donor requires that the sum is to be treated as income in future accounting periods.

Investment Income

Interest received is included when receivable.

Fixed Assets

Depreciation is provided on fixed assets at rates calculated to write off the costs, less estimated residual value, or each asset over its expected useful life as follows:-

Furniture, Fixtures and Fittings - 15% on reducing balance

Stock

Stock is valued at a lower of cost and net realisable value

ZOV UK

ESTABLISHED BY DEED

CHARITY NUMBER 1104091

NOTES TO ACCOUNTS

For the year ended 31st March 2023

	Unrestricted £	Restricted	2023 Total £	2022 Total £
2 Donations and legacies				
Donations & Legacies	9,639	0	9,639	15,494
	<u>9,639</u>	<u>0</u>	<u>9,639</u>	<u>15,494</u>
3 Charitable activities Income				
Charitable Activities	1,445	2,922	4,367	14,504
Investments	0	0	0	0
	<u>1,445</u>	<u>2,922</u>	<u>4,367</u>	<u>14,504</u>
4 Charitable activities Expenses				
Raising Funds	216	0	216	216
Charitable Activities	34,204	0	34,204	38,168
	<u>34,420</u>	<u>0</u>	<u>34,420</u>	<u>38,384</u>
5 Grants received				
	Unrestricted	Restricted	2023 Total	2022 Total
FOB Grants	0	8,200	8,200	7,000
Orbis Foundation	6,000	0	6,000	0
AFD	2,000	0	2,000	0
	<u>8,000</u>	<u>8,200</u>	<u>16,200</u>	<u>7,000</u>