

REGISTERED COMPANY NUMBER: 06113676 (England and Wales)
REGISTERED CHARITY NUMBER: 1122852

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
ABANDOFBROTHERS

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

ABANDOFBROTHERS

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FOR THE YEAR ENDED 31 MARCH 2023

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

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 2023. 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 2019).

An Introduction to our Year; 2022-23

This year abandofbrothers continued to emerge from the challenges imposed by COVID by building upon the innovations developed in that time. The on-line training programmes, MIT and NQPC, developed during Lockdown have been so successful that we have integrated face-to-face versions into our Quest for Community Programme. We now also offer NQPC as a stand-alone programme. This has increased the number of men accessing abandofbrothers programmes and we have been able to offer training to many more of our volunteer mentors.

It has also been a great pleasure to also deliver two full seasons of outdoor, nature-based, contemporary Rite of Passage weekends.

Young Men and potential mentors who were placed on waiting lists during the pandemic, have all been offered the opportunity to attend a Rite of Passage weekend and trained Mentors were keen to finally be able to volunteer their time to staff the weekends. We have built upon our learning that Young Men who are initially supported through our NQPC programme are more likely to attend their Rite of Passage weekend and complete their Quest, increasing their opportunities for deep and long lasting change.

The innovative and progressive Diversity, Equity, and Inclusion (DEI) training that we piloted last year, has been rolled out to more of our volunteers and staff.

abandofbrothers also collaborated with other single gendered initiatory organisations to deliver an inspirational multi-generational festival at Silver Sky.

We were pleased to recruit and welcome new Trustees from a rich variety of personal and professional backgrounds in the final half of 2022-2023. Our small group of part time staff and managers continue to ensure abandofbrothers works towards our stated aim of working with even more young men in the Criminal Justice System.

We continue to be filled with awe and gratitude at hundreds of men who volunteer their time with great dedication, and commitment to serve the young men of their abandofbrothers' communities.

Our Blessing to every one of you!

Conroy Harris
CEO

Mary D'Arcy
Chair of Trustees

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

OBJECTIVES AND ACTIVITIES

Objectives and aims

abandofbrothers works with young men involved in the criminal justice system.

We provide them with the support they need to make the transition to an adulthood free of crime, and filled with a sense of belonging, connection, and purpose.

The young men we meet have often experienced or witnessed domestic violence. They may have been abused or else kept someone else's abuse a secret. They may have lived in care or experienced neglect. They may have grown up where drug and alcohol abuse were commonplace and where positive adult role models were in short supply.

abandofbrothers work transforms the lives of young men and their communities, whilst saving the state (and ultimately the taxpayer) thousands of pounds for each avoided imprisonment and associated probation supervision.

Government figures show that in 2021/22 it cost the taxpayer £47,000 per year to hold a man in prison and approximately £24,000 per year to supervise a man on Probation post release. Almost a quarter of those released will re-offend. It costs £4,200 per year to manage a community order or suspended sentence and more than half will re-offend.

abandofbrothers creates space, and a supportive environment, so that the young men we work with can go back into the world well-rounded, able to contribute to society with healthy aspirations, and a renewed sense of wellbeing.

Our Vision

A world where every man fulfils their potential with a sense of meaning, connection, and purpose.

Our Ethos

One of the key ways in which abandofbrothers is different is that we offer mentoring for young men in our communities within the context of a contemporary and intensive Rite of Passage journey.

The experience itself invites young men to draw a line under their adolescence and begin to both consider and move towards becoming the adult man they wish to be. The journey is held and guided by trained older men from the local community. This is vital, as this enables the young men to be immersed in a strong field of healthy masculinity and role models. Here they can draw upon a vast pool of life experience and wisdom from committed older men who come from a range of diverse backgrounds.

Our wider intentions are:

- To create community by engaging and training adult men to act as mentors and allies for local young men; thereby bridging the perilous divide that exists between generations of males.
- To ensure that all young men can be recognised, acknowledged, and welcomed into adulthood through a community sponsored rites of passage experience.
- To encourage a search for meaning and purpose in life that's grounded in appreciation and respect for nature and humanity, rather than adherence to any religion or doctrine; thus, enabling men from different backgrounds, beliefs, and faiths to connect in a deeper, more meaningful way.
- To facilitate greater understanding that "hurt people, hurt people." We address the hurt carried by men directly, so that they are less likely to hurt others. Cognitive training programmes can be very useful, but all the employability training in the world cannot enable a young man with chronic anger or self-esteem issues to find or hold down a job.
- To recognise that the "problem" of young men is not just a problem with young men but rather is rooted in the wider societal context of their lives.

Public benefit

The trustees certify that they have had and paid due regard to the Charity Commission guidance on public benefit in deciding what activities the charity should undertake. This they believe is demonstrated in this report.

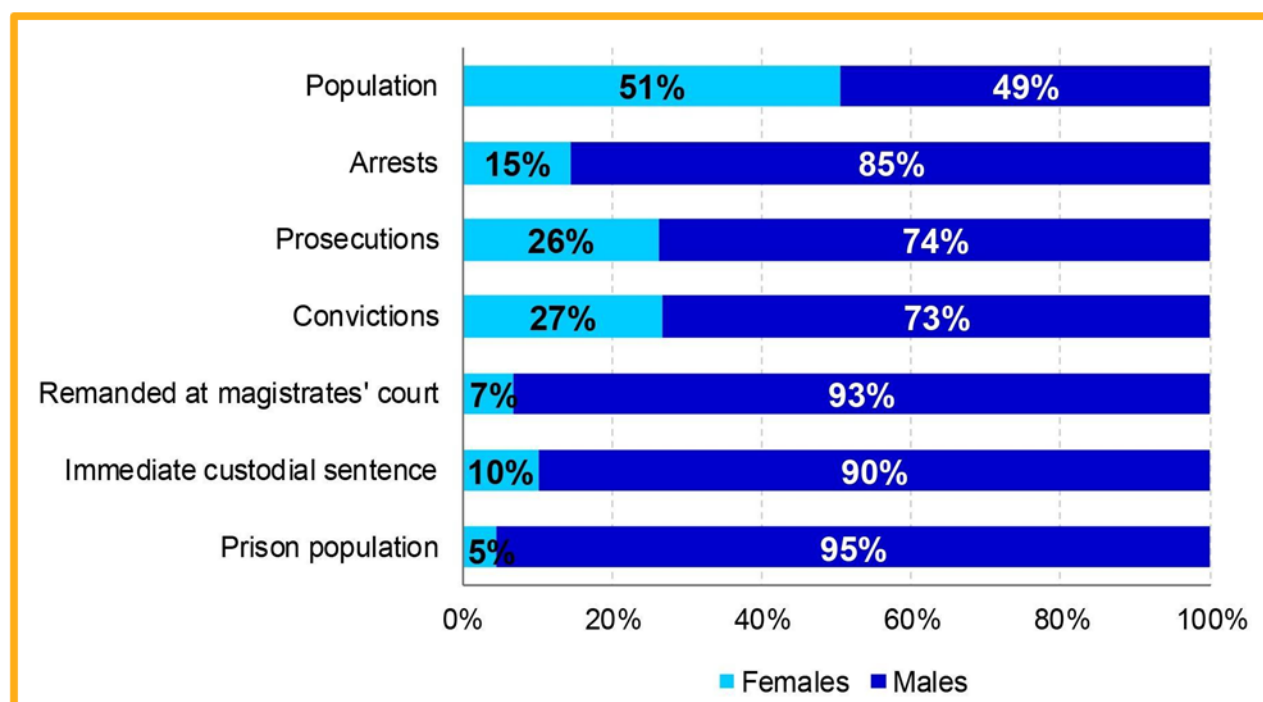
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STRATEGIC REPORT

