

**CHRISTIANS IN SCIENCE**  
**Incorporated in England and Wales**  
**Registered Company No 05959444**  
**Registered Charity No 1121422**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**for the year ended**  
**31 DECEMBER 2023**

## REFERENCE AND ADMINISTRATION DETAILS

### DIRECTORS / TRUSTEES

Prof. Berry Billingsley  
Prof. Bill Clegg (Acting Chair of Board of Trustees)  
Prof. Paul Ewart (chair of CiS Committee) (Resigned 31.12.23)  
Mr Jos Moule  
Prof. Euan Nisbet (Resigned 24.07.23)  
Rev Angela Lynas  
Mrs Stephanie Bevan (Appointed 01.07.23)  
Dr Neville Cobbe (Appointed 01.07.23)  
C J Livingstone Taylor (Appointed 11.04.24)

### EXECUTIVE CHAIRMAN

Prof. Paul Ewart

### GOVERNING INSTRUMENT

Memorandum and Articles of Association adopted by written special resolution passed on 31 December 2013.

### REGISTERED AND PRINCIPAL OFFICE

Veale Wasbrough Vizards  
Narrow Quay House  
Narrow Quay  
Bristol  
BS1 4QA

### COMPANY REGISTRATION NUMBER

05959444

### CHARITY REGISTRATION NUMBER

1121422

### INDEPENDENT EXAMINER

Ian Shipley FCCA  
For and on behalf of  
Prentis & Co LLP  
Chartered Accountants and Independent Examiners  
115C Milton Road  
Cambridge CB4 1XE

### BANKERS - MAIN

Bank of Scotland plc  
33 Old Broad Street  
London  
BX2 1LB

### BANKERS - SUBSIDIARY

PayPal (for receiving funds only)  
The Charity Bank (deposit account)  
Scottish Widows (deposit account)  
NatWest Southampton

## CHRISTIANS IN SCIENCE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

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## CHRISTIANS IN SCIENCE

This is the seventeenth annual report and accounts by the trustees of Christians in Science (who are also the directors of the company), for the year ended 31 December 2023, which is the accounting reference date. Christians in Science was registered as a charity by the Charity Commission on 31 October 2007, and these Accounts will be presented to the Charity Commission as part of our annual report to them. These accounts comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and 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 (FRS102) (issued October 2019 and effective 1 January 2019).

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Constitution

Christians in Science (CiS) was incorporated as Christians in Science Limited on 9 October 2006, company number 05959444. It is a private limited company limited by guarantee not having a share capital, governed by its Memorandum and Articles of Association which were revised and updated in December 2013. By special resolution dated 31 December 2013 the name of the Company was changed to Christians in Science. The new constitution was approved by the Charity Commission on 18 December 2013 and approved by written special resolution passed on 31 December 2013.

The company organises as an explicitly Christian society, full membership of which is open only to those who affirm the declaration of faith and agree with the aims of Christians in Science. However, others are welcome to join as Associate Members.

### Appointment of Trustees

Founding directors were appointed by the committee of Christians in Science (the predecessor organisation) prior to incorporation and application for charity status, and thereafter the directors appoint new directors. Since granting of charity status our normal practice has been to refer to them as the trustees. The present trustees are all full members of CiS.

The trustees are provided with the training that is considered appropriate to their needs and requirements in their role as trustees of the charity.

The Board of Trustees meets twice a year and the trustees give their services voluntarily.

## OBJECTIVES

CiS is an international network of those concerned with the relationship between science and Christian faith; membership is open to scientists, teachers, students and all those with an interest in this dialogue. CiS is primarily a professional group, aimed at those working in science, although we are happy to welcome into membership anyone with an interest in science and faith, subject to the qualifications required by the constitution (see above).

The charitable objectives of CiS are: **“to advance the Christian religion by the study of the interactions between science and religion”**.

