

THE GLACIER TRUST
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 5 APRIL 2024

THE GLACIER TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A Rutherford Mr P Osborne Dr C Hutton Mr J Forsyth Mrs M Peart
Executive Director	M Holmes
Partner Liaison Adviser Climate Adaptation Strategy Adviser	Mr R Allen Dr M Phillips
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THE GLACIER TRUST

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TRUSTEES'REPORT

FOR THE YEAR ENDED 5 APRIL 2024

The trustees present their annual report and financial statements for the year ended 5 April 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the trust deed, the Charities Act 2011 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2019)

Objectives and activities

The objectives of The Glacier Trust continue to reflect the tangible effects of climate change upon subsistence-based rural communities living in the Himalayas and their consequences of drought, flooding, landslides, pest infestation and crop failure.

The trustees believe that education is the most powerful tool enabling communities to adapt to a wide and sometimes extreme range of variations from normal climatic patterns. While The Glacier Trust is willing to provide a small amount of finance towards infrastructures that will enhance their projects (for example materials to build irrigation channels and polytunnels), its main objectives lie in 'hands on' education to enable communities to find the best means of adaptation to suit the particular needs of the local topography and their communities and cultures. In particular, the trustees see cash generating programmes, in a 'for-profit' type of development, as providing resilience to the effects of climate change. By focusing on better use of existing resources, the Trust's programmes are now beginning to lift subsistence-based communities with low levels of food security into relatively prosperous ones.

The Glacier Trust also seeks to enhance Nepali higher education in aspects of climate change, so that Nepalese higher education staff and students are better placed to understand the problems and provide solutions. Our focus here is on contributing to the development of the next generation of climate change adaptation professionals. This is done in part by facilitating links between Nepal and UK higher education institutions.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the trust should undertake.

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- Impact summary

Our achievements in 2023/24 have built on our previous successes and continue to grow our impact. We continue to work in three main locations; Solukhumbu, Kavrepalanchok and Nawalparasi.

We summarise our impact here:

In **Solukhumbu**, **Deusa Argo Forestry Resource Centre (AFRC)** expands, and the partnership with **Kathmandu coffee roasters** continues to thrive alongside the development of a community coffee roastery.

In partnership with EcoHimal Nepal, we continue to deliver the Climate Change Adaptation Programme in the Thulung Dudhkoshi and Mapya Dudhkoshi Rural Municipalities of Solukhumbu district to deliver ecological and socio-economic benefits to rural farming communities. In the past two years (2023 and 2024), the programme has prioritised the production of tree crop seedlings, planting a total of **153,261** seedlings. This includes **73,341** high-value tree crops and **79,920** fodders/forages.

Additionally, **twenty-one** tree crop nurseries have been established at the Deusa Agriculture and Forest Resource Centre (DAFRC) to supply seedlings for future winter and summer plantings. **Seven** more nurseries have been set up on lead farmers' farmlands, with an estimated production and sale of about **53,400** seedlings. Over the last two years, **343** local farmers have been trained in climate-resilient and smart agriculture technologies, with an additional **119** farmers trained recently. Seven satellite nurseries are now operational, providing essential services.

A cold store has been established and is operational. It has stored **1.082 kg** of mandarins, priced at NPR 50 per kg. Out of this, 730 kg of mandarins was sold at NPR 130 per kg, generating a total revenue of **NPR 94,900**.

The establishment of a coffee processing plant in collaboration with EcoHimal, The Glacier Trust (TGT), and Thulung Dudhkoshi Rural Municipality at Mugli aims to serve all local coffee farmers. This plant will enhance coffee producers' incomes, improve livelihoods, and support climate adaptation.

In Nawalparasi, Year 2 of Phase II of the 'Layer Farming for Adaptation' project is now complete.

In September 2019, TGT partnered once again with HICODEF in Nawalparasi and the final phase of the project has been implemented during Sept 2023 to Sep 2024. A new project was co-designed in close consultation with the communities of Ripaha, Matthillo Basani, and Lahape to enable climate change adaptation. 'Layer Farming for Adaptation' involves training workshops, community organisation and a primary school programme. It is a five-year project that will eventually extend to five villages. We report here on the completion of year 2 of the 2nd phase which will last through to September 2024. Through this project we have reached further into the remote villages in the foothills of the Himalayas. This is an area of dangerously low food security. Climate change and inequality are exacerbating these problems significantly. In this project coffee is being grown with other high value crops, root vegetables and fruits as a climate change adaptation and livelihood improvement strategy. Coffee is grown using the organic 'layer farming' method so that coffee is inter-cropped with fruits, vegetables and other high value crops to vastly improve income, diet and resilience to climate change. Through this project, we are enabling farmers to grow coffee commercially for the first time.

During this year, project activities included **17** farmers' group follow-up meetings to discuss planning, progress, and identify new potential areas for future projects. The project provided **8.95 kg** of improved ground crop seeds (e.g., radish, cabbage, carrot) to **120** households and conducted coffee cultivation training in 4 villages for **127** participants (81 women, 46 men), leading to the establishment of coffee nurseries with a capacity of **2,500** seedlings per site. A total of **6,455** coffee seedlings were planted by **118** farmers, with intercropping of vegetables and fodder plants for sustainable farming. Equipment support included the distribution of HDEP water tanks (1,000 litres) and silpaulin sheets for tunnel farming with a 50% farmer cost-share. Monitoring and evaluation involved **3** visits by project teams, TGT members, and the Social Welfare Council (SWC), identifying key successes and challenges such as water scarcity. School engagement activities in **2 schools** included coffee plantation, nursery weeding, sanitation, litter picking, and kitchen gardening, with over **160** students and teachers participating. The project also supported **45** farmers in producing and selling **559 kg** of coffee parchment at Rs. 500/kg, facilitating improved market access and income generation.