Achievement and performance

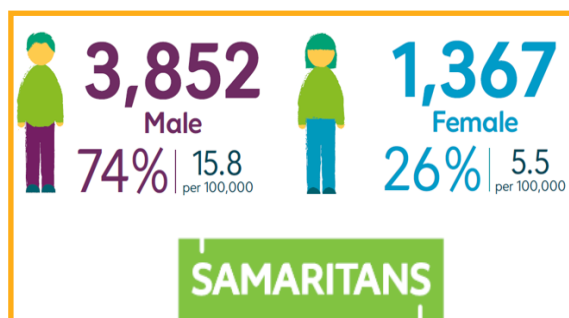
Two Challenges for Our Communities

Men in the Criminal Justice System



Ministry of Justice report: Statistics on Women and the Criminal Justice System (2019)

Male Suicide in the UK



Suicide is the leading cause of death for men aged 20 to 34 years in the UK and there are three times the number of deaths from suicide compared with women.

Between June 2022 and August 2023 out of 4,982 deaths by suicide: 3,729 (74.8%) were in males, 1,237 (24.8%) in females.

<https://www.gov.uk/government/statistics/near-to-real-time-suspected-suicide-surveillance-nrtsss-for-england>

Our Solution

abandofbrothers supports young men in making a healthy transition to adulthood and creates powerful mentoring networks that they can call upon in times of need.

The good news is that there are many adult men of conviction, courage and valuable experience who are willing and able to make such a constructive contribution, and whose hard-earned wisdom has not always been fully utilised.

Central to all our programmes are experiences that have come to be termed "rites of passage." Through this context we harness the integral goodwill of local adult men by providing them with a powerful training that develops mentoring

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skills, emotional intelligence and enhances authenticity and confidence. This in turn empowers those adult men to provide rites of passage trainings and ongoing mentorship to young men in their community.

Our approach therefore serves as a powerful catalyst for creating social capital. By reconciling generations of men, we empower each towards a mutual collaboration that serves both a common purpose and a positive vision for their own lives. Furthermore, we encourage and support young men to develop a healthy connection to their communities through engaging with the emotional literacy, confidence and respect that comes through healthy self-esteem and self-awareness.

Our Mentoring Programmes

National Quest Preparation Cycle (NQPC)

The NQPC programme delivers ten weeks of one-to-one mentoring to a young man with a trained mentor following a weekly outline to guide each meeting. An optional second 10-week cycle (for 20 weeks in total) is an opportunity for young men needing and wanting to continue to dive deeper into the weekly topics. Mentors are not obliged to commit to a further ten weeks, so the choice to continue to mentor the same young man is theirs.

In 2022/2023 102 young men completed the NQPC programme.

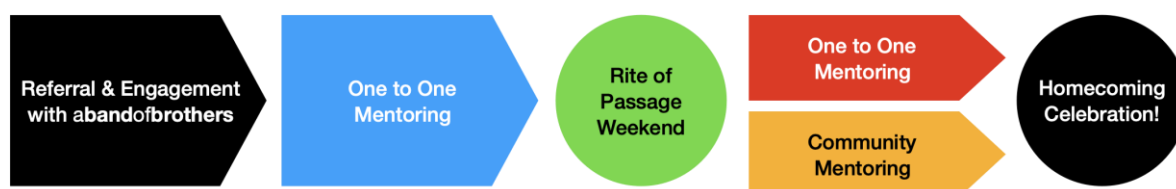
Quest for Community (QfC)

One of the most important rituals for boys is the initiation into manhood. These initiations, or Rites of Passage consist of some kind of ordeal that connects the young man with his mortality and in doing so, he goes from being self-centred, to village centred, or community centred. This is universally undertaken by older men who understand that it takes men to teach younger men how to be men. There is an indigenous proverb:

*"If you don't initiate your young men,
they will burn down the village just to feel the heat."*

Our abandofbrothers Rite of Passage weekend is very powerful and, in many cases, transformative. Young men have told us that without their involvement in abandofbrothers, they would not be here anymore. This is both a tragedy and a blessing as we have been able to reach young men and help them believe life is worth living.

In 2022/2023, 69 Young men completed their Quest for Community programme



Mentor Introduction Programme (MIT)

Mentor training begins with a six-week one-to-one mentoring programme for older men. Prospective mentors also attend a Rite of Passage weekend alongside Young Men before attending their abandofbrothers Mentor Training. They are then ready to mentor Young Men coming through our programmes. Throughout this training the older men are supported by an experienced abandofbrothers mentor. All Mentors are also required to attend regular supervision whenever they are mentoring a young Man.

In 2022/2023, 137 Older men completed their MIT programme.

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Our Rite of Passage

During our contemporary Rite-of-Passage weekends the Young Men spend three days in nature away from the distractions of mobile phones, clocks, and TV, where they are challenged to think about the story they want to tell about their lives.

The Young Men work on their own, with their peers, and with the support of experienced older Mentors, to consider what do they need to do to achieve the goals they want for themselves?



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In Service to our Communities

During the Quest for Community the Young Men spend two weekends working alongside their Mentors, and the other men of their local abandofbrothers Circle, in service to their community. Our projects have included refurbishment of community buildings and maintaining a respite garden at a local hospice.



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Nature & Adventure Days

The Young Men spend a day or two on an adventure managed by their local Circle. These have included blue water sailing, foraging, tree planting and conquering peaks.



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Homecoming!

His Homecoming is the culmination of the Young Man's work on his Quest for Community. In the presence of his friends, family, local community, and men from his Circle, he is accepted into abandofbrothers.

He is always welcome at every abandofbrothers Circle and always has our support as his journey continues.

When he is ready, he can choose to train to be a Mentor and use his lived experience to support another Young Man.



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The Impact of our Programmes on the Young Men we Support

The first abandofbrothers evaluation has been completed using the Impact Measurement 2.0 (IM2.0) data covering the period October 2021 to September 2022. The data shows we're having the positive impact we expected on participants in three main ways: improved mental health, better life circumstances, and stronger surrounding communities.