The specific aims of CiS are:

- To develop and promote biblical Christian views on the nature and scope of science and its interaction with the Christian faith, bringing a biblical Christian perspective on scientific issues into the public arena.
- To encourage Christians who are engaged in scientific work to maintain an active faith, apply it to their professional lives and share it within the scientific community.
- To support churches by helping congregations appreciate the harmony of science and faith and assist them with outreach activities.
- To help Christian science students to integrate their religious beliefs with their studies and to support them as they graduate and progress in their careers.
- To stimulate responsible Christian attitudes and action towards care for the environment

## GENERAL ACTIVITIES

In order to fulfil our aims we arrange the following for our members:

**Literature, Media and Resources:** The journal *Science and Christian Belief* is provided online for all members. A newsletter (*PréCiS*) is mailed several times during the year and includes articles and information about forthcoming events, conferences, and publications. Our website provides access to a large number of growing, additional resources. A monthly news update is emailed to all members with online access. Leaflets addressing key questions of science and faith are produced for free distribution, especially to students and churches. Video resources from our conferences, central online events and sometimes our local group activities are also made available on our YouTube channel.

**Conferences and Events:** Two day-long conferences are held, one in Spring and the other in Autumn. These conferences, formerly the Northern and Southern Conferences respectively, have been renamed to avoid fostering any sense of a north-south divide and to encourage participants from all regions. In addition, the former annual Student Conference has been renamed as the Connect Conference to embrace early career scientists as well as students. Online and hybrid evening events are increasingly being offered.

**Local Groups and Networking:** Much of the work and influence of CiS occurs through local groups. We encourage the formation of local groups for mutual support and fellowship, and for furthering the aims of CiS. The local groups organise a range of meetings, lectures and other events. The Spring Conference in 2022 brought together representatives of other organizations engaged in science-Christianity public engagement activities in the UK. Following this conference CiS established an active online networking group, CAKE, for these organizations to stimulate further cooperation and collaboration.

**Competitions and Prizes:** We continue to run our annual Student Essay competition and Oliver Barclay Lectureship competition to engage student and early-career scientists.

## ACHIEVEMENTS AND PERFORMANCE

### Overview

The activities of CiS have followed the pattern of former years, being based around key events such as conferences, annual competitions and Local Group activity. The age structure of Local Group leadership continues to be a problem as more elderly leaders retire or need support from younger colleagues. Organising replacements has at times proved difficult, and some groups are not functioning at the moment.

Fund-raising efforts continue as there is an annual short fall in monies coming in and the amounts spent to cover the normal running costs. Cost savings have been implemented where possible and a reduction in staff.

Engagement with students and early career scientists with CiS has been achieved by the Student Essay Competition and the Oliver Barclay Lectureship awarded to an emerging communicator on Science and Faith.

As mentioned above, a fortnightly online meeting, CAKE, has been established at which information sharing between the various organisations active in the Science and Religion field in the UK is facilitated. This is proving helpful and worthwhile for all concerned.

### Membership

Last year's figures are in brackets. The current fee-paying membership is 512 (565), of which 66 (77) are Associate Members. This figure includes 14 (19) Early Career Members and 2 (6) Student Members. In addition, there are 11 (19) free (first membership year) student members, and 53 (53) complimentary long-term members. There are 25 (64) Friends – note that last year this also included ex-members who wish to stay in touch.

Membership Fees totalled £23,118 (£24,966) and Donations £37,769 (£20,935), excluding donations made through CAF/Stewardship and Gift Aid claimed on eligible donations.

## **CHRISTIANS IN SCIENCE**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)**

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#### **Conferences, Lectures and Events**

The 2023 Connect Conference was held in March at Sheffield on the theme of "Science, Faith and Ethics"

Speakers were:-

- Prof John Bryant
- Cara Parrett
- Dr Nathan Bossoh
- Dr Zachary Ardern
- Dave Hutchings

The 2023 Spring Conference was held in June in Edinburgh on the theme of "Big Questions in Science and the Church: Part 1"

Speakers were:-

- Dr Bethany Sollereder
- Dr Zachary Ardern
- Dr Joanna Leidenhag
- Prof Wilson Poon

The 2023 Autumn Conference was held in October in London on the theme "Big Questions in Science and the Church: Part 2"

Speakers were:-

- Prof. Keith R. Fox
- Dr Sharon Dirckx
- Rev Dr Lucas Mix
- Prof Chris Wild

#### **Publications and Social Media**

The journal, Science and Christian Belief, is published twice a year and is available to all CiS members in digital format online.