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In Kavre, Mandan Deupur AFRC continues to have a real positive impact on local communities

Our partnership with EcoHimal, a local NGO based in Nepal, has allowed us to develop an Agro-Forestry Resource Centre [AFRC] in Mandan Deupur in Kavrepalanchok to bring ecological and socio-economic benefits to poor rural farming communities. By enabling hundreds of families to transition from precarious subsistence farming to sustainable organic agro-forestry, livelihoods, biodiversity and resilience to the increasingly erratic climate conditions have all been improved. The funds generously awarded by The Margaret Hayman Charitable Trust have supported the centre in delivering its main aims and expanding its reach across six satellite sites in 2023.

2023 was the second year of this three-year project, which saw an additional 1,630 farmers trained on agro-forestry and organic farming techniques, including 788 trained in the field, with another 842 attending monthly training events. This brings the total trained over the two years of the project so far to 2,559, with 78% of these (1,996) now actively applying this new knowledge. 33,034 seedlings of tree crops (litchi, mango, avocado, lemon, banana, orange, lime, macadamia nuts, etc.) have now been distributed and planted by local farmers. These have shown a survival rate of 72% which is above the 70% survival rate considered successful in a Nepali context.

11 schools now have agroforest school gardens across the municipality, including 6 new participant schools during this phase of the project. The children have been the main drivers in establishment and management of these gardens, applying both theoretical and practical knowledge of tree crops, their importance, climate change and its impact, and technologies on growing plants in the process.

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- **Our work in 2023/24**

In 2023/24 The Glacier Trust worked in partnership with Eco-Himal Nepal and HICODEF to deliver climate change adaptation projects and education in three locations across Nepal. In the UK, our work at the macro level to increase the profile and awareness of The Glacier Trust and the issues it works on continued as we continued to push our 'Great Adaptations' advocacy campaign.

In this section we provide details of the objectives, achievements, and challenges of each project. Due to variations in reporting periods on our project work, the reports here straddle more than one financial year.

- **Enabling climate change adaptation**

In 2023/24 The Glacier Trust (TGT) continued to focus its work in three separate locations across Nepal. This included the continuation of work in Solukhumbu, Kavrepalanchok, and Nawalparasi.

Our work has been conducted through our Nepal based NGO partners, Eco-Himal Nepal and HICODEF (Himalayan Community Development Forum). This section reports on the objectives, achievements and challenges of each project.

Deusa AFRC and Sustainable Tree Cropping - Solukhumbu

TGT has been enabling climate change adaptation in Solukhumbu (eastern Nepal) for over nine years. This has been done through the partnership and support we provide to the work of Deusa AFRC and Eco-Himal Nepal. Progress towards our long-term goal of phasing out support for Deusa is encouraging as the community gets closer to achieving environmental, economic and social sustainability. This progress has been built on the development of the Deusa AFRC and its outreach activities. The AFRC in Deusa continues to develop and grow in its role as a community hub and centre of excellence.

Project objectives 2022 - 2025

TGT has renewed its funding of programme work in Solukhumbu, with a continued focus on the villages of Deusa and Waku in the rural municipality of Thulung Dhudhakhoshi. The current programme of work will span three years from July 2022 - July 2025. The overall objective of this work is to support sustainable rural livelihoods through the promotion of Agroforestry, tree cropping and creation of market linkages for agricultural produce. This annual report for 2023/2024 reports on Year 2 of the full three-year phase. Specific objectives, outcomes and activities have been developed in partnership with Eco-Himal Nepal and Deusa AFRC. Project work by Deusa AFRC and the Eco-Himal programme complement each other and have significant overlaps. Shared objectives will be pursued through this integrated project over a three-year period.

- Promote GO GREEN Solukhumbu with sustainable agrology through agro-forestry for climate change mitigation, sustainable livelihood and environment protection.
- Further develop climate change understanding and awareness across the populations of 2 rural municipalities.
- Use a participatory approach to demonstrate and promote suitable strategies to address food security, malnutrition (children and women included), low soil fertility, livestock feed, water shortage, deforestation and landslides.
- Increase local farmers' access to local produce processing and final consumer products production technologies and skills.
- Create self-employment opportunities through cultivation of high value commodities (coffee), and the addition of agro products through processing of agro-livestock products and marketing.
- Establish market linkages for sale of high value crops, including coffee, at local and national levels.