14%	Dealing with severe addiction (from 51% at the start of our programmes)
50%	In paid employment (from 7% at the start of our programmes)
67%	In secure housing (from 40% at the start of our programmes)
73%	Increase in Employment, Education or Training (NEET to EET)
80%	Experienced less conflict in personal relationships
81%	Showed improvement in self-esteem and self-worth
84%	Had more people in their lives who support them through difficult times
88%	Felt part of a local community
91%	Improved the way they dealt with anger and conflict
97%	Increased their ability to clearly & cleanly express what was going on for them
100%	Felt improved levels of responsibility and accountability for their lives

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Jordan - 23, Trainee Tree Surgeon, Bristol



What did you know about abandofbrothers?

I found out about them through JourneyMan - a rite of passage charity for boys - I went to them when I was 15 and needed support. Being part of JourneyMan helped me make friends, keep them, and trust men. abandofbrothers carried that on. I used to get beaten up by men, so I never trusted them.

How was your Rite of Passage weekend?

One of the things I got from the weekend was to relax around crying as a man. I'd always been told to 'man-up' and knowing that it was okay to cry made a big difference to me.

Also that it's okay to be angry, we were encouraged to express our full anger and there was no-one judging us. I have a hard family history where my biological dad physically abused me before I was two and I was taken into care and then adopted. I was able to express my anger - I wanted to beat the guy to hell. But more recently I've been in contact with him. I'm not excusing him, but he was a drug addict. Because I'd been involved with JourneyMan, I wasn't as scared as young men who'd never done any of this kind of work.

What did you take away from the weekend?

I'm able to have whole days now where I don't smoke any drugs. I discovered a whole new level of Brotherhood and support from men. I'm hoping in the future to provide that kind of male role model for my nephews.

Tell me a bit more about your background

I was adopted because of what happened to me as a baby. And my adoptive parents - well they are my mum and dad - have been great. I didn't have any contact with my biological parents for 20 years and my biological mum has recently died.

Over the years, I had a lot of trouble with boys bullying me, and then older boys attacking me physically plus stabbing me. My dad saw that I was interested in knives when I was very young, so from the age of 10, I started training in Historical Martial Arts. As a discipline, it really gave me a sense of worth and probably saved my life a few times.

How are you around bullying?

I don't accept bullying to myself or others. And one of the biggest sources of my anger and grief, is that a friend who was a girl was being bullied and I couldn't do anything about it. It was cyber-bullying. I tried but she took her own life when she was 18. I am still devastated about it. I had a breakdown myself around it and wanted to take my own life and tried to do so ten times in one year. I was 16.

I also learnt from my own background to fight too much, to react and fight so I've had to learn how to deal with that too.

How has the abandofbrothers mentoring helped you?

I've had two mentors, both of whom have helped a lot. They've helped me unlock parts of myself that I thought I'd lost through the attacks and bullying.

We go to a local coffee shop and sit down. I find it hard to sit indoors so we often sit outside, and they don't mind that I smoke, that means a lot. Being indoors makes me feel threatened, I feel that I might be attacked. So far smoking is a solace and comfort for me, it takes me back to smoking fags with my adoptive mum, it brings back good times. I am grateful to abandofbrothers for understanding that.

I'm also learning not to blame myself for everything. I blame myself for not being able to protect my friend. My mentors point out that I was 16 and didn't know what to do.

They also don't mind me calling for support outside office hours and asking for advice.

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How do you find the abandofbrothers weekly Circle?

I can't always go because of college but they are so accepting and so welcoming. They accept me as I am and occasionally, I slip up. They stay supportive.

How do you see your future?

Hopefully I will be self-employed as a tree surgeon. I am hoping to continue developing friendships and relationships. I am already connected back to my birth family. There are 13 nieces and nephews!

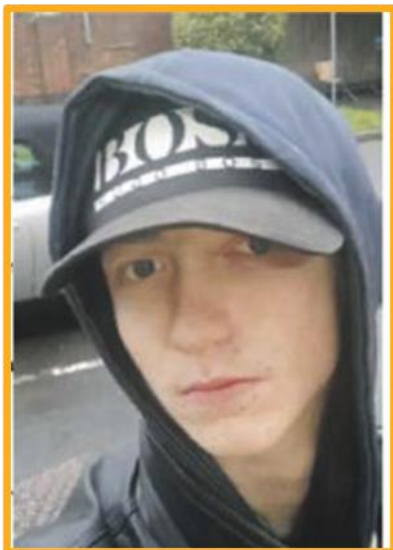
How was your Homecoming?

Beautiful! I teared up hearing other abandofbrothers men talking about me and the other mentees.

abandofbrothers have given me something I never thought I'd have - real men friends.

I know when to trust to be open. That's key.

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Brandon - 19, Leamington Spa

What did you know about abandofbrothers?

I was referred by my social worker to help me get off drugs. I met up with Jon for a chat. I was in a place where I wanted to change but I didn't know how to do it. So abandofbrothers came along at the right moment.

How was your Rite of Passage weekend?

At first, I thought it would be a great opportunity to meet others and have fun! But it was completely different to anything that I'd done before. I expressed a huge number of feelings. There is one piece of work within the weekend that involves a power stone, I broke it in half, that's how much anger I was holding onto. That was immensely useful.

How was it for you to be around so many men?

What was great was to be around men of my age. That felt so good. I felt safer and freer to speak up.

How has being part of abandofbrothers benefitted you?

I feel as though I'm a better person. I've been learning a lot about being able to ask for help. And to not be afraid of asking. I'm experiencing some problems around work now, so am reaching out to abandofbrothers to support me. Emotionally, I couldn't tell other people how I felt and abandofbrothers have been supporting me around this. My own parents don't even know half of what I've been through.

Could you tell me a bit about growing up?

I was beaten up by my brother every day when I was a young lad. And then I was beaten up at school too. I was bullied every day. I had to fight every day at secondary school. My parents still don't know all of this happened. They thought I wasn't telling the truth. I was neglected at home - I often didn't get enough to eat - because my parents were going through their own stuff. My dad didn't get involved often; he just did his own thing.

So that must have severely affected your schooling?

It did. I failed all my GCSEs.

How are you doing now?

I'm feeling a lot happier. I've been clean since September 2021 and alcohol-free for five months. I still smoke tobacco. And I've stopped self-harming.

How was your mentoring process?

It was amazing to have someone to have a chat with. It really was. I shared my feelings with him. He also gave me a lot of support regarding work. We managed to see each other most weeks. I'm still seeing a mentor now.

How are the weekly Circles?

I always attend them. There are a lot of young men there and that really helps. I know if I stopped going, I'd go downhill very fast in terms of drugs and alcohol.

How was your Homecoming Ceremony?

I was nervous. My cousin came and that was something. I don't like attention in general, but I was chuffed by what was said about me.

How are things with your family now?

My mum is very different now I've grown up and got my own flat. It's gradually getting better between us. I'm more able to talk to them now. My dad gave me some money to help me out recently. That was amazing. And my younger sister is keen for me to go round and play with her. She wants to have a protective older brother and I can be that

What are your intentions for your future?

I want to find work as soon as possible. I also want to start a new group to support girls - "abandofsisters"? I think that's really important, that they have their own support group. I want to find a girlfriend, get married and be happy! And I'm going to move to Bristol and make a new start. My girlfriend lives there.