The CiS newsletter PréCiS, published four times a year, is posted to all UK based members. A PDF version of the PréCiS is freely available to all on the CiS website.

A monthly news Update is circulated by email to all members who have online access and is also freely available to all on the CiS website.

Individual CiS members continued to publish books and contribute articles to magazines and journals in 2023 and spoke on Science-Faith issues in churches, at conferences, schools, festivals and in the media, both in the UK and abroad.

We continue to maintain a presence on social media via various digital platforms – Facebook, Twitter, Instagram etc.

#### **Local Groups**

The total of groups is 13 at the end of 2023. These are located in Bristol, Dundee, Edinburgh, Ireland, Manchester, Norwich, Oxford, Sheffield, South West, Southampton, St Andrews, Tyneside and Northumberland and Worcester.

These are all informally affiliated to CiS and are in large part self-supporting, except for the Southampton group which is formally affiliated, and its finances have been included in this report.

## **CHRISTIANS IN SCIENCE**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)**

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#### **Development and Student Work**

Up till August 2023 when Jack Alderson finished his contract as CiS Development Officer, he had continued to encourage students by sending monthly updates to student members to promote events and opportunities to be involved in. These activities include the following.

- The maintenance of a CiS YouTube Channel with recordings of this year's talks and conferences. We have used this as a platform to support Local Group events and recordings.
- Promote the Oliver Barclay lecture. This is given to a "rising star" in Science / Faith Communication who is under the age of 35.

The Development Officer continued to develop collaborative relationships with other Science and Religion groups in the UK and with UCCF, including God and the Big Bang, European Leadership Forum and regular Festival events around the UK.

#### **Society Officers**

Jack Alderson was our Development Officer until August 2023 when his contract finished.

Mary Browett, our full time Executive Officer, continued to manage much of the routine administrative work of CiS with great efficiency and skill, acting as the first point of contact by many of those approaching CiS for further information, assistance etc.

Dr Gavin Merrifield has continued the role of General Secretary. Gavin has worked very hard to learn the many aspects of and fulfil this role. The Gen. Sec. acts also as temporary Secretary to the Trustees, and receives modest remuneration as does our Treasurer, Stephen Walley.

Roger Tucker has continued the role of Membership Secretary. Roger has worked very hard in this role to improve the CiS membership database and ensure the smooth mailings both printed and via email.

We are grateful also to our other members of the Committee and Trustees for their advice, guidance and support.

#### **Annual General Meeting**

The AGM of the membership was held at the Autumn Conference joint with online participation. AGM papers sent to CiS members and all members were happy to accept the reports with no questions raised. The minutes are available on application to the Secretary at the registered address.

## CHRISTIANS IN SCIENCE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

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#### Public Benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The activities that are undertaken provide public benefit in the following ways:

1. By helping believers to integrate their faith with the science they learn from the media and other sources of information.
2. By promoting the understanding of science among Christian communities.
3. By exploring the ethical implications of new scientific discoveries.
4. By helping science students integrate their religious beliefs with the science they learn in their courses.
5. By giving church leaders opportunities to learn more of the importance of science in today's world.
6. By providing support and encouragement for scientists who are Christians.

These contributions are made by means of:

- Conferences.
- Lectures (in person, online, and hybrid as appropriate).
- Discussion groups.
- The quarterly newsletter, journal, open access website and digital platforms.
- Free and reduced membership rates for students and others with difficult circumstances.
- Publication and free distribution of a series of leaflets aimed at students, and another series for church members and the general public.
- Most conference talks available on the CiS YouTube channel, together with some of the presentations to local groups (all recordings are accessible to all and are provided free).
- CiS members speaking and writing on Science / Faith issues in the media.
- Collaboration with other organisations involved in the science-faith interface.

#### PLANS FOR THE FUTURE

The rejection by the John Templeton Foundation and subsequently by the Benefact Trust of our applications for funding has accentuated the worsening financial situation of CiS and, if not ameliorated by a successful bid to an alternative funding source or by significant reorganisation and enhancement of CiS membership, leadership and activities, will require a curtailment of activity and reduction of salaried staff numbers.

Cost-saving measures, such as moving the publication of Science and Christian Belief journal to online only, have been made and may need to be supplemented by further increase in membership subscription to make up for recent inflation-induced increases in costs.