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Achievements

- **Tree Crop Seedling Production:**
 - A total of **153,261 seedlings** planted in 2023 and 2024, including 73,341 high-value tree crops and 79,920 fodder/forages.
 - **21 nurseries** established at the Deusa AFRC and **7 satellite nurseries** operational.
 - **53,400 seedlings** projected from the nurseries for the upcoming planting seasons.
- **Farmer Training and Capacity Building:**
 - **462 farmers** trained in climate-resilient and smart agriculture technologies, such as nursery establishment and organic farming techniques.
 - **7 satellite nurseries** institutionalised with technical support, providing farmers with additional income from seedling and vegetable production.
- **Coffee Processing Plant Setup:**
 - Signed a tripartite Memorandum of Understanding (MoU) for establishing a coffee processing plant and cooperative with local government and EcoHimal.
 - Coffee revolving fund established supporting the collection of **2,041.9 kg** of coffee parchment.
 - **103** local coffee farmers earned **NPR 1,124,773** from coffee parchment sales.
 - Procurement of coffee processing equipment started, including hulling, sorting, and roasting machinery.
- **Cold Storage Facility:**
 - A 1,500-kg cold storage facility established and operational.
 - Successfully stored **1,082 kg** of mandarins, with **730 kg** sold, generating **NPR 94,900** in revenue.
- **Community Engagement and Revenue Generation:**
 - **NPR 94,900** generated from the sale of mandarins.
 - **7,000 seedlings** (Akabare chili and tomatoes) sold from Bhulbule satellite nursery generating **NPR 48,150**.
- **Monitoring and Evaluation:**
 - Conducted regular **field visits** and **management monitoring**, providing feedback and support for continuous project improvement.
 - **Senior management** and donor partners (e.g., TGT) visited the project area, offering critical guidance and supervision.



Pulping machine delivered to community

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Challenges

- **Weather-Related Issues:**
 - Storm damage in January/February 2024 led to the destruction of polyhouses at all satellite nurseries, halting seedling production and sales temporarily.
 - Environmental factors and Oleocellosis caused the damage of 352 kg of mandarins in the cold storage, resulting in financial loss.
- **Infrastructure and Resource Limitations:**
 - Difficulty in institutionalising satellite nurseries due to limited resources and the need for additional technical and resource support.
 - Challenges in securing sufficient technical expertise and equipment for satellite nurseries to enhance sustainable operations.
- **Supply Chain and Equipment Delays:**
 - Delays in the procurement and delivery of coffee processing equipment slowing down the operational timeline for the coffee processing plant.
 - Transportation and storage of coffee processing materials faced logistical hurdles, resulting in delays in plant setup.
- **Market Linkage Issues:**
 - Challenges in establishing consistent and profitable market linkages for local coffee and other products, with efforts to restrict external sales still in early stages.
- **Farmer Adoption and Engagement:**
 - Some farmers face difficulty in fully adopting climate-resilient practices, such as bio-intensive farming and the use of organic inputs.
 - Resistance from some farmers towards new agricultural technologies and farming practices remains a challenge to broader adoption.

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2.1.2. Layer Farming for Adaptation Project (LFAP) - Nawalparasi

Cultivating and marketing high value crops to improve food security enhance livelihoods and adapt to climate change in Nepal

The Layer Farming for Adaptation Project (LFAP) was co-designed by The Glacier Trust and implementing partner HICODEF (the Himalayan Community Development Forum), a Nepal-based NGO working in the Nawalparasi District of south-central Nepal. HICODEF have worked in partnership with The Glacier Trust since 2009 and have an exclusively local focus with projects ranging from climate change adaptation, education, and agricultural entrepreneurship to primary health, safer migration, and cooperative business.

The LFAP is targeting an area of dangerously low food security; fewer than 25% of the households in the target communities have enough food to last nine months or more. Climate change and inequality are exacerbating these problems significantly.

The project centres on the introduction of layer farming methods to marginalised rural communities. Layer farming is a system of organic agro-forestry that maximises use of both vertical and horizontal space and ecological systems for the benefit of the communities in terms of livelihoods, incomes, and nutrition. It is also an effective way to combat the sometimes-disastrous effects of extreme climate events in monoculture systems, for example, high temperatures, wind and rainstorms, flooding and soil erosion.

This is five-year project and divided into two phases. Phase one was completed in September 2021. The remaining three years is phase two, which covers the period September 2021 to September 2024. This report covers the final year of phase two.

Project objectives and activities

The Layer Farming for Adaptation Project has ten core objectives all designed to improve resilience, food security, enhance livelihoods and enable climate change adaptation. The objectives and activities listed below relate to the final year of work in the villages of Dhoubadi, Pokhari, Dulunga, and Charghare. Objectives were created by HICODEF in consultation with key community stakeholders in the four villages and agreed by The Glacier Trust:

Project Objectives and Achievements

- **Improve food security** in remote mountain villages.
 - Distributed **8.95 kg of improved seeds** (e.g., radish, cabbage, carrot) to 120 households for ground crop cultivation.
 - Promoted **kitchen gardening practices** in schools and households to ensure year-round food availability.
- **Enhance livelihoods** through commercial coffee cultivation and intercropping with high-value crops.
 - Conducted **coffee cultivation and production training** for 127 farmers across 4 villages, establishing nurseries with a **2,500 seedling-capacity per site**.
 - Supported the plantation of **6,455 coffee seedlings** by 118 farmers, integrating vegetables and fodder plants as intercrops.
 - Facilitated the production and sale of **559 kg of coffee parchment**, generating income for 45 farmers.
- **Enable climate change adaptation** by promoting sustainable farming practices.
 - Promoted **layer farming techniques** by intercropping coffee with fruits, vegetables, and fodder plants.
 - Supported **water storage tanks (1,000 litres)** and **silpaulin sheets** for tunnel farming, enabling irrigation and vegetable seedling cultivation.
- **Support farmers' capacity building** through training, technical support, and community engagement.
 - Conducted **17 farmers' group follow-up meetings** to plan activities, discuss progress, and address challenges.
 - Delivered **on-site technical support** for coffee farming, nursery management, and vegetable cultivation.
- **Promote market access** for coffee and other agricultural products.
 - Provided **coffee pulping machines** and facilitated technical guidance for parchment preparation.
 - Supported farmers in connecting with buyers to sell their coffee parchment at competitive rates.