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Izzi Polehampton - 49, Falmouth

How long have you been in abandofbrothers?

This is my fifth year. I found out about abandofbrothers from a friend who talked to me about abandofbrothers in terms of being the right place for me to go and feel held by a group of men. I had acute anxiety, depression, and self-loathing, I was on a path of self-destruction. It was a great recommendation.

How was your Rite of Passage weekend?

I was very nervous, but I felt very safe there. I was relieved. Falmouth is a small community of like-minded people and I used to drink a lot. As I stopped drinking, abandofbrothers men were a great support.

How were weekly Circles?

I still try to go every week now. There's always a takeaway in terms of new knowledge which I really appreciate. During lockdown I missed the real contact but we're back to face to face now.

How did it go with Georgie, your mentee?

It worked out well with Georgie because I have similar events in my past that mean I empathise with him strongly. My mother killed herself when I was 15 and that had a massive effect on me. I didn't grieve so I drank and took lots of drugs instead. And my dad was abusive towards me.

Was it a good match?

Totally. Georgie was fantastic because he was so ready to change. He really wanted to be a good father for his baby. And he wanted to be the best partner too and he knew he needed support. We'd sit on a bench while our dogs lay underneath. We bonded over our dogs. When we couldn't meet, we'd talk on the phone. I did two NQPC cycles of ten weeks with him.

What did you support him with?

His anger and violence issues. Talking through what happened to him - he had a terrible accident where he fell off a cliff - really helped him. I'd ask him how he felt at the beginning of a meeting, and he'd say like a champagne bottle that's been shaken up and is ready to explode. Then I'd ask again at the end when he'd say something like he felt like a bottle of water. There was a lot that we identified with each other about, I think that really helped him.

How many mentees have you had?

I've had seven so far.

How do you see your future with abandofbrothers?

I've got dyslexia so I'm not going to do lots of trainings however I staff a lot of the Rite of Passage weekends. I'm focusing on Mentoring, that's my forte. I had a family pick me up and be really kind to me when I was young and in trouble, I hope to repay the debt and do the same for some of these young men.

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Equality, Diversity, and Inclusion - New Training

We were grateful to receive a grant from the Pocressi Initiative that enabled us to develop a new, bespoke, and progressive Equality, Diversity, and Inclusion training. Unlike many other offers in this area abandofbrothers has applied a relational model that engages all participants equally, drawing on the value of their lived experience and their varied perspectives.

After the success of the pilots we ran last year, we have been rolling out EDI training to many of our Volunteers and Staff throughout the country.

We have also had enquiries from external organisations for abandofbrothers to provide this unique to their organisations and this is something we will be looking to explore.

Collaboration - Silver Sky Festival



This year saw the inaugural launch of the Silver Sky Festival. This was made possible through a collaboration of many organisations including Women Within, Women in Power, Celebration of Being, Mankind Project and abandofbrothers.

The event was extremely well coordinated by the efforts of Melissa Kelly. Melissa gave generous blessings and thanks to three of our graduates, Adam, Sonny, and Louis, who she felt represented our organisation magnificently.

One of our volunteers, Ben Cole, directed a performance of Parzival, a mythical tale which has a commonality for the human experience of transition and initiation. We look forward to abandofbrothers participation in Silver Sky becoming a regular event in the coming years.

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STRATEGIC REPORT

Achievement and performance

Perran "Pez" Nye



Pez died peacefully on Sunday 8th March 2020. The pandemic prevented abandofbrothers gathering to celebrate Pez's contribution to our lives and communities. But in August we came together with 100s of his friends and their families, assembled around our fire, and honoured our Brother. We shared our grief and joy through poetry, music, song, readings, and anecdotes. It was a hugely powerful and moving event - the greatest of its kind that many of us had ever been a part of. A fitting tribute to an exemplar of Man who lived fully the values, vulnerabilities and love that abandofbrothers seeks to share.

*For your life has lived in me,
your laugh once lifted me,
your word was gift to me.
To remember this brings painful joy.
'Tis a human thing, love,
a holy thing, to love
what death has touched.*

REPORT OF THE TRUSTEES
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Financial review

Our Financial Position and Looking Forward

During the year, the net funds raised from charitable trusts, wealthy individual donors, corporations, statutory bodies and the general public was just over £514,000. We carried forward just over £221,000 of funds from the previous financial year (2021/22) and spent just over £522,000 in 2022/23.

We continue to work closely with funding partners to match funding and costs with the required needs of the charity in a fast-changing environment and carried forward just over £213,000 of funds into the financial year 2023/24.

We have increased the funding pipeline to meet the needs of the charity as we enter the next financial year 2023/24, with £172k of unrestricted and £191k of restricted funds committed at the year end from grants and major donors.

Investment policy and objectives

The Memorandum of Association allows the trustees to deposit or invest funds in any manner (but to invest only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification).

Reserves policy

We regularly review the finances and spending of the charity and have examined the charity's requirements for reserves in light of the main risks to the organisation. We have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of expected operating costs offset by restricted funds eligible to be used as a contribution against them. We are confident that at this level, we will be able to continue the charity's current activities in the event of a significant drop in funding. The status of unrestricted reserves net of fixed assets as at the year end stood at £147,000 which falls within the target band towards the lower end of the range.

Future plans

Over the next year we will be looking to increase the number and reach of our Community Mentors from two to three. This will give all our communities the same levels of support as we look to increase the numbers of young men we work with. Also, to enhance the opportunities to engage greater numbers of potential mentees, we will be upgrading the Community Engagement Coordinator role to a one day per week paid post.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Abandofbrothers was incorporated on 19th February 2007 (registered company number 6113676).

It received charitable status on 18th February 2008 (registered charity number 1122852).

Charity constitution

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association dated 19th February 2007 as amended by special resolution dated 14th December 2007.

Recruitment and appointment of new trustees

The directors/trustees are listed in this report.

The number of directors shall not be less than 3 (unless otherwise determined by ordinary resolution) and shall not be subject to any maximum.

At each annual general meeting one third of the directors or, if their number is not three or a multiple of three, the number nearest to one third must retire. A director retiring may stand for re-election.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustee Recruitment

To increase the skills, expertise, and experience available to abandofbrothers as we look to become a more robust organisation with the capacity to develop and grow, we have welcomed several new trustees. We are extremely appreciative of the dedication that our new Trustees offer us. Meet some of our newly recruited Trustees:



Steve Calder

Steve grew up in a working-class family in East London, Steve's experiences growing up instilled a sense of justice and a deep-rooted belief that given the right choices and opportunities people can turn their lives around.

For the last 18 years, Steve has worked within the Probation Service holding frontline positions driven by the desire to help others move away from an offending lifestyle underpinned by the belief that "...but for a twist of fate I could be sitting the other side of the table".

Steve has progressed in Probation and now heads up a Probation Delivery unit. It was whilst working in London Probation that he became aware of abandofbrothers and was invited to attend a Rite of Passage weekend in June 2019. He was blown away by the gold that weekend provided.