Stronger and more collaborative links have been forged with the other main Science and Religion organisations in the UK (ECLAS, God and the Big Bang, The Faith Experiment, UCCF etc.). It is the intention to focus the work with UCCF on attracting recent graduates and early career scientists to join CiS and thus both expand the membership base and secure the next generation of active CiS members.

A 'Vision Day' for Trustees and some Committee members in the summer of 2023 considered a range of possible approaches to restructuring and streamlining the organisation and leadership of CiS with the aim of developing more engagement of members through the formation of teams focusing on tasks such as finance, conference planning, recruitment, local groups, subject groups, online resources, etc. and relieving officers who currently bear most of the burden of these tasks. This thorough review is being carried forward by a 'task and finish group' charged with making specific recommendations during 2024, the 80th anniversary of the organisation (originally formed as a constituent part of InterVarsity Fellowship, the forerunner of UCCF, and called the Research Scientists' Christian Fellowship). This will also involve reconstituting the Committee of CiS to be made up mainly of team leaders rather than representatives of particular constituent groups of CiS. Together with the 80th anniversary celebrations, it is hoped that this will draw more members into active participation, will raise our profile, and will promote new and more effective activities both nationally and regionally, attracting new members.

## FINANCE REVIEW AND RESERVES POLICY

Total income for the year was £95,562. Income came in as follows: £89,442 came in via our Bank of Scotland checking account (this includes £13,623 in Gift Aid and £11,727 in a legacy), £7,722 came in via PayPal (mostly for membership fees), and interest payments amounted to £618 from CAF and £831 from Charity Bank. Voluntary income (excluding Gift Aid) amounted to £73,086. A restricted donation of £2,000 was given for support of the Development Officer (this sum includes £400 in Gift Aid).

Expenditure on charitable activities amounted to £89,373 (2022 - £99,069).

The net effect was an overall credit for the year of £6,189 (there was a deficit in 2022 of £33,066).

**Reserves policy.** The trustees, after careful discussion, consider that £80,000 constitutes a sufficient reserve to meet our commitments at present staffing levels. This will be regularly reviewed as commitments change. At the end of 2023 the charity's overall funds stood at £152,438 (2022 £146,249).

## RISK

The directors continue to monitor the major risks to which the charity is exposed. They are of the opinion that appropriate decisions have been taken to minimise these risks as far as is possible.

## STATEMENT OF THE DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the Company's financial activities during the period and of its financial position at the period-end. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- adopt the going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

Approved by the Board of Directors on *29 July 2024* and signed as authorised on their behalf by:



Professor William Clegg  
Acting Chair of the Board of Trustees



## CHRISTIANS IN SCIENCE

### INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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I report on the accounts of the company for the year ended 31 December 2023, which are set out on pages 9 to 14.

#### RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the company (and also the 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 been satisfied 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 of my examination of your charity's accounts as carried out under s. 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 s.145(5)(b) of the 2011 Act.

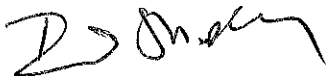
#### INDEPENDENT EXAMINERS' STATEMENT

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:

- (1) accounting records were not kept in respect of the company as required by s.386 of the 2006 Act;
- (2) the accounts do not accord with those accounting records.
- (3) The accounts do not comply with the accounting requirements of s.396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view 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 Recommended Practice for the 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 (FRS102))



Ian W Shipley FCCA

for and on behalf of  
Prentis & Co LLP  
Chartered Accountants &  
Independent Examiners  
115C Milton Road  
Cambridge  
CB41XE

1st August 2024

**STATEMENT OF FINANCIAL ACTIVITIES**  
(including Income & Expenditure Account)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