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- **Encourage school engagement** to educate students on sustainable farming and environmental practices.
 - Conducted practical activities like **coffee plantation, nursery weeding, and kitchen gardening** in 2 schools, involving over **160 students and teachers**.
 - Organised **litter picking events** to promote cleanliness and environmental awareness in school communities.
- **Address challenges such as water scarcity** and limited farming resources through targeted interventions.
 - Distributed **HDEP water storage tanks** and supported rainwater harvesting systems to address water shortages.
 - Identified the need for **communal coffee pulping centres** and irrigation facilities to scale up farming efforts.



Students irrigating and planting coffee saplings

Challenges

- **Risk of Natural Disasters:** Landslides continue to be an ongoing challenge for this project, with the risk continuing to increase with climate change.
- **Water Scarcity:** Severe water shortages in **Dhoubadi** and **Pokhari** hinder coffee plantation and vegetable cultivation, limiting agricultural productivity.
- **Lack of Coffee Pulping Centres:** Absence of communal or private pulping facilities makes it difficult to produce uniform-quality coffee parchment.
- **Labour Shortages Due to Out-Migration:** Youth out-migration to cities, especially Kathmandu, reduces the available workforce, posing a risk to sustaining coffee farming in the long term.
- **Delayed Returns from Coffee Farming:** Coffee takes at least **4 years** to yield returns, creating livelihoods challenges for small farmers during the initial growing phase.
- **Limited Farming Resources:** Small land holdings and insufficient irrigation systems make it difficult to scale up coffee production and diversify crops effectively.

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2.1.3 Mandan Deupur Agro Forestry Resource Centre - Kavrepalanchok

In 2021, The Glacier Trust secured three years of funding from the Margaret Hayman Trust to work with EcoHimal Nepal to establish a new Agro Forestry Resource Centre (AFRC) in Mandan Deupur, Kavrepalanchok. Here, we report on the final year of three. This three-year phase represents the second of two phases. The previous phase was funded by the Marr Munning Trust.

Project objectives:

- Improve agricultural productivity, reduce land degradation, and adapt to the impacts of climate change;
- Improve incomes through sustainable production and marketing of higher value crops; and provide younger generations with enhanced knowledge of the issues affecting their community;
- Increase opportunities for gainful employment;
- Ensure Mandan Deupur AFRC achieves full financial self-sufficiency within five years;
- Develop Climate Change understanding and awareness across the population of Mandan Deupur.

Achievements

Output 1: Complete the Hub and Spoke model = Institutionalise the central MD-AFRC (hub), and 6 x Satellite Nurseries (spokes):

Key Successes:

- MD-AFRC has now been institutionally organised with a local level management committee
- The centre also has sufficient human resources in place for the delivering training, on-site activities, and field visits.
- All six Satellite Nurseries are now established at Chandeni, Jyamdi, Halde, Jay Laxmi, Sapta Kanya and Churi Thumka. These sites are producing good yields of organic crops and seedlings with the project supplying 17.25kg of vegetables seeds across 11 varieties.
- 110 tonnes of organic vegetables have been produced for local consumption or markets across these sites over the last two years, generating an income of £18,471.73.
- Across the six sites, 6,092 seedlings have also been produced, including tree crops and organic vegetable crops.

Output 2: Establish 2 Outlet Centres for sale and procurement and distribution at local level of organic seeds, seedlings and agro-products:

Key Successes:

- MD-AFRC continues as an Outlet Centre for the provision of seedlings, seeds and agro-products.
- Outlet Centre in Nagarkot is progressing and supported by the success of the Organic Haat Bazaar operating 2 days a week whereby farmers collectively negotiate fixed price of vegetables, thus receiving a fair price for their products from regular buyers.
- 1,640 packets (18.3kg) of different varieties of vegetable seed have been provided by the AFRC, which have produced 9.5 tonnes of vegetables to be supplied to the market after local household consumption.

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Output 3: Deliver training in agro-forestry, organic farming and adaptation to farmers:

Key Successes:

- Through 32 different events and programmes, 788 local farmers have been trained on agroforestry, climate smart agricultural practices and on-farm crop diversification. 59% of these attendees were female.
- 842 farmers have also attended one of 34 three-day monthly training events on organic farming, nursery establishment and management, and pest and disease management amongst other key topics. 75% of attendees were female farmers.
- 17 farmers are nearing organic certification, with 20 more farmers lined up to start the process shortly.



Technical support field visit



Farmer training in grafting and pruning at MDAFRC

Output 4: Educate students across 8 Secondary schools in the project area:

Key Successes:

- 801 school children (64% girls and 36% boys) from 11 secondary schools have been educated on climate change, its effects and adaptation measures in line with improved agricultural practices.
- The programme has established 11 agroforest school gardens¹ in 11 secondary schools of Mandan Deupur Municipality. The children have been the main actors in garden establishment and management and are trained and work in teams.

Output 5: Awareness on Environmental Issues and Agro-forestry Options increased:

Key Successes:

- 12 episodes of radio programmes were produced and broadcast on environment, climate change, improved agriculture and tree cropping issues in cooperation with Radio Namobuddha. The radio programmes were broadcast by two further community radio stations - Radio Malamchi and Sunkoshi. Talks are ongoing with the local radio station in Dhulikhel to take this on longer term.