"In my nearly twenty years of working in the criminal justice system, I have never seen such an impactful and inclusive intervention"

Steve has remained involved with abandofbrothers since and regularly staffs weekends.

As a trustee Steve's wish is to step up in service and bring this deep respect to the work of abandofbrothers, along with his extensive experience of working with men involved in the criminal justice system. Steve hopes to leverage his experience of the inner workings of the Criminal Justice System to help abandofbrothers grow and provide our support to more men and allow them to break the cycles of offending.

Tier Blundell



Tier was born on a council estate in Northampton to a Pakistani father and an English mother. After experiencing a turbulent home life and racism in his school and community, Tier was permanently excluded from school at the age of eleven. He then spent four years in a pupil referral unit before leaving at the age of sixteen with no qualifications.

After beginning martial arts training at eighteen, Tier went on to compete professionally in Mixed Martial Arts, Kickboxing and Muay Thai, attaining two title belts.

At twenty-four, he returned to education with an Access Course at Leicester College, going on to study Politics and Social Studies at the University of Warwick, before moving to Scotland for postgraduate study at the University of St Andrews.

Tier is currently the first known person from a pupil referral unit to be admitted to the University of Oxford, where he currently studies for a doctorate part-time and is actively engaged in researching the lived experience of people excluded from school.

Tier has extensive experience working with young people from a variety of backgrounds as a teacher, coach, and mentor. He has also founded a business and is an advisory board member for the Ethnic Minority Business School in Oxford.

"My life's mission is to improve the outcomes for the excluded in society"

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STRUCTURE, GOVERNANCE AND MANAGEMENT



Mary D'Arcy

For more than 30 years, Mary has worked in public service. In the Criminal Justice System as a Probation and Chief Officer, and in Local Government as a Director and Executive Director.

Mary is passionate about enabling individuals to make changes in their lives and in supporting communities to be resilient. She strongly believes that change cannot be forced, understanding the hopes, fears and strengths of individuals and communities requires patience and generosity.

Mary is passionate about promoting social justice, addressing structural inequality, and embracing diversity, equality, and inclusion, with the aim of reducing the harm and violence that so many people and communities experience.

Mary first encountered abandofbrothers when the charity was in its fledgling years and was drawn to our ambition to value and enable, by listening and investing in the lives of damaged young men. In doing so abandofbrothers brings hope and help to enable them to take those sometimes-difficult steps towards maturity.



Jim Andrews

After graduating from UCL with a BSc Chemical Physics, Jim took what he considers to be the first meaningful independent decision of his life and sought employment with a local building contractor as a tradesman, eventually qualifying as an NVQ3 level bricklayer.

The experience was formative, and those years were later to breathe life into the numbers when he became head of finance at Berkeley Group and later an investment director at a real estate focussed private equity firm.

Jim is now a cofounder in a new venture, placing environmental and social impact as principal priorities, especially in relation to climate change and homelessness.

Simon Chinnery



Simon has spent some 35 years in the City, working initially as a dealer in the stock exchange then for several asset management firms including Gartmore, Schroders, JP Morgan where he was a managing director in the UK institutional business, and at Legal and General where he was Head of Defined Contributions Client Solutions. His main work was as a Relationship Manager to large UK or multinational pension clients, advising them on investment and more recently, environmental, social and governance issues.

He is also an artist having shown his works in several London galleries with clients all round the World. In addition to his paintings, he is also a poet. He currently lives in St Leonards with his Wife, Paula.

Simon has been involved with the MKPUK&I charity since 2002 and is currently in the Elder Circle. Simon has been involved with abandofbrothers for five years and helped set up the Hastings community three years ago.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

Michael Hyltoft



Originally from Denmark, Michael moved to Portsmouth, UK in 2000 with his employer IBM, supposedly to be here for 2 years. He is now fully settled as a UK national, living in the countryside of Hampshire with his three lovely daughters.

He first became involved with abandofbrothers in 2020, as a member of the Portsmouth community, but due to Covid could only do his Rite of Passage weekend in 2022. He has mentored several young men in the Portsmouth area and continues to support the nascent abandofbrothers Circle. He has staffed weekends and became a Trustee in 2022.

Michael has worked as a Transformation Director for several large well known international corporations, with a special focus on how you get people to change behaviour in a professional setting. He also sits on the board of several companies, where he is heavily involved in the strategic development and success.

In his spare time, he studies psychology and gives training in why people generally dislike change, and how personal change can be more successful for the individual.

Michael brings lots of corporate knowledge, not least how to ensure good governance, and can mix this with his knowledge of expanding organisations, and how to support them to develop in a suitable way. And as an active member in one of the communities, he will be able to support translating the strategy into actionable activities. He is proud to offer his time to both serve his local community and the national growth of abandofbrothers in the coming years.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The trustees of abandofbrothers commissioned an external consultant to carry out a strategic review of the organisation in order to accelerate our services and to have an even greater impact. We recognised the need to review the organisation's challenges, strengths, and any barriers that might exist.

Decision making

Decisions are made by a simple majority, and if there is an equality of votes, whether as a show of hands or on a poll, the person who is chairing the meeting shall have a casting vote in addition to any other vote he or she may have.

Tasks are delegated to the core team who report to the directors each quarter. Progress is monitored by the directors at each meeting.

Induction and training of new trustees

Most trustees are familiar with the practical work of the charity. They are encouraged to attend a contemporary rite of passage experience either on our 'Quest for Community' (QfC) rite of passage weekend residential training or an alternate but comparable training for our female trustees. All male trustees are encouraged to staff our QfC weekend once a year. All trustees are encouraged to attend at least a community 'Homecoming' celebration annually, marking the end of the QfC programme.

Additionally, new trustees are invited to partake in the mentor training and be mentored by one of our volunteers and mentor one of our young male beneficiaries.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Voluntary help and gifts in kind

The trustees are deeply grateful to the hundreds of volunteers who have helped through mentoring young men, staffing our programmes, coordinating local operations, local fund development and in particular, our community conductors who lead on and oversee the integrity of local programmes. Each of our community projects has a team of around 25 volunteers and would be unable to operate without their generosity and commitment.

Thank you

A huge thank you to all those who support us in our endeavour including our funders, without whom, our work would be impossible.

We would particularly like to thank our volunteers who devote so much time and dedication, and their families who support them in their mentoring.