		2023 Unrestr- icted	2023 Restr- icted	2023 Total	2022 Unrestr- icted	2022 Restr- icted	2022 Total
	Notes	£	£	£	£	£	£
<b>INCOME</b>							
Donations (including Gift Aid)	1a	87,219	2,000	89,219	60,169	-	60,169
Charitable activities	1b	4,894	-	4,894	5,345	-	5,345
Investment		1,449	-	1,449	489	-	489
<b>TOTAL INCOME</b>		<b>93,562</b>	<b>2,000</b>	<b>95,562</b>	<b>66,003</b>	<b>-</b>	<b>66,003</b>
<b>EXPENDITURE</b>							
Charitable activities	2	80,103	9,270	89,373	88,907	10,162	99,069
<b>TOTAL EXPENDITURE</b>		<b>80,103</b>	<b>9,270</b>	<b>89,373</b>	<b>88,907</b>	<b>10,162</b>	<b>99,069</b>
NET EXPENDITURE AND NET MOVEMENT IN FUNDS FOR THE YEAR		13,459	(7,270)	6,189	(22,904)	(10,162)	(33,066)
<b>TRANSFERS BETWEEN FUNDS</b>		(3,982)	3,982	-	(13,450)	13,450	-
NET MOVEMENT IN FUNDS FOR THE YEAR AFTER TRANSFERS		9,477	(3,288)	6,189	(36,354)	3,288	(33,066)
<b>RECONCILIATION OF FUNDS</b>							
Total Funds brought forward		142,961	3,288	146,249	179,315	-	179,315
Total Funds carried forward		<b>152,438</b>	<b>0</b>	<b>152,438</b>	<b>142,961</b>	<b>3,288</b>	<b>146,249</b>

1. Donations (including Gift Aid) as a contribution towards the Development Officer's salary.

2: Restricted expenditure was on the Development Officer's salary (which was partially paid for in 2023 by donations given in 2022 and 2023 for that purpose) and expenses incurred during work amongst postgraduate students.

## BALANCE SHEET AS AT 31 DECEMBER 2023

	Notes	2023	2022
		£	£
<b>CURRENT ASSETS</b>			
Stock (including Southampton CiS)		1,275	2,177
Debtors (Gift Aid)		5,670	8,915
Cash at bank (including £1,058 held by Southampton CiS)		147,030	137,249
<b>TOTAL CURRENT ASSETS</b>		<b>153,975</b>	<b>148,341</b>
<b>LIABILITIES</b>			
<b>CREDITORS – amounts falling due within one year</b>	<b>5</b>	<b>(1,537)</b>	<b>(2,092)</b>
<b>NET CURRENT ASSETS &amp; NET ASSETS</b>		<b>152,438</b>	<b>146,249</b>
<b>THE FUNDS OF THE CHARITY</b>			
Unrestricted (including £1,058 held by Southampton CiS)		152,438	142,961
Restricted (for work among students and young researchers)	<b>6</b>	0	3,288
		<b>152,438</b>	<b>146,249</b>

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

## Directors' responsibilities:

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

Approved by the Board of Directors of Christians in Science on 29 July 2024 and signed on their behalf by



Professor William Clegg  
Chair of the Board of Trustees

The notes on pages 11 to 14 form part of these financial statements.

**ACCOUNTING POLICIES****FOR THE YEAR ENDED 31 DECEMBER 2023**

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The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)(issued October 2019 and effective 1<sup>st</sup> January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Incoming Resources**

Grants, where conditions have been met to establish entitlement, are included in the Statement of Financial Activities on a receivable basis. Grants where conditions establishing entitlement have not yet been met are deferred. Other voluntary income is included in the Statement of Financial Activities on an accruals basis where receipt is assured with reasonable certainty and is receivable at the balance sheet date.

**Interest Receivable**

Interest receivable is included within the Statement of Financial Activities on a receivable basis.

**Resources Expended**

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of generating funds comprise the costs associated with attracting income and the costs of any activities which are primarily for fundraising purposes.

Governance costs include expenditure on general administration, and expenditure on management and compliance with constitutional and statutory requirements.

Support costs have been allocated on the basis of usage of resources.

Irrecoverable VAT is included with the category of expenses to which it relates.

**Stock**

Stock consists of books, leaflets and journals. These are valued at historic cost, except for older stocks of leaflets and periodicals which were marked at lesser or nil value.

**Taxation**

Christians in Science is a registered charity and as such is exempt from income tax and corporation tax on its charitable activities under the provisions of the Income and Corporation Taxes Act 1988.