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Project Sustainability

As we move into the final year of this phase of the project, we look to move to a sustainable model where-by once farmers begin to generate a reasonable income, the AFRC can become self-sustaining through farmer contributions. Delays caused by Covid-19 and political instability resulted in this goal being pushed back to 2023/24. With farmer income continuing to increase, we move closer to this model and are hopeful that this will be achieved in Year 3. Two-thirds of farmers are generating income from their land, with 20% earning between £100 and £1000 a year, which continues to be a very successful outcome and a great leap towards a self-sustaining model for the AFRC.

Challenges

- **Achieving Organic Certification:** Organic certification continues to be a challenge. The local farmers are growing organic crops individually and collectively in the project area. However, farmers are failing in certain aspects necessary for gaining certification and accreditation as an organic farmer.
- **Management Committee:** An ongoing challenge is in maintaining an active and fully functioning local management committee consisting of several lead farmers. This has been more successful in 23/24 but the challenge still remains to make this committee sustainable long-term. A three-year business plan has been formulated and is being implemented to ensure the MD-AFRC is financially self-sustaining.
- **Risk of Natural Disasters:** Kavrepalanchok, like much of Nepal, is not immune to the impacts of climate events and/or earthquakes, so this remains an ongoing risk.
- **Changing Behaviours:** The use and over-use of commercial pesticides and chemical fertilisers in the lower landscapes of Mandan Deupur Municipality is commonplace, and it is difficult to change people's deep-rooted behavioural practices and perceptions with one or two interventions. In the project area, despite knowing some of the impacts of using these often-dangerous pesticides and fertilisers on the soil, environment and human health, they still use pesticides and chemical fertilisers on their farms. This represents an ongoing challenge, however as other farmers are achieving success with bio-pesticides and saving money this way, word is spreading.

3. Overall Conclusion

Despite facing continuing challenges in an ever changing world, the achievements of our project partners Eco-Himal and HICODEF have once again been inspiring and we are very proud to work in partnership with them. They continued to work with and reach the communities throughout Nepal, delivering project plans despite obstacles and challenges, so that the goals outlined were largely achieved to a very high standard.

The AFRC model continues to thrive in both Deusa (Solukhumbu) and Mandan Deupur (Kavrepalanchok) and Nawalparasi. It has been continuously met with very encouraging enthusiasm and support by local governments in all locations. This official support has helped the impact to scale up and spread and gives us a lot of hope that the AFRC model will be adopted in new locations across Nepal, and possibly elsewhere, in the years to come. There is great hope for the continued replication of this successful model.

The model of coffee production is also proving successful and presents a number of future opportunities including the development of a coffee roastery in Mukli, ensuring a larger chunk of the proceeds of coffee remain in the community.

Our work is conducted against the backdrop of an increasing climate emergency that the people of Nepal have done very little to cause on the macro-level yet are one of the most vulnerable to the impacts. Political will is slowly building and action on climate change mitigation and adaptation is slowly gathering momentum. Progress however is still too slow, as highlighted by several unsuccessful COPs and the inconsistencies of governments, and it looks certain that global average temperature rise will exceed the 'safe' level of a 1.5C increase (above pre-industrial levels). The adaptation needs are only going to increase in Nepal and the demand for The Glacier Trust's support will increase with it, providing successful blueprints to other parts of Nepal and further afield.

This is a very challenging time for all charities, especially those who need to raise funds in a difficult economic environment. We are therefore incredibly grateful to all those who have continued to support our work in 2023/24.

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FOR THE YEAR ENDED 5 APRIL 2024

4. Objectives 2024/25

2024/25 will be another difficult 12 months for Nepal, the world, The Glacier Trust and its partners. Our objective is to continue to support the project work we are committed to and to lay the foundations for growth in 2024/25. As part of this growth strategy, we were successful in our application to campaign on Global Giving, and we hope this will continue to raise awareness of our cause. We will also seek more opportunities to support and engage with students in both secondary and higher education.

4.1 Deusa AFRC (July 2024 - June 2025)



Agro-forestry was introduced to Thulung Dhudhkoshi at Deusa back in 2015 to tackle extreme poverty and climate change. In phase one of this work, EcoHimal Nepal, The Glacier Trust and the local community came together to build Nepal's first ever community led Agro Forestry Resource Centre (AFRC). Deusa AFRC is now a thriving community owned independent organisation, with full local government approval. It is the hub for agricultural innovation in Thulung Dhudhkoshi and now attracts farmers from other municipalities across Solukhumbu and neighbouring Khotang. Farmers visit Deusa AFRC to attend workshops, share knowledge and to purchase seeds, seedlings, saplings and agri-tools. As well as gaining the skills and tools needed to grow cash generating crops like coffee, almonds, macadamia and hazelnuts; farmers are also enabled to rear livestock and grow fruits and vegetables.

Deusa AFRC continues to expand its services and influence. The Glacier Trust and EcoHimal Nepal intend to continue to work closely with it over the coming years to help it thrive and reach even more surrounding villages.