And to all the Young Men on your Quest for Community, we honour your courageousness, openness, and desire to change.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06113676 (England and Wales)

Registered Charity number

1122852

Registered office

44 Grand Parade
Brighton
East Sussex
BN2 9QA

Trustees

S C Sanham (resigned 20/9/2023)
R S Williams (resigned 3/5/2023)
R E Alcroft (resigned 6/12/2022)
K I F Khan (resigned 11/10/2023)
N M Roberts (resigned 20/2/2023)
J C Andrews (appointed 7/12/2022)
T J Blundell (appointed 7/12/2022)
S Calder (appointed 7/12/2022)
S Chinnery (appointed 7/12/2022)
Ms M D'Arcy (appointed 7/12/2022)
A K R Hampel (appointed 7/12/2022) (resigned 5/4/2023)
M P N Hyltoft (appointed 7/12/2022)
N S Tyrrell (appointed 7/12/2022) (resigned 28/4/2023)
Dr D C Parnell (appointed 7/12/2022) (resigned 15/6/2023)

Independent Examiner

Shona Wardrop CA
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Solicitors

Bates Wells Braithwaite
10 Queen Street Place
London
EC4R 1BE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Chief Executive

Conroy Harris

Senior Leadership Team

Conroy Harris Chief Executive

Dan Hartley Chief Operating Office

James Wong Chief Development Officer

Secretary

Georgina Sarmiento-Carr

Bankers

Tridos Bank NV

Brunel House

11 The Promenade

Bristol

BS8 3NN

Website

www.abandofbrothers.org.uk

Working name

ABOB

SUBSIDIARY

ABOB Trading Ltd was incorporated as a 100% owned subsidiary of Abandofbrothers.

ABOB Trading Ltd has been established for two purposes:

1).To carry out social enterprise trading activity in area which whilst aligned with our mission may technically fall outside the scope of our charitable objectives.

2).To protect the intellectual property of the parent charity where required to sign contracts that would seek to appropriate that IP. In these instances, activity will take place using materials/IP licensed from the charity but with no authority for that to be assigned to a third party.

ABOB Trading Ltd was dormant during the period under review.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:

.....
S C Sanham - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABANDOFBROTHERS (REGISTERED NUMBER: 06113676)**

Independent examiner's report to the trustees of Abandoffbrothers ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's 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 charity'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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, 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:

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.

Shona Wardrop CA
The Institute of Chartered Accountants of Scotland

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date:

ABANDOFBROTHERS**STATEMENT OF FINANCIAL ACTIVITIES**
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	71,620	27,389	99,009	62,516
Charitable activities					
Programme delivery	4	295,260	119,397	414,657	273,624
Investment income	3	458	-	458	49
Other income		<u>-</u>	<u>-</u>	<u>-</u>	<u>24,458</u>
Total		<u>367,338</u>	<u>146,786</u>	<u>514,124</u>	<u>360,647</u>
EXPENDITURE ON					
Raising funds	5	180	-	180	16,695
Charitable activities					
Programme delivery	6	<u>207,833</u>	<u>314,120</u>	<u>521,953</u>	<u>397,109</u>
Total		<u>208,013</u>	<u>314,120</u>	<u>522,133</u>	<u>413,804</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	17	159,325 <u>(131,745)</u>	(167,334) <u>131,745</u>	(8,009) <u>-</u>	(53,157) <u>-</u>
Net movement in funds		27,580	(35,589)	(8,009)	(53,157)
RECONCILIATION OF FUNDS					
Total funds brought forward		120,859	100,347	221,206	274,363
TOTAL FUNDS CARRIED FORWARD		<u>148,439</u>	<u>64,758</u>	<u>213,197</u>	<u>221,206</u>

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	13	1,529	-	1,529	1,976
Investments	14	<u>100</u>	<u>-</u>	<u>100</u>	<u>100</u>
		1,629	-	1,629	2,076
CURRENT ASSETS					
Debtors	15	-	-	-	244
Cash at bank		<u>178,014</u>	<u>64,758</u>	<u>242,772</u>	<u>220,988</u>
		178,014	64,758	242,772	221,232
CREDITORS					
Amounts falling due within one year	16	<u>(31,204)</u>	<u>-</u>	<u>(31,204)</u>	<u>(2,102)</u>
NET CURRENT ASSETS		<u>146,810</u>	<u>64,758</u>	<u>211,568</u>	<u>219,130</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>148,439</u>	<u>64,758</u>	<u>213,197</u>	<u>221,206</u>
NET ASSETS		<u>148,439</u>	<u>64,758</u>	<u>213,197</u>	<u>221,206</u>
FUNDS	17				
Unrestricted funds				148,439	120,859
Restricted funds				<u>64,758</u>	<u>100,347</u>
TOTAL FUNDS				<u>213,197</u>	<u>221,206</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that 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 charitable company as at the end of each financial year and of its surplus or deficit 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 applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

The notes form part of these financial statements

.....
J Andrews - Trustee

ABANDOFBROTHERS**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>21,326</u>	<u>(12,368)</u>
Net cash provided by/(used in) operating activities		<u>21,326</u>	<u>(12,368)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(1,178)
Interest received		<u>458</u>	<u>49</u>
Net cash provided by/(used in) investing activities		<u>458</u>	<u>(1,129)</u>
Change in cash and cash equivalents in the reporting period		<u>21,784</u>	<u>(13,497)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>220,988</u>	<u>234,485</u>
Cash and cash equivalents at the end of the reporting period		<u><u>242,772</u></u>	<u><u>220,988</u></u>

The notes form part of these financial statements

ABANDOFBROTHERS**NOTES TO THE CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2023**1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2023 £	2022 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(8,009)	(53,157)
Adjustments for:		
Depreciation charges	447	257
Interest received	(458)	(49)
Decrease in debtors	244	40,756
Increase/(decrease) in creditors	<u>29,102</u>	<u>(175)</u>
Net cash provided by/(used in) operations	<u><u>21,326</u></u>	<u><u>(12,368)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank	<u>220,988</u>	<u>21,784</u>	<u>242,772</u>
	<u>220,988</u>	<u>21,784</u>	<u>242,772</u>
Total	<u><u>220,988</u></u>	<u><u>21,784</u></u>	<u><u>242,772</u></u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

The charity meets the definition of a public benefit entity as defined by FRS102.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustments to the financial statements in a future period.

Income

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

Government Grants

Government grants are recognised under the performance model. The grant income is recognised upon performance conditions being satisfied (and should it be received in advance of satisfying the performance, recognition of the income is deferred as a liability) and where there are no specific future performance-related conditions then grants are recognised when proceeds are received or receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure has been classified under the following headings :

- a). Costs of generating funds are those costs incurred in attracting grants, voluntary income and fees.
- b). Charitable expenditure 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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**1. ACCOUNTING POLICIES - continued****Expenditure**

c).Support costs primarily include governance costs associated with the assets of the charity and with constitutional and statutory requirements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 10% on cost
Computer equipment	- 20% on cost

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses of acquisition.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. 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.