**Pension Contributions**

Christians in Science provides pensions for employees through The People's Partnership master trust. Full time employees are auto enrolled and the charity provides a sum equivalent to 10% of gross basic salary. Employees who opt out have their contributions paid into another pension fund of their choice. Part time employees, whose earnings are below the threshold for compulsory auto enrolment, may choose to be enrolled voluntarily with The People's Pension, in which case the charity will contribute the statutory minimum (currently 2% of salary). Contributions by the charity are charged to the Statement of Financial Activities as they become due. As it is a defined contribution scheme, the charity has no obligation or commitment other than the payment of the annual contribution.

**Cash Flow Statement**

The company has taken advantage of the exemption in FRS 102 SORP for small charities not to prepare a cash flow statement.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

**1. INCOME****a. Donations**

	2023 £	2022 £
Donations from individuals (excluding Gift Aid but including legacies)	74,884	47,486
Donations from churches	500	500
Non-member journal subscriptions	3,371	3,174
Gift Aid	10,378	8,915
Amazon	86	94
	<b>89,219</b>	<b>60,169</b>

**b. Income from charitable activities**

	2023 £	2022 £
Conference fees	4,738	5,252
Literature sales	156	93
	<b>4,894</b>	<b>5,345</b>

**2. RESOURCES EXPENDED****a. Charitable activities**

	2023 Direct £	2023 Support £	2023 Total £	2022 Direct £	2022 Support £	2022 Total £
Conferences, lectures and other events	8,112	37,761	45,873	7,756	30,283	38,039
Journal	1,709	11,361	13,070	6,662	26,254	32,916
Newsletters	2,085	13,894	15,979	1,574	6,134	7,708
Website	750	4,986	5,736	1,286	5,020	6,306
Student work	949	6,309	7,258	0	0	0
Other	33	219	252	2,582	10,445	13,027
Governance (see below)	-	1,205	1,205	-	1,073	1,073
	<b>13,638</b>	<b>75,735</b>	<b>89,373</b>	<b>19,860</b>	<b>79,209</b>	<b>99,069</b>

Governance costs include independent examination fee of £1,205 (2022 – £1,073).

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

**2. RESOURCES EXPENDED (continued)****b. Support costs**

	2023 £	2022 £
Development Officer, Executive Officer, Secretary, Treasurer, employment and related costs	69,842	68,500
Administrative costs and insurance	5,893	10,709
	<u>75,735</u>	<u>79,209</u>

Support costs are apportioned according to time spent by the Development Officer, Executive Officer, Secretary and Treasurer.

**3. STAFF COSTS AND NUMBERS**

	2023 £	2022 £
Staff costs were as follows:		
Wages and salaries (gross)	64,123	62,424
Social security costs (employer NI)	-	790
Pension costs	5,719	5,286
	<u>69,842</u>	<u>68,500</u>

No employee earned more than £60,000 per annum.

Due to the size of the Charity all its staff together with the directors are considered key management and the remuneration of key management that are not directors is shown above.

The average monthly number of employees during the year was as follows:

2023	2022
<u>4</u>	<u>4</u>

The directors wish to acknowledge with thanks that a great deal of unpaid work was done by various people, without which the charity could not have functioned successfully.

**4. DIRECTORS' EXPENSES AND DONATIONS**

The directors receive no remuneration or expenses for acting as trustees, but can claim for reimbursement of expenses incurred while acting for the company/charity. The total reimbursement of expenses was £950 (2022 - £0).

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

**5. CREDITORS: Amounts falling due within one year**

	2023 £	2022 £
Accruals	1,537	2,092
	----- 1,537	----- 2,092

Accruals includes £397 (2022 - £464) of outstanding pension contributions and £0 of outstanding PAYE and National Insurance contributions (2022 - £602)

**6. RESTRICTED FUNDS CONSISTED OF A DONATION TOWARDS THE COST OF EMPLOYING A DEVELOPMENT OFFICER AND A DONATION FOR STUDENT WORK FROM 'TRANSFORMING THE MIND'**

	2023 £	2022 £
Balance brought forward	3,288	-
2023 donation (including Gift Aid towards Development Officer's salary	2,000	-
Transfer from unrestricted funds	3,982	13,450
Resources expended	(9,270)	(10,162)
	----- 0	----- 3,288