4.1.1. Project aims

We are entering into the third year of a three-year phase of work in Deusa and Waku. Progress has already been made against the project aims and the main priorities for 2024/2025 are:

- Continue seedlings production of fruits, fodders and forages
- Further embedding of satellite nurseries, seedlings and vegetables production for income generation such as increased branding
- Capacity building of local farmers (seedlings production, bio-intensive plantation, entrepreneurship)
- Production of vegetables and cash crops - intercropping, layer cropping - empowering local farmers
- Support basic necessary machines/equipment for processing (pulping machine, sealing machine, roasting/drying devices, utensils, and packaging equipment)
- Train staff, management committees and coffee producers to prepare them as coffee entrepreneurs
- Provide simple roasting machines and resources for the processing of coffee

4.1.2. Budget

S.N.	Particulars	Budget In GBP			
		22/23	23/24	24/25	Total
1	Programme Activity Cost	£14,825	£14,89,	£14,225	£43,944
2	Staff Cost	£3,267	£3,267	£3,267	£9,800
3	Travel Cost	£467	£467	£467	£1,400
4	Monitoring & Evaluation Cost	£467	£399	£1,067	£1,932
5	Project Support Cost & Overhead Cost	£975	£975	£975	£2,924
	Total	£20,000	£20,000	£20,000	£60,000

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FOR THE YEAR ENDED 5 APRIL 2024

4.2 Layer Farming for Adaptation (Sept 2023 -August 2024)



HICODEF

We will continue our work in Nawalparasi, with local NGO HICODEF, as we progress into the final year of phase 2 of the Layer Farming for Adaptation programme. The project has shifted focus to four new villages on the upper slopes of the Siwalik Mountains, with the existing 3 villages also continuing to be supported and monitored during phase 2. This is an area of dangerously low food security. Only 56 out of the 260 households in the target area have enough food to last nine months or more. The remaining 204 are highly vulnerable to the unpredictability of climate change, political change and remittances from relatives working in faraway urban areas or abroad.

Across Nepal's Himalayan foothills, although not yet widely practiced, coffee is being grown using the 'layer farming' method as a climate change adaptation and livelihood improvement strategy. The Glacier Trust projects with Eco-Himal Nepal in Solukhumbu (east Nepal) are already successfully working in this way; we have launched this model in Kavrepalanchok (central Nepal) with support from the Marr Munning Trust and the Margaret Hayman Trust; and will continue to support it in Nawalparasi.

4.2.1. Project aims

We have entered year three of phase two and in this period the priorities are:

- Regular support to be provided to the farmers for their coffee nurseries and seedling plantations - in terms of water management, and plant and soil management through site visits
- Continued regular farmer group meetings for community support
- Regular support to be provided to the farmers in their tunnel vegetable farming enterprises
- Continued school engagement programme
- Stakeholder meetings in all project communities with local government officials

4.2.2. Budget

	2022/23	2023/24	2024/25
Programme activity cost	£6,777.58	£6,683.03	N/A
Staff and operations cost (HICODEF)	£7,765.24	£8,362.50	N/A
TOTAL	£14,542.82	£15,045.53	N/A

THE GLACIER TRUST

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 5 APRIL 2024

4.3. Mandan Deupur AFRC (MD AFRC) (January 2024 - December 2024)



With funding from The Marr Munning Trust and Margaret Hayman Charitable Trust, we are working with EcoHimal Nepal on a six-year project to enable climate change adaptation in Mandan Deupur, a rural municipality of Kaverpalanchok district.

The project is focused on the formation of a new Agro Forestry Resource Centre (AFRC) in Mandan Deupur, building on Eco-Himal and The Glacier Trust's expertise and experience from our similar model in Deusa, Solukhumbu.

In January 2024, the sixth year of this project will commence.

4.3.1. Project aims

During the sixth and final year of this project phase we aim to reach maturation of the following aims and objectives:

- Improve agricultural productivity, reduce land degradation and adapt to the impacts of climate change (e.g. variability, scarce water resources);
- Improve incomes through sustainable production and marketing of higher value crops, and provide younger generations with enhanced knowledge of the issues affecting their community;
- Increase opportunities for gainful employment.
- Ensure MD AFRC achieves full financial self-sufficiency by December 2024.
- Develop Climate Change understanding and awareness across the population of Mandan Deupur - adaptation and mitigation
- Embed 'hub' and 'spoke' AFRC model through the development of at least 6 satellite AFRCs and 3 model organic villages.
- Upgrade and expand physical infrastructure at MD AFRC and Satellite Nurseries.
- Establish two new outlet centres selling locally grown organic produce, seeds, and saplings.

	2023	2024	2025
Personnel	£4,404.01	£4,405.01	N/A
Travel	£688.21	£688.21	N/A
MD-AFRC Costs and Administration	£778.36	£778.36	N/A
EcoHimal's Overhead	£612.49	£612.49	N/A
Grant Monitoring	£126.98	£126.98	N/A
6 x Satellite Plant Nurseries	£8,704.21	£7,751.89	N/A
Upgrade of MD AFRC physical infrastructure		£1,587.20	N/A
TOTAL	£15,314.26	£15,950.14	£N/A

THE GLACIER TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

Financial review

The Trust ended the year with a Surplus of £13,332 (2023 deficit £4,478). The Trust's funds as at 05 April 2024 were £35,135, which were all split between funds as follows:

Unrestricted funds	£23,974
Restricted funds	£11,161

THE GLACIER TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

It is the policy of the trust that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the trust's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Structure, governance and management

The trust was established by a charitable trust deed on 9th July 2008.