Pension costs

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

Basic Financial instruments

The charity has only financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest method.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Miscellaneous donations	99,009	47,516
Petersham Land Ltd	-	15,000
	<u>99,009</u>	<u>62,516</u>

ABANDOFBROTHERS**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****3. INVESTMENT INCOME**

	2023	2022
	£	£
Deposit account interest	<u>458</u>	<u>49</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Consultancy services	Programme delivery	-	10,144
Grants	Programme delivery	<u>414,657</u>	<u>263,480</u>
		<u>414,657</u>	<u>273,624</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Miscellaneous	-	100
The John Jackson Charitable Trust	-	6,650
Dulverton Trust	40,000	-
Blagrove Trust	40,000	10,400
Homity Trust	-	960
Tudor Trust	30,000	30,000
The Brothers Trust	20,000	-
Ernest Kleinwort	6,000	-
The 29th May 1961 Trust	5,000	5,000
Serve All Trust	20,000	20,000
AB Charitable Trust	20,000	15,000
Sussex Community Foundation	-	500
Cornwall Community Foundation	5,000	10,000
Noel Buxton Charitable Trust	2,500	2,500
Hastings Council	-	600
Sam and Bella Sebba Charitable Trust	14,260	12,500
Crimebeat	-	4,500
WW (UK) Limited	-	1,500
Garfield Weston Trust	30,000	30,000
Leamington Rotary Club	500	250
The Big Ask Trust	-	31,800
Swire Charitable Trust	20,000	20,000
Charles Hayward Foundation	25,000	25,000
The Albert Hunt Trust	-	5,000
The Worshipful Company of Grocers	-	5,000
The Hedley Foundation	-	4,570
Crawley Youth and Community Centre	-	1,000
Dr Martens	-	20,000
Penzance Town Council	-	650
Leathersellers	35,000	-
Chalk Cliff Trust	5,000	-
Leach Family	7,500	-
High Sheriff of Warwickshire	1,000	-
Co-op Community Fund Bristol	<u>3,614</u>	<u>-</u>
Carried forward	330,374	263,480

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**4. INCOME FROM CHARITABLE ACTIVITIES - continued**

	2023	2022
	£	£
Brought forward	330,374	263,480
Bristol Council	20,000	-
Cornwall Council	2,883	-
Pocressi	50,000	-
First Central	1,000	-
Hampshire & Isle of Wight Community Foundation	10,000	-
Oxford Round Table	400	-
	<u>414,657</u>	<u>263,480</u>

5. RAISING FUNDS**Raising donations and legacies**

	2023	2022
	£	£
Staff costs	-	15,231
Advertising, PR and fundraising	<u>180</u>	<u>1,464</u>
	<u>180</u>	<u>16,695</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Programme delivery	<u>519,182</u>	<u>2,771</u>	<u>521,953</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Direct expenses	163,834	76,170
Programme Delivery	354,901	317,379
Depreciation	<u>447</u>	<u>257</u>
	<u>519,182</u>	<u>393,806</u>

8. SUPPORT COSTS

	Governance costs
	£
Programme delivery	<u>2,771</u>

Support costs, included in the above, are as follows:

	2023 Programme delivery £	2022 Total activities £
Bank charges	198	124
Independent examination	<u>2,573</u>	<u>3,179</u>
	<u>2,771</u>	<u>3,303</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation - owned assets	<u>447</u>	<u>257</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

During the year two trustees were reimbursed travel and conference expenses totalling £358 (2022: No expenses were reimbursed to trustees).

11. STAFF COSTS

Staff costs during the year amounted to :

	2023 £	2022 £
Gross Pay	196,534	207,930
Employers National Insurance	15,700	17,371
Employers Pension Contribution	<u>4,842</u>	<u>5,363</u>
	<u>217,076</u>	<u>230,664</u>

The average number of employees was 6 (2022 : 6).

No employee received emoluments in excess of £60,000.

The charity considers its Key Management Personnel to be the trustees and senior management staff. The total emoluments paid to the Key Management Personnel were £154,282 (2022: £126,633).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	37,854	24,662	62,516
Charitable activities			
Programme delivery	125,144	148,480	273,624
Investment income	49	-	49
Other income	<u>24,458</u>	<u>-</u>	<u>24,458</u>
Total	<u>187,505</u>	<u>173,142</u>	<u>360,647</u>
EXPENDITURE ON			
Raising funds	16,695	-	16,695
Charitable activities			
Programme delivery	<u>162,971</u>	<u>234,138</u>	<u>397,109</u>
Total	<u>179,666</u>	<u>234,138</u>	<u>413,804</u>
NET INCOME/(EXPENDITURE)	7,839	(60,996)	(53,157)
Transfers between funds	<u>(41,618)</u>	<u>41,618</u>	<u>-</u>
Net movement in funds	(33,779)	(19,378)	(53,157)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>154,639</u>	<u>119,724</u>	<u>274,363</u>
TOTAL FUNDS CARRIED FORWARD	<u>120,860</u>	<u>100,346</u>	<u>221,206</u>

13. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	<u>6,135</u>	<u>1,763</u>	<u>7,898</u>
DEPRECIATION			
At 1 April 2022	5,805	117	5,922
Charge for year	<u>94</u>	<u>353</u>	<u>447</u>
At 31 March 2023	<u>5,899</u>	<u>470</u>	<u>6,369</u>
NET BOOK VALUE			
At 31 March 2023	<u>236</u>	<u>1,293</u>	<u>1,529</u>
At 31 March 2022	<u>330</u>	<u>1,646</u>	<u>1,976</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**14. FIXED ASSET INVESTMENTS**

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2022 and 31 March 2023	<u>100</u>
NET BOOK VALUE	
At 31 March 2023	<u>100</u>
At 31 March 2022	<u>100</u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

ABOB Trading Ltd

Registered office:

Nature of business: Dormant

	%
Class of share:	holding
Ordinary	100

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	<u>-</u>	<u>244</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	2,393	-
Social security and other taxes	4,451	-
Other creditors	838	802
Accruals and deferred income	20,000	-
Accrued expenses	<u>3,522</u>	<u>1,300</u>
	<u>31,204</u>	<u>2,102</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**17. MOVEMENT IN FUNDS**

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	120,859	159,325	(131,745)	148,439
Restricted funds				
Eastbourne Homes	-	(1,809)	1,809	-
Brighton	-	(23,709)	23,709	-
Crawley	5,497	(11,451)	5,954	-
Eastbourne	3,776	(22,641)	18,865	-
Brighton Food	306	-	-	306
Cornwall	17,163	(24,237)	7,074	-
Oxford	-	(18,945)	18,945	-
Bristol Fund	-	353	8,408	8,761
Hastings Fund	-	(22,765)	22,765	-
Leamington fund	25,436	(13,952)	-	11,484
Manchester	-	(14,380)	14,380	-
Portsmouth	80	1,545	4,860	6,485
National	10,642	(10,642)	-	-
Wellbeing	324	(50)	-	274
Impact Measurement	8,589	9,319	-	17,908
Franchise Development	6,475	(2,024)	-	4,451
Restart Youth Project	10,000	(911)	-	9,089
Community Mentors	12,059	(12,059)	-	-
Snowdon Trip	-	6,000	-	6,000
London	-	(4,976)	4,976	-
	<u>100,347</u>	<u>(167,334)</u>	<u>131,745</u>	<u>64,758</u>
TOTAL FUNDS	<u>221,206</u>	<u>(8,009)</u>	<u>-</u>	<u>213,197</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**17. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	367,338	(208,013)	159,325
Restricted funds			
Eastbourne Homes	-	(1,809)	(1,809)
Brighton	3,970	(27,679)	(23,709)
Crawley	602	(12,053)	(11,451)
Eastbourne	2,638	(25,279)	(22,641)
Cornwall	13,145	(37,382)	(24,237)
Oxford	1,273	(20,218)	(18,945)
Bristol Fund	25,208	(24,855)	353
Hastings Fund	2,116	(24,881)	(22,765)
Leamington fund	9,622	(23,574)	(13,952)
Manchester	2,937	(17,317)	(14,380)
Portsmouth	12,169	(10,624)	1,545
National	44,587	(55,229)	(10,642)
Wellbeing	-	(50)	(50)
Impact Measurement	22,500	(13,181)	9,319
Franchise Development	-	(2,024)	(2,024)
Restart Youth Project	-	(911)	(911)
Community Mentors	-	(12,059)	(12,059)
Snowdon Trip	6,000	-	6,000
London	19	(4,995)	(4,976)
	<u>146,786</u>	<u>(314,120)</u>	<u>(167,334)</u>
TOTAL FUNDS	<u>514,124</u>	<u>(522,133)</u>	<u>(8,009)</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**17. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	154,639	7,838	(41,618)	120,859
Restricted funds				
Eastbourne Homes	7,740	(9,266)	1,526	-
Brighton	9,314	(16,021)	6,707	-
Crawley	13,326	(7,829)	-	5,497
Eastbourne	11,791	(8,688)	673	3,776
Brighton Food	306	-	-	306
Dulverton Trust	27,000	(27,000)	-	-
Cornwall	2,329	14,001	833	17,163
Harringey	-	(937)	937	-
Oxford	308	(11,712)	11,404	-
Bristol Fund	7,837	(12,654)	4,817	-
Hastings Fund	7,700	(14,053)	6,353	-
Leamington fund	25,653	(217)	-	25,436
Manchester	-	(3,688)	3,688	-
Portsmouth	-	(4,600)	4,680	80
National	920	9,722	-	10,642
Wellbeing	2,000	(1,676)	-	324
Sussex	3,500	(3,500)	-	-
Impact Measurement	-	8,589	-	8,589
Franchise Development	-	6,475	-	6,475
Restart Youth Project	-	10,000	-	10,000
Community Mentors	-	12,059	-	12,059
	<u>119,724</u>	<u>(60,995)</u>	<u>41,618</u>	<u>100,347</u>
TOTAL FUNDS	<u>274,363</u>	<u>(53,157)</u>	<u>-</u>	<u>221,206</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**17. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	187,505	(179,667)	7,838
Restricted funds			
Eastbourne Homes	-	(9,266)	(9,266)
Brighton	2,516	(18,537)	(16,021)
Crawley	1,165	(8,994)	(7,829)
Eastbourne	8,528	(17,216)	(8,688)
Dulverton Trust	-	(27,000)	(27,000)
Cornwall	30,542	(16,541)	14,001
Harringey	73	(1,010)	(937)
Oxford	1,297	(13,009)	(11,712)
Bristol Fund	9,835	(22,489)	(12,654)
Hastings Fund	1,617	(15,670)	(14,053)
Leamington fund	14,157	(14,374)	(217)
Manchester	2,553	(6,241)	(3,688)
Portsmouth	1,010	(5,610)	(4,600)
National	45,149	(35,427)	9,722
Wellbeing	400	(2,076)	(1,676)
Sussex	-	(3,500)	(3,500)
Impact Measurement	12,500	(3,911)	8,589
Franchise Development	16,000	(9,525)	6,475
Restart Youth Project	10,000	-	10,000
Community Mentors	15,800	(3,741)	12,059
	<u>173,142</u>	<u>(234,137)</u>	<u>(60,995)</u>
TOTAL FUNDS	<u>360,647</u>	<u>(413,804)</u>	<u>(53,157)</u>

The purpose of the restricted funds were as follows :

Eastbourne Homes

Eastbourne Homes - Capital Expenditure for residential equipment.

Brighton

Pebble Trust - Funding for mentoring programmes in Brighton.

Crawley

Brother's Trust - Funding for mentoring programmes in Crawley.

Worth Lodge - Funding for mentoring programmes in Crawley.

Eastbourne

Eastbourne Social Lottery receipts for programmes in Eastbourne

Jackson Trust - funding for mentoring programmes in Eastbourne

Lewes District and Eastbourne Council - funding for mentoring programmes in Eastbourne

Brighton Food

To purchase equipment for the Brighton allotment site.

17. MOVEMENT IN FUNDS - continued

Dulverton Trust

Dulverton Trust - Funding for Quest for Community places nationwide.

Cornwall

Funding for mentoring programmes in Cornwall.

Haringey

Funding for mentoring programmes in Haringey.

Oxford

Jim Pullin Trust - funding for mentoring programmes in Oxford.

Mr and Mrs JA Pye's Charitable Settlement - funding for mentoring programmes in Oxford.

Spirit of the vale - funding for mentoring programmes in Oxford.

Portsmouth

Lord Mayor Portsmouth - Funding for mentoring programmes in Portsmouth.

Bristol Fund

Avon and Somerset Police & Crime Commissioner's Community Action - funding for mentoring programmes in Bristol.

Nisbet Trust - funding for mentoring programmes in Bristol.

Hastings Fund

Magdalen and Lasher Charity -Funding for mentoring programmes in Hastings.

Hastings Lion Club - Funding for mentoring programmes in Hastings.

Leamington fund

Norton Foundation - Funding for mentoring programmes in Leamington.

Warwickshire County Council Neighbourhood Scheme - Funding for mentoring programmes in Leamington.

Warwickshire Crime Beat - Funding for mentoring programmes in Leamington.

Manchester

Funding for mentoring programmes in Manchester.

National

Funding for mentoring programmes in England and Wales.

Wellbeing

Funding to support the well-being of staff, volunteers and trustees.

Sussex

Funding for mentoring programmes in Sussex.

Impact Measurement fund

Funding for general operating support in the area of impact measurement.

Franchise Development fund

Funding for developing our community franchise model.

Restart Youth Project fund

Funding to recruit young advisers with experience of the care and criminal justice system who are paid to guide new areas of work with young people from similar backgrounds.

17. MOVEMENT IN FUNDS - continued

Community Mentors fund

Funding for the employment of 2 new Community Mentors to provide regional leadership to multiple local community projects.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

19. SHARE CAPITAL

The company is limited by guarantee not having a share capital. In the event of the company being dissolved each member is liable up to a maximum of £10 towards the cost of dissolution and liabilities incurred by the company while he/she was a member.

In the event of dissolution, the net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways :

- a).Direct for the objects, or
- b).By transfer to any charity or charities for purposes similar to the objects, or
- c).To any charity for use for particular purposes that fall within the objects.

20. STATUTORY INFORMATION

Abandofbrothers is a charitable company, limited by guarantee, registered in England and Wales and has no share capital. No one member has overall control of the charity.

The company's registered office address and registered number can be found in the 'legal and administrative information' section of the trustees annual report.