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr A Rutherford

Mr P Osborne

Dr C Hutton

Mr J Forsyth

Mrs M Peart

The trustees have a commonality of interest in The Glacier Trust's (the Trust) work and particular skills which enhance its work. Our five current trustees are all resident in the UK. The Trust has one paid Executive Director who is UK based who is funded through specific core grants; and one volunteer Partner Liaison Adviser, based in Nepal. The trustees conduct their roles on an entirely voluntary basis. Other than the one paid member of staff's salary, no one working for The Trust derives any financial benefit from it. The trustees have assessed the major risks to which the Trust is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Mark Holmes who joined the Trust on January 8th 2024, continues in his role as Executive Director on a permanent part time contract. Mark is responsible for the day-to-day running of the Trust including project development and management, communications and fundraising. Mark made his first visit to Nepal and our project work in April 2024.

Richard Allen (Nepal based Co-Director) is a soil scientist, land resource, land use and watershed management specialist, with degrees in soil science and soil conservation, and 45 years' experience on rural development projects in Africa and Asia. For the past 25 years, he has been based in the Himalayas, working on projects in Nepal, Bhutan, India, Pakistan, China and Tibet. Based in Kathmandu since 2007, he completed his most recent long term assignment on the HELVETAS-Nepal Sustainable Soil Management Programme in December 2014 and now works as team leader for the Multi-Stakeholder Forestry Programme in Nepal, whilst also giving time to TGT as a voluntary Co-Director. His advice, enthusiasm and wide range of contacts were instrumental in setting up The Glacier Trust and continue to be of enormous benefit to our work in Nepal.

Dr. Morgan Phillips who previously worked for the Trust on December as UK Co-Director, is now our Climate Change Adaptation Adviser. Dr. Phillips joined The Glacier Trust from Keep Britain Tidy where he held the role of Education Manager for three years. Previously, Morgan has worked for a small intercultural understanding NGO, Global Footsteps and has a PhD in Education for Sustainable Development. He currently Global Action Plan's Director of Education and Youth Engagement. He is the author of 'Great Adaptations'

Andy Rutherford has retired as Head of International Partnerships of the UK based development and policy agency One World Action for which Robin Garton raised funds in the past. He has worked with community-based organisations in Asia, Africa and Central America over the last 25 years. His career evolved from being a member of a joint UK-India research programme on the social effects of the Green Revolution to working with grassroots and women's organisations across Asia, Africa and Latin America. Andy established what is said to be the UK's first not-for-profit tour company, Fresh Eyes - People to People Travel cic. He is active in the Asia Europe People's Forum. His lifetime's knowledge and understanding of the working of development partnerships is invaluable to the trust's work and provides the basis of best practice for the funding support which the Trust offers.

Peter Osborne is a former business colleague of Robin Garton and director of London's West End art gallery Osborne Samuel and a past vice president of the Society of London Art Dealers. He also has wide experience in the Developing World. He provides invaluable advice and back up support to the Executive Director.

THE GLACIER TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

Dr Craig Hutton joined TGT as a trustee in 2015/16. His research, applied research and consultancy focus lies at the intersection between the environment and social implications of environmental/climate change and management for sustainable development. He is therefore very well placed to advise on many aspects of TGT's work. Additionally, Dr. Hutton has developed projects for information management for food security/hazard management and climate change (Libya, South Sudan, Ethiopia, Laos), and flood management and DRM (Pakistan). A number of these projects have been augmented by capacity development.

Jamie Forsyth began with us as a Programme Development Manager and stepped up to the position of Co-Director when our founder Robin Garton sadly died. Stepping down from this position to pursue a career in web development and design, Jamie stayed on board as a trustee. He brings with him a wealth of experience and knowledge gained from his time as Co-Director, as well as an excellent background knowledge of Nepal and Climate Change gleaned from research he conducted at the University of Southampton. Jamie has visited Nepal many times and has volunteered at orphanages in the Kathmandu Valley, trekked in the Himalayan mountains and helped established our projects in Solukhumbu and Nawalparasi. He feels a strong bond to the country and is totally dedicated to achieving the Trust's goals.

Mary Peart joined as a trustee in December 2018. Before retiring to north west Scotland in July 2017, Mary taught Geography for 30 years at the German Swiss International School in Hong Kong. For the last 19 years of this she was also Head of the Secondary Department (English Stream) and this gives her a unique insight into secondary education and the opportunities of working with students of this age group to enhance their understanding of climate change and to harness their enthusiasm for fund-raising. Mary has visited Nepal on many occasions developing a deep interest in and affection for the country from her numerous off-the-beaten-track treks there. She is convinced that students learn best from their experiences outside of the classroom, having accompanied many school trips and HKAYP (formerly Duke of Edinburgh Award) expeditions throughout her career and she has been integral in establishing our first school partnership with her former school, GSIS.

THE GLACIER TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the trust and of the incoming resources and application of resources of the trust for that year.

In preparing these accounts, the trustees 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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the trust and enable them to ensure that the accounts comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

The trustees' report was approved by the Board of Trustees.



Trustee: Andy Rutherford

Dated: 16th January 2025

THE GLACIER TRUST

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE GLACIER TRUST

I report to the trustees on my examination of the financial statements of The Glacier Trust (the trust) for the year ended 5 April 2024.

Responsibilities and basis of report

As the trustees of the trust you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

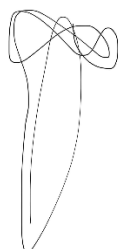
I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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 financial statements to be reached.

E Law FCA
Lizard House
Catton
North Yorkshire
YO7 4SQ



Dated: 31st January 2025

THE GLACIER TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 5 APRIL 2024

		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Notes	2024 £	2024 £	2024 £	2023 £	2023 £	2023 £
Income from:							
Donations, grants and legacies	2	36,366	20,000	56,366	13,201	59,247	72,448
Investments	3	65	-	65	12		12
Total income		36,431	20,000	56,431	13,213	59,247	72,460
Charitable activities	4	(20,108)	(22,991)	(43,099)	(28,768)	(48,198)	(76,966)
Net (outgoing)/incoming resources		16,323	(2,991)	13,332	(15,555)	11,049	4,506
Other recognised gains or losses							
Other gains or losses	10	-	-	-	28		28
Net movement in funds		16,323	(2,991)	13,332	(15,527)	11,049	(4,478)
Opening funds balance at 6 April 2023		7,651	14,152	21,803	23,178	3,103	26,281
Closing funds balance at 5 April 2024		23,974	11,161	35,135	7,651	14,152	21,803

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE GLACIER TRUST

BALANCE SHEET

AS AT 5 APRIL 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	11	435		1,008	
Cash at bank and in hand		34,700		22,745	
		<u>35,135</u>		<u>23,753</u>	
Creditors: amounts falling due within one year	12	-		(1,950)	
Net current assets					21,803
Income funds					
Restricted funds	13		12,412		14,152
Unrestricted funds			<u>22,273</u>		<u>7,651</u>
			<u>35,135</u>		<u>21,803</u>

The financial statements were approved by the Trustees at a Trustee Meeting on 14th January 2025



Andy Rutherford, Trustee

16th January 2025

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 5 APRIL 2024

1 Accounting policies

Charity information

The Glacier Trust is a public benefit entity registered with and regulated by the Charity Commission under Charity No. 1124955 and is governed by its Trust Deed.

1.1 Accounting convention

The accounts have been prepared in accordance with the trust's charitable deed, the Charities Act 2011 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The trust is a Public Benefit Entity as defined by FRS 102.

The trust has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the trust is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the trust has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

2 Accounting policies

2.1 Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

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.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees.

All costs are allocated between expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Staff costs are allocated on the basis of time spent.

2.2 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

2.3 Taxation

The Glacier Trust, as a registered charity, obtains exemption from taxation under part 10, ITA 2007 and s.256 TCGA 1992.

2.4 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the trust is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.5 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

3 Donations, grants and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	35,366	20,000	55,366	12,201	59,247	71,448
Donated goods and services	1,000	-	1,000	1,000	-	1,000

Donated Services and Facilities

The charity receives free use of office accommodation from the charity's co-director. This benefit is difficult to quantify accurately. A value of £1,000 per annum has been entered as a reasonable approximation of the cost of facilities received. This has been included as a donation with the equivalent amount recognised as expenditure under the appropriate heading in the Statement of Financial Activities.

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

3 Investments

	2024 £	2023 £
Interest receivable	65	12

4 Charitable activities

	Direct and support costs for charitable activities 2024 £	Direct and support costs for charitable activities 2023 £
Staff costs	16,584	22,254
Project costs	1,251	2,969
Higher education programme	-	229
Great Adaptation Book costs		
	17,835	25,452
Grant funding of activities (see note 5)	21,740	45,000
Share of support costs (see note 6)	3,524	4,564
Share of governance costs (see note 6)	-	1,950
	43,099	76,966
Analysis by fund		
Unrestricted funds	20,108	28,768
Restricted funds	22,991	48,198
	43,099	76,966

5 Grants payable

	2024 £	2023 £
Grants to institutions:		
The Himalayan Community Development Forum (HICODEF): Layer Farming Adaptation Nawalparasi	8,861	10,000
Eco Himal: Mandan Deupur: Agro Forestry Resource Centre	8,009	15,000
Eco Himal: Climate change in Solukhumbu District	5,050	
Eco Himal: Climate Change Adaptation Programme in Solukhumbu	-	20,000
	21,740	45,000

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

6 Support costs

	Support Costs	Governance costs	2024	Support Costs	Governance costs	2023
	£	£	£	£	£	£
Travel	110		110	757		757
Sundry expenses	166		166	406		406
Insurance	287		287	273		273
Accommodation	1,000		1,000	1,000		1,000
Website and publicity	1,190		1,190	1,090		1,090
Fundraising and printing	772		772	1,038		1,038
Accountancy					1,950	1,950
Total	3,542		3,542	4,564	1,950	6,514

Governance costs includes payments to the accountants of £nil for independent examination fees, these are now provided on a pro bono basis (2022- £1,950).

7 Trustees

None of the trustees (or any persons connected with them), received any remuneration or reimbursement of expenses during the year (2023- no trustee expenses were incurred).

8 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	1	1
Employment costs	2024 £	2023 £
Wages and salaries	16,584	21,573
Other pension costs	-	681
	16,584	22,254

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

10 Other gains or losses

	2024 £	2023 £
Foreign exchange (loss)/ gains	-	28

11 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	435	1,008

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	-	1,950

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 6 April 2023 £	Incoming resources £	Resources expended £	Balance at 5 April 2024 £
Nepalese projects	14,152	20,000	(22,991)	11,161

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14 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 5 April 2024 are represented by:						
Current assets/(liabilities)	23,974	11,161	35,135	7,651	14,152	21,803

THE GLACIER TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 5 APRIL 2024

15 Financial commitments, guarantees and contingent liabilities:

The charity has agreed to make the following grant payments, once the grant conditions have been satisfied:

