

NEW INTERNATIONAL ENCOUNTER

England & Wales · Charity number 1129199

Details

Other names	NIE
Status	Registered
Legal form	Charitable company
Company number	05088552
Registered	2009-04-17
Register	View on the Charity Commission register

Contact

Address	New International Encounter Cambridge Junction Clifton Way Cambridge CB1 7GX
Phone	01223403343
Email	ukoffice@nie-theatre.com
Website	www.nie-theatre.com

Activities

Objects: TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY THE PROMOTION OF THE ARTS, IN PARTICULAR BUT NOT EXCLUSIVELY THE ART OF DRAMA

Activities: New International Encounter (NIE) creates new theatre productions for young people that are presented locally, nationally and internationally. We deliver an education and engagement programme working with young people in the UK.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Arts/culture/heritage/science
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, ENGLAND, SCOTLAND AND OVERSEAS.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£415,472	£392,066	-	-
2024-03-31	£398,166	£359,196	-	-
2023-03-31	£342,107	£358,730	-	-
2022-03-31	£373,037	£416,124	-	-
2021-03-31	£542,245	£521,212	£181,788	6

Trustees

Name	Role	Appointed
Claire Hardy	Chair	2024-06-10
Brigita Petrova		2023-01-20
Deborah Hayman-Nkhoma		2021-05-21
Gwen Hanauer		2023-01-20
Isabel Victoria Morgan		2025-02-12
Marie Frances Kennedy		2025-02-12
Rowena Russell		2021-05-21
Taruna Rani Singh Dookhee		2025-02-12

Accounts

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Charity, its Trustees and advisers	1
Trustees' report	2 - 9
Trustees' responsibilities statement	10
Independent examiner's report	11 - 12
Statement of financial activities	13
Balance sheet	14
Notes to the financial statements	15 - 30

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2025**

Trustees	Taruna Dookhee (appointed 12 February 2025) Gwen Hanauer Claire Hardy (appointed 10 June 2024) Deborah Hayman-Nkhoma Marie Kennedy (appointed 12 February 2025) Isabel Morgan (appointed 12 February 2025) Brigita Petrova Sarbjit Rana Rowena Russell Jacob Zorenti-Nakhid (resigned 12 August 2024) Sara Garnham (resigned 12 August 2024)
Company registered number	05088552
Charity registered number	1129199
Registered office	Cambridge Junction Clifton Way Cambridge Cambridgeshire CB1 7GX
Company secretary	Lisa Elmer
Accountants	Larking Gowen LLP Chartered Accountants 1 Claydon Business Park Great Blakenham Ipswich IP6 0NL
Bankers	Barclays Bank 28 Chesterton Road Cambridge CB4 3AZ

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the financial statements of New International Encounter for the year 1 April 2024 to 31 March 2025. The Annual Report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

OBJECTIVES AND ACTIVITIES

Charitable Objective

The objects of the charity are to advance education for the public benefit by the promotion of the arts, in particular but not exclusively the art of drama.

Our Vision

Playful stories that connect us all.

Our aims

We achieve our charitable objectives and vision through bringing together diverse theatre artists from around the world and different backgrounds to work in three key areas:

1. **Shows:** creating excellent high-quality performances and projects that provide joy and transformational experiences, especially to young people and their families.
2. **Creative Learning:** inspiring young people (particularly those not normally engaged in creative activity) as co-creators, through storytelling and place-making projects, allowing culture to transform their lives.
3. **Talent Development:** sharing our expertise, and providing training in the sector, to enhance the quality and diversity of work created for younger audiences. We provide opportunities for artists based in England to internationalise their work and develop sector specific leadership skills.

New International Encounter (NIE) is one of the UK's leading theatre companies producing work for and with young people. We deliver high quality creative projects across the UK with an international outlook, working in a way that allows people of all abilities to access our work as audience, participants, collaborators, and creative artists.

NIE's programme of local, national, and international projects reflects, responds to, and celebrates the diversity of contemporary England with a global backdrop.

In planning the activities for the year, the Trustees have given due consideration to guidance published by the Charity Commission relating to public benefit.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

What we achieved and what we created

In 2024-25 our key achievements included:

- Reaching an audience of over 13,000 at Tobacco Factory Theatres, Bristol with Hansel and Gretel
- Touring Macbeth, a Shakespeare in a Suitcase production nationally and internationally
- Touring Legends of the Fen, helping over 750 children experience story writing and live theatre.
- Continuing support for significant talent development opportunities through our Board Bursary scheme and our continued support for the ASSITEJ Babel Project.

This programme of work was achieved in partnership by:

- Working with 17 freelance artists, creative teams and specialists.
- Working with national arts venues including Tobacco Factory Theatres, Oxford House South Bank Centre, Brighton Dome and Polka.
- Working with international partners including ACO (Okinawa) and Branar (Galway).

Public Benefit

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aim and objectives and in planning future activities. This report describes the charity's activities delivering public benefit.

Monitoring our aims

NIEs major funder is Arts Council England. We monitor our work against the outcomes and investment principles from the 'Lets Create' strategy, embedding these into our project aims and evaluation.

Live Performance

Legends of the Fen

This show, co-created with young people during 23/24, toured to Ramsey, March, Wisbech and Cambridge during the summer of 2024. Performing a combination of school and community performances and reaching over 900 children and adults with the NIE Yurt set up in school halls and playing fields, and the grounds of Wisbech castle.

25 performances, total audience 959.

Hansel & Gretel

We returned to Tobacco Factory Theatres, Bristol for 7 weeks across December and January, with our large scale Family show, Hansel & Gretel. The run was artistically successful and got close to its target audience figure. It reconfirmed a close collaboration with a key partner and reached a wide and varied audience with work of excellent quality.

77 performances, total audience 13,181.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Tales

This show was co-created with young people, who were inspired by local history and objects from local museums. Their stories were woven into a professional performance by the NIE ensemble, which shared with school and community audiences in March 2025.

4 performances, total audience 170.

Grand Soft Day

This show, an international co-production with Branar, a key partner in Ireland, toured to Brighton Festival and London's Southbank Centre in Spring 2024.

8 performances, total audience 1,381.

Shakespeare in a Suitcase; Macbeth

In May 2024 this 55 minute production toured to the international Maifest Weisbasden, reaching an international audience of c360.

In Autumn 2024 the production opened at world class Children's theatre venue, Polka in Wimbledon before touring to schools, libraries and studio venues across the UK. This tour reached total audience of 1905 comprising of children and a wider mix of generations in the libraries and studio venues.

22 performances, audience of over 2,200.

Town Musician of Bremen

A remounting of a co-produced project with ACO Okinawa. Shared with festival audiences at the RiccaRicca* Festa in Okinawa, Japan as part of their international show case. Supported by funding from the GB Sasakawa Foundation

Talent Development

Board Bursary

The programme:

- Provides leadership development and capacity building across the arts sector
- Supports development for groups under-represented in the arts sector at board level
- Strengthens the artistic insight at a strategic level within our organisation

Purpose of the role: The Board appoints external co-opted members to strengthen the breadth of experience and skills available. The role of the co-opted member is to independently assist the NIE Board to effectively discharge its role by providing advice and scrutiny on matters relating to the artistic and inclusivity policies of company development.

Rosy Pigott took up position in this role in September 2024; bringing with her expertise as a practising artists and working with young people.

ASSITEJ Babel Project

NIE Artistic Director Alex Byrne is commissioned as one of the 2 leaders of the ASSITEJ managed, EU funded BABEL project – a series of talent development workshops at children's theatre festivals across Europe until Autumn 2025.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Artistic Director Alex Byrne delivered a series of workshops for the project this year, reaching 45 artists from across Europe and beyond with a fully funded, on-going, international talent development opportunity.

Assistant Director

NIE worked with Assistant Director, Megan Vaughan-Thomas, during the Hansel and Gretel rehearsal and production phase. Sharing skills and providing a career development opportunity for this emerging director.

Skills Sharing workshop

NIE delivered a skills sharing workshop in December 2024. This workshop shared NIEs approach to our work with 15 artists, giving insights into our work and expanding and amplifying connections with artists in our wider community.

FINANCIAL REVIEW

NIE continued to have strong and financially supportive relationship with Arts Council England (ACE) during 2024-25.

The year overall saw NIE achieve a surplus of £21,605 (2024: £38,970 surplus) with total funds carried forward to 2024-2025 of £182,653 (2024: £161,048) 2024-25 turnover was £413,671 (2024: £398,166) with ACE National Portfolio funding totalling 38% of turnover (2024: 39%). We finished the year with total funds to carry forward of £182,653 (2024: £161,048).

In early 2024 ACE announced a further year extension to the portfolio, which now confirms core annual funding of £156,144 through until end of March 2027. While this continued funding is significant in sustaining NIE's ongoing operation, and financial security, it represents standstill funding for the organisation. In March 2025 ACE announced a 1.61% uplift to National Portfolio funding for 2025 – 26 onwards, and a further extension of the portfolio to March 2028, subject to application.

NIE continues to work hard in diversifying its income and consolidating its programme to achieve greater resilience - we continue to identify ways to reduce reliance on the NPO grant.

Fundraising

In 2024-25 we made successful grant bids to: Cambridge City Council and the GB Sasakawa foundation. We continue to explore other fundraising models, and significantly a first successful Big Give Arts for Impact campaign raised £10,022 this year. The 23/24 Arts Council NLPG award continued to support delivery of the Legends of the Fen project this year and the Friends Scheme received support totaling £946. At the end of the year we were successful in a second application to the Big Give Arts for Impact match funding campaign, which we will use to lay the foundations of our 2025-26 fundraising.

Earned income

We received £82,363 towards the joint venture co-production of Hansel and Gretel from Tobacco Factory Theatres, and received box office / programming income through touring Macbeth and Grand Soft Day. income was also received through the external commissioning of Artistic Director Alex Byrne to create a new touring show for Batida, Copenhagen and to support further development of work at the RiccaRicca festival in Japan, development of a new show at Batida, Copenhagen. Additional income was also earned through our Talent Development strand and delivery of workshops in the ASSITEJ International Babel workshops

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Theatre Tax Relief

Theatre Tax Relief (TTR) is a creative industry tax relief incentive, funded by the UK government. It offers a tax rebate against the money invested by us in a production of the theatrical piece made for touring. NIE has successfully claimed Theatre Tax relief retrospectively for a number of new works. For 2024-25 £88,392 of Theatre Tax relief will be claimed on our projects.

Investment Policy

NIE have no current investments.

Direct charitable expenditure

Project expenditure included Hansel & Gretel, Grand Soft Day, Shakespeare in a Suitcase touring, legends of the Fen project, creative learning sessions and Talent Development.

Going Concern

The Trustees have reviewed the financial position of the Trust and have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the future. Accordingly, the financial statements continue to be prepared on the going concern basis. More information is included in Note 2.2 to the financial statements.

PRINCIPAL RISKS AND UNCERTAINTIES

The company is dependent on external grant funding to support its activities but has active controls in place to manage the risks associated with a shortfall in funding, and closely monitors development. Financial systems are reviewed annually, and the board is kept informed of the financial position of the company through quarterly management reports and actively managed through the Finance and Risk Sub Committee (FRSC).

Managing risk

NIE has a live risk register and matrix which is reviewed at every FRSC and board meeting. The FRSC is well established and provides a further level of scrutiny and review for the organisation.

Reserves Policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to consider the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

Charity Free Reserves

Currently, the total Charity Free reserves held are £167,473 (2024: £135,283), excluding fixed assets and designated funds. These are to be used to support future projects and NIE activities, vital at a time of uncertainty. There are no restricted reserves for the financial year ending 2025.

The board have approved a minimum unrestricted reserves equivalent to a minimum of three months core operating costs at £60,000.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Designated Reserves

The Board of Trustees takes the decision to designate a proportion of funds for the specific purpose of investing in the future development of the organisation in line with current strategy. For the year ending 2025 there will be the following designated funds:

- £1,000 for talent development to support the current Board Bursary position in 2025/26;
- £3,000 for research and development of a new show in 2025/26 with The Egg, Theatre Royal Bath;
- £8,000 as match funding for an application to National Lottery Project Grants to further extend our work in Fenland

Designated funds will be reviewed annually and future funds created as appropriate.

PLANS FOR THE FUTURE

Our focus is to continue creating high-quality projects with and for young people and, through talent development, support training and development in the sector. We will deliver local projects working with children where there is the most need. Alongside this, we are continuing to rebuild the national and international elements of our programme.

We will further exploit existing family work and find new partners for an expanded touring circuit, mindful of the current challenges for touring. Our NPO Funding, now through until at least 2027, puts us in a strong position to build new partnerships and refresh existing connections post-pandemic. These plans must balance risk and opportunity in a difficult financial climate.

Our core plan for the year ahead is to:

- Rehearse and develop shows that are tour-ready and available for different spaces.
- Co-create with young people in targeted areas of inequality in Cambridge and Fenland
- Build links with national partners and raise NIE's profile for future touring.
- Capitalise on future touring opportunities for our shows for 2025 and beyond.
- Extend our talent development programme offering new leadership opportunities and targeted training for those currently under-represented in the industry through the Board Bursary and placement opportunities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

New International Encounter (NIE) is a company limited by guarantee and incorporated on the 30th March 2004. It is governed by its Memorandum and Articles of Association, amended by a special resolution on the 30th January 2009.

NIE is a charity registered with the Charity Commission since 17 April 2009.

Decision making

The board of Trustees, which currently has 9 members, administers the Charity. In addition the Board Bursary holder is appointed as an observer to the board. The Chief Executive/ Artistic Director and Executive Director have delegated authority for operational matters including finance, employment and general management. The Chief Executive/ Artistic Director proposes the company's creative direction which is reflected in the overall strategy for the organisation.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Alongside the board meetings, we have champions for the specific areas of Environmental and Fairness, Diversity and Inclusion and our sub-committees are:

- Finance and Risk
- Human Resources
- Fundraising

Task and finish groups are created as needed.

Delivery and operational decisions for individual projects are managed by the staff team, whilst strategic decisions on annual and longer-term planning, capital and fundraising strategy are decided at board level.

Pay and remuneration

Pay levels are reviewed, by our Human Resources sub-committee, alongside any benefits packages. NIE is keen to recruit, develop and retain a skilled staff team, making new posts as accessible as possible. NIE offers an attractive work package which includes pension, flexible working, CPD opportunities and sabbatical time. Salary bands are benchmarked against industry levels. Appraisals to review performance take place once a year.

Selection and appointment of Trustees

NIE regularly undertake a skills audit with the board, identifying any skills gaps. New Trustees are appointed after a thorough and open recruitment process - during 2024/25 we appointed 4 trustees including a new chair.

New Trustees are fully briefed on their obligations under charity and company law through induction training with the organisation. This includes briefing on the structure, finance, operational and strategic activities of the company. As of 31 March 2025, NIE had 9 trustees and a Board Bursary member.

Professional training

New International Encounter offers additional professional training opportunities for its Trustees. In the past, this has included fundraising training through Achates Philanthropy and environmental training via Julies Bicycle, as well as access to trustee governance resources.

Staff professional development

Training needs are identified through NIE's annual appraisals and can include formal training courses, mentorship or attendance at festivals and conferences.

Personnel

NIE has a permanent staff team of 4.0 FTE to support artistic, producing and financial delivery. A creative team of freelancers are recruited for individual projects, with contracts based on the Independent Theatre Council's conditions of employment.

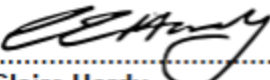
Norway and Czech Republic

New International Encounter co-operates with NIE Norway and NIE Czech Republic (registered Charity Stiftelsen NIE Teater in Brønnøysund Register Centre (BRC) in Norway no. 991979727, and registered company Divadlo NIE z.s. no 17685834 in Czech Republic. We share a website and meet regularly to discuss longer term planning on artistic shows. No funds are sent to the Norway or Czech Republic companies. All delivery of activities as detailed in the annual account is undertaken through New International Encounter.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....

Claire Hardy

Trustee

Date: 27/11/2025

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2025

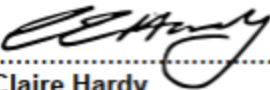
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Approved by order of the members of the board of Trustees and signed on its behalf by:


.....
Claire Hardy
Trustee
Date: 27/11/2025

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Independent examiner's report to the Trustees of New International Encounter ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), 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 reasonable cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity 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)].

Other than the matter described below, there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Emphasis of matter

I draw attention to note 15 of the financial statements, which describes a contingent liability relating to the VAT treatment on co-productions. As described in the note, the trustees estimate any further liability to be immaterial and these accounts contain no provision for any further cost, however there is uncertainty as to the outcome. My opinion is not modified in respect of this matter.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: 

Dated: 3 December 2025

Giles Kerkham

FCA DChA

Larking Gowen LLP
Chartered Accountants
Ipswich

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	5,000	173,380	178,380	227,306
Charitable activities	4	-	235,953	235,953	169,946
Investments	5	-	1,139	1,139	914
Total income		5,000	410,472	415,472	398,166
Expenditure on:					
Charitable activities	6	26,563	365,503	392,066	359,196
Total expenditure		26,563	365,503	392,066	359,196
Net movement in funds		(21,563)	44,969	23,406	38,970
Reconciliation of funds:					
Total funds brought forward		21,563	139,485	161,048	122,078
Net movement in funds		(21,563)	44,969	23,406	38,970
Total funds carried forward		-	184,454	184,454	161,048

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

The notes on pages 15 to 30 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	10	3,180	4,202
Current assets			
Debtors	11	131,813	122,165
Cash at bank and in hand		57,768	44,780
		<u>189,581</u>	<u>166,945</u>
Current liabilities			
Creditors: amounts falling due within one year	12	(8,307)	(10,099)
Net current assets		<u>181,274</u>	<u>156,846</u>
Total net assets		<u><u>184,454</u></u>	<u><u>161,048</u></u>
Charity funds			
Restricted funds	13	-	21,563
Unrestricted funds	13	184,454	139,485
Total funds		<u><u>184,454</u></u>	<u><u>161,048</u></u>

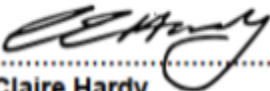
The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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


Claire Hardy
Trustee
Date: 27/11/2025

The notes on pages 15 to 30 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. General information

New International Encounter is a private company limited by guarantee and incorporated in England and Wales, registration number 05088552. The registered office is Cambridge Junction, Clifton Way, Cambridge, CB1 7GX.

The members of the company are the Trustees named on page 1. In the event of New International Encounter being wound up, the liability in respect of the guarantee is limited to £1 per member of New International Encounter.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

There were no significant estimates or judgements made by management in preparing these financial statements.

2.2 Going concern

Arts Council England have confirmed a further three years of investment at £156,144 per annum from April 2024 to March 2027. This has subsequently been extended to 2028, subject to application. The Trustees have reviewed the financial position of the charity and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.3 Income

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

Income on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

The grant receivable from The Arts Council England is unrestricted and has been recognised in the accounts on an annual basis. Although a grant had been awarded for multiple periods, the full grant is not recognised in the accounts on commencement because it is implicit in the grant award agreement that time-related conditions apply and therefore the funding should be received and costs incurred on an annual basis.

Income received for charitable activities (performance fees, box office fees and workshop fees) is recognised in the period to which it relates. Income received in advance is carried forward as deferred income on the balance sheet. Any amounts owing to the charity for performances which have occurred during the accounting period are included as debtors.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.4 Expenditure (continued)

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Fixtures and fittings	- 3 to 5 years straight-line
Computer equipment	- 5 years straight-line

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

3. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations			
The Big Give Trust	-	10,022	10,022
Friends Scheme	-	946	946
Donations under £5,000 (including bucket collections)	-	2,022	2,022
Gift aid	-	1,746	1,746
Grants			
Arts Council England - National Portfolio Organisation	-	156,144	156,144
Cambridge City Council - Community grant	(5,000)	-	(5,000)
The Great Britain Sasakawa Foundation - The Town Musicians of Bremen	-	2,500	2,500
Grants	10,000	-	10,000
	<u>5,000</u>	<u>173,380</u>	<u>178,380</u>

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Donations			
In-kind donations	-	10,120	10,120
Friends Scheme	-	994	994
Donations under £5,000 (including bucket collections)	1,200	3,729	4,929
Gift aid	-	1,446	1,446
Grants			
Arts Council England - National Portfolio Organisation	-	156,144	156,144
Talking Together in Cambridgeshire - Tales	1,400	-	1,400
Arts Council - Legends of the Fen	46,000	-	46,000
Cambridge City Council - Legends of the Fen Festival Bridge - Moving IT	4,500	-	4,500
The Great Britain Sasakawa Foundation - The Town Musicians of Bremen	1,773	-	1,773
	<u>54,873</u>	<u>172,433</u>	<u>227,306</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £
Performance and commissioning fees	41,220	41,220
Workshop fees	14,525	14,525
Co-Production income	82,364	82,364
Other income	7,651	7,651
Theatre Tax Relief	90,193	90,193
	<u>235,953</u>	<u>235,953</u>

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Performance and commissioning fees	8,749	10,153	18,902
Workshop fees	-	3,134	3,134
Co-Production income	-	53,235	53,235
Theatre Tax Relief	-	94,675	94,675
	<u>8,749</u>	<u>161,197</u>	<u>169,946</u>

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Bank interest	1,139	1,139	837
Deposit account interest	-	-	77
	<u>1,139</u>	<u>1,139</u>	<u>914</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

6. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Promotion of the arts	175,810	216,256	392,066

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total funds 2024 £</i>
Promotion of the arts	168,648	190,548	359,196

Analysis of direct costs

	Total funds 2025 £	<i>Total funds 2024 £</i>
Production costs	46,208	36,967
Artists' fees	84,754	76,800
Marketing	898	4,354
Travel, subsistence and accommodation	40,680	34,879
Workshop costs	-	86
Temporary staff	-	8,060
Transport and freight	3,270	705
Project costs	-	6,797
	175,810	168,648

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	186,224	157,847
Depreciation	1,730	3,764
Office rent and storage	5,580	5,400
Travel and subsistence	583	610
Insurance	2,635	2,416
Telephone and internet	1,960	1,158
Subscriptions and sundry expenses	1,536	2,930
Office costs	1,240	505
Training and advocacy	2,659	822
Pension admin charges	840	432
Board costs	732	1,038
Difference on foreign exchange	1,058	(67)
Legal, professional and consultancy fees (governance)	1,305	158
Accountancy fees (governance)	3,274	8,085
Independent Examiner's fees - examination (governance)	3,450	1,950
Independent Examiner's fees - taxation (governance)	1,450	3,500
	216,256	190,548

7. Independent examiner's remuneration

	2025 £	<i>2024 £</i>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	3,450	1,950
Fees payable to the Charity's independent examiner in respect of: All taxation advisory services not included above	1,450	3,500

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

8. Staff costs

	2025 £	2024 £
Wages and salaries	169,034	144,419
Social security costs	12,331	9,657
Contribution to defined contribution pension schemes	4,859	3,771
	<u>186,224</u>	<u>157,847</u>

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Charitable activities	<u>5</u>	<u>4</u>

No employee received remuneration amounting to more than £60,000 in either year.

The charity considers its key management personnel to be the Trustees, the Chief Executive, Mr A Byrne and the Executive Director, Ms L Elmer.

During the year, the key management personnel received total remuneration including employer's national insurance contributions and pension contributions of £106,285 (2024: £90,534 including a vacancy period).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £141 were reimbursed or paid directly to 2 Trustees (2024 - £427 to 2 Trustees) in respect to travel expenses incurred on the charity's behalf.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

10. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2024	24,253	5,633	29,886
Additions	-	707	707
At 31 March 2025	<u>24,253</u>	<u>6,340</u>	<u>30,593</u>
Depreciation			
At 1 April 2024	23,072	2,612	25,684
Charge for the year	391	1,338	1,729
At 31 March 2025	<u>23,463</u>	<u>3,950</u>	<u>27,413</u>
Net book value			
At 31 March 2025	<u>790</u>	<u>2,390</u>	<u>3,180</u>
At 31 March 2024	<u>1,181</u>	<u>3,021</u>	<u>4,202</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

11. Debtors

	2025 £	<i>2024</i> £
Due within one year		
Trade debtors	17,708	<i>1,800</i>
Other debtors	965	<i>1,870</i>
Prepayments and accrued income	22,947	<i>31,469</i>
Theatre Tax Relief	90,193	<i>87,026</i>
	<u>131,813</u>	<u><i>122,165</i></u>

12. Creditors: Amounts falling due within one year

	2025 £	<i>2024</i> £
Trade creditors	2,508	<i>1,649</i>
Pension fund loan payable	1,399	<i>1,355</i>
Accruals and deferred income	4,400	<i>7,095</i>
	<u>8,307</u>	<u><i>10,099</i></u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
Talent development	-	-	-	1,000	1,000
Show development	-	-	-	3,000	3,000
Project grants match funding	-	-	-	8,000	8,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>12,000</u>	<u>12,000</u>
General funds					
General Funds	<u>139,485</u>	<u>410,472</u>	<u>(365,503)</u>	<u>(12,000)</u>	<u>172,454</u>
Total Unrestricted funds	<u>139,485</u>	<u>410,472</u>	<u>(365,503)</u>	<u>-</u>	<u>184,454</u>
Restricted funds					
Creative learning	1,159	-	(1,159)	-	-
Legends of the Fen	20,404	-	(20,404)	-	-
Tales	-	5,000	(5,000)	-	-
	<u>21,563</u>	<u>5,000</u>	<u>(26,563)</u>	<u>-</u>	<u>-</u>
Total of funds	<u>161,048</u>	<u>415,472</u>	<u>(392,066)</u>	<u>-</u>	<u>184,454</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Statement of funds (continued)

Restricted Funds

Tales - This restricted grant is from the local authority to support a co-creation activity within a Cambridge School.

Creative learning - This restricted fund is to support the creative learning 'Magic of Story Telling' project.

Legends of the Fen - This is a creative learning co-creation and performance project focusing on the Fenland area of Cambridgeshire, working with schools, community groups, cultural partners and our cast of professional actors and musicians.

Designated Funds

The Trustees have designated £12,000 from the charity's free unrestricted reserves to the following designated funds.

Talent development - this is to support the current Board Bursary position in 2025/26.

Show development - this is to support research and development of a new show in 2025/26 with The Egg, Theatre Royal Bath.

Project grants match funding - this is match funding for an application to National Lottery Project Grants to further extend the charity's work in Fenland.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds					
Designated funds					
Covid-19 Response for live work presented to an audience	10,000	-	-	(10,000)	-
Talent and development	15,000	-	-	(15,000)	-
Education	15,000	-	-	(15,000)	-
	<u>40,000</u>	<u>-</u>	<u>-</u>	<u>(40,000)</u>	<u>-</u>
General funds					
General Funds	82,078	334,544	(316,837)	39,700	139,485
	<u>122,078</u>	<u>334,544</u>	<u>(316,837)</u>	<u>(300)</u>	<u>139,485</u>
Total Unrestricted funds	<u>122,078</u>	<u>334,544</u>	<u>(316,837)</u>	<u>(300)</u>	<u>139,485</u>
Restricted funds					
Board Bursary	-	1,200	(1,500)	300	-
Musicians of Bremen Japan	-	9,022	(9,022)	-	-
Creative learning	-	1,400	(241)	-	1,159
Legends of the Fen	-	52,000	(31,596)	-	20,404
	<u>-</u>	<u>63,622</u>	<u>(42,359)</u>	<u>300</u>	<u>21,563</u>
Total of funds	<u>122,078</u>	<u>398,166</u>	<u>(359,196)</u>	<u>-</u>	<u>161,048</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	3,180	3,180
Current assets	189,581	189,581
Creditors due within one year	(8,307)	(8,307)
Total	184,454	184,454

Analysis of net assets between funds - prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	-	4,202	4,202
Current assets	21,563	145,382	166,945
Creditors due within one year	-	(10,099)	(10,099)
Total	21,563	139,485	161,048

15. Contingent liabilities

The Charity has reviewed the VAT treatment of co-productions and has identified a possible liability to output VAT. The opinion of the Trustees is that any liability is likely to be immaterial. However, review and discussions with partners are ongoing and there is uncertainty as to the outcome. Any further potential liability cannot be estimated reliably. Therefore, these accounts contain no provision for any additional cost.

16. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £4,859 (2024: £3,771). Contributions totalling £1,399 (2024: £1,355) were payable to the fund at the balance sheet date and are included in creditors.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

17. Related party transactions

Unrestricted donations include £660 from two Trustees (2024: one trustee £3,600). All donations were given free of any external conditions. There were no other related party transactions during the current or previous years.

Accounts

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 11
Trustees' Responsibilities Statement	12
Independent Examiner's Report	13 - 14
Statement of Financial Activities	15
Balance Sheet	16 - 17
Notes to the Financial Statements	18 - 33

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Sara Garnham Deborah Hayman-Nkhoma Rowena Russell Sarbjit Rana Brigita Petrova Jacob Zorenti-Nakhid Gwen Hanauer Claire Hardy (appointed 16 June 2024)
Company registered number	05088552
Charity registered number	1129199
Registered office	Cambridge Junction Clifton Way Cambridge Cambridgeshire CB1 7GX
Company secretary	Alex Byrne (resigned 21 August 2023) Lisa Elmer (appointed 21 August 2023)
Chief executive officer	Alex Byrne
Accountants	Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
Bankers	Barclays Bank 28 Chesterton Road Cambridge CB4 3AZ

NEW INTERNATIONAL ENCOUNTER

(A Company Limited by Guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the financial statements of New International Encounter for the year 1 April 2023 to 31 March 2024. The Annual Report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objects of the charity are to advance education for the public benefit by the promotion of the arts, in particular but not exclusively the art of drama.

Our vision

Playful stories that connect us all.

Our aims

We achieve our charitable objectives and vision through bringing together diverse theatre artists from around the world and different backgrounds to work in three key areas:

1. Shows: creating excellent high-quality performances and projects that provide joy and transformational experiences, especially to young people and their families.
2. Creative Learning: inspiring young people (particularly those not normally engaged in creative activity) as co-creators, through storytelling and place-making projects, allowing culture to transform their lives.
3. Talent Development: sharing our expertise, and providing training in the sector, to enhance the quality and diversity of work created for younger audiences. We provide opportunities for artists based in England to internationalise their work and develop sector specific leadership skills.

New International Encounter (NIE) is one of the UK's leading theatre companies producing work for and with young people. We deliver high quality creative projects across the UK with an international outlook, working in a way that allows people of all abilities to access our work as audience, participants, collaborators, and creative artists.

NIE's programme of local, national, and international projects reflects, responds to, and celebrates the diversity of contemporary England with a global backdrop.

In planning the activities for the year, the Trustees have given due consideration to guidance published by the Charity Commission relating to public benefit.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

What we achieved and what we created

In 2023-24 we continued to pick up the main threads of our artistic program post Covid, noting that the impact to the sector is still evident in partner venues and in audience numbers, and continues to be a significant factor in our planning.

In 2023-24 our key achievements included:

- Developing our large-scale family show, Hansel & Gretel, and reaching an audience of over 5000 at Cambridge Junction.
- Creating and touring Macbeth, a new 55-minute Shakespeare in a Suitcase production suitable for audiences age 8+.
- International touring of Grand Soft Day, a primarily non-verbal production for 2-6 year olds, in co-production with Irish Theatre company Branar.
- Delivering our annual co-creation project in local primary schools, helping 250 Children experience story writing and live theatre through participation in a large scale version of the project called 'legends of the fen'.
- Continuing support for significant talent development opportunities through our Board Bursary scheme and our continued support for the ASSITEJ Babel Project.

This programme of work was achieved in partnership by:

- Working with 15 freelance artists, creative teams and specialists.
- Working with national arts venues including Cambridge Junction, Oxford House and Luton Hat Factory.
- Working with international partners including New Victory Theatre (New York) ACO (Okinawa) and Branar (Galway).

Public Benefit

The trustees confirm that they have referred to the Charity Commissions guidance on public benefit when reviewing the charities aim and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Monitoring our aims

NIEs major funder is Arts Council England. We monitor our work against the outcomes and investment principles from the 'Lets Create' strategy, embedding these into our project aims and evaluation.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Live Performance

January– March 2024

We worked with young people in Cambridge, Ramsey, March and Wisbech to develop a new co-created show, Legends of the Fen. This involved creative writing workshops with 250 children who wrote stories inspired by objects from the Wisbech and Fenland Museum. This was a new initiative to work in Fenland, supported in part by an Arts Council National Lottery Project Grant and a Cambridge City Council Grant. The show premiered in the NIE Yurt in March 2024 and played 4 shows to audiences of 160 children and families. The show will tour to Ramsey, March and Wisbech during the summer of 2024.

Creative writing workshops and 4 performances, total participants/audience 410.

Hansel & Gretel

December 2023

We returned to Cambridge Junction for three weeks over the Christmas period, with our new large scale Family show, Hansel & Gretel. It reconfirmed a close collaboration with an ongoing key partner and reached a wide and varied audience with work of excellent quality.

35 performances, total audience 5,128.

Grand Soft Day

December 2023 – March 2024

This show, an international co-production with Branar, a key partner in Ireland, toured to Galway, New York and Belfast during the year. Performing as part of the APAP (Association of Performing Arts Professionals) conference in New York provided a significant international showcase for this strand of early years work, and further UK touring is planned for 2024/25.

48 performances, across 3 venues, audience of over 2,500.

Shakespeare in a Suitcase, Hamlet

In May 2023 this 45 minute production toured to the international Maifest Weisbasden, reaching an international audience. The creative team also delivered workshops to schools who had seen the show.

4 performances, audience of 320.

Shakespeare in a Suitcase; Macbeth

May - September 2023

Following a period of research, development and rehearsal, this new 55 minute production toured to schools in London and Cambridge, Luton Hat Factory and Papworth Library. The cast performed 10 shows and will tour again in 2024/25 to more schools, community and studio venues in the UK and the international Maifest Wiesbaden in Germany.

10 performances, across schools and venues, audience of over 500.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Talent Development

Board Bursary

The programme:

- Provides leadership development and capacity building across the arts sector
- Supports development for groups under-represented in the arts sector at board level
- Strengthens the artistic insight at a strategic level within our organisation

Purpose of the role: The Board appoints external co-opted members to strengthen the breadth of experience and skills available. The role of the co-opted member is to independently assist the NIE Board to effectively discharge its role by providing advice and scrutiny on matters relating to the artistic and inclusivity policies of company development.

After initial evaluation the proposed 1-year Board Bursary was extended to run for up to two years for each Bursary holder, to provide a further development opportunity. This role in 2023-24 was occupied by David Gilbert, a director and theatre maker with particular expertise in working with physical theatre and young actors.

ASSITEJ Babel Project

NIE Artistic Director Alex Byrne delivered a series of workshops for the ASSITEJ managed, EU funded, BABEL project – a series of talent development workshops at children's theatre festivals across Europe. Reaching 25 artists from across Europe and beyond with a fully funded, on-going, international talent development opportunity.

NIE Artistic Director Alex Byrne is commissioned as one of the 2 leaders of the ASSITEJ managed, EU funded BABEL project – a series of talent development workshops at children's theatre festivals across Europe for the next 3 years.

Assistant Producer

NIE worked with Assistant Producer Leah Taylor on a variety of our projects during the start of the year, sharing skills and providing a career development opportunity for this emerging producer.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

NIE continued to have strong and financially supportive relationship with Arts Council England (ACE) and Cambridge Junction. Each have been instrumental in their ongoing support to develop work, reach audiences and respond to the difficult financial climate encountered during 2023-24.

The year overall saw NIE achieve a surplus of £38,970 (2023: deficit of £16,623) with total funds carried forward to 2024-2025 of £161,048 (2023: £122,078). 2023-24 turnover was £398,166 (2023: £342,107) with ACE National Portfolio funding totalling 39% of turnover (2023: 46%).

2023-24 was the start of a further three year period for NIE as part of the Arts Council England National Portfolio. In early 2024 ACE announced a further year extension to the portfolio, which now confirms core annual funding of £156,144 through until end of March 2027. While this continued funding is significant in sustaining NIE's ongoing operation, and financial security, it represents standstill funding for the organisation. This again contributed to a more difficult economic operating environment for the company in 2023-24, that will continue to play out in future years.

NIE continued its commitment to the highest standards of sustainable operation in all activities. Staff turnover in 2022-23 lost significant skills and experience in sustainable touring within the organisation. We have worked to renew training and grow these skills in the organisation once more during 2023-24, and will continue with this in 2024-25 and beyond. We will also continue to ask that all creatives and performers agree to our environmental pledges at the start of each activity.

Partnerships

NIE enjoys the support and expertise of Cambridge Junction's team and benefits from a subsidised office rent, and rehearsal space. The venue was also key to the development of new larger scale, work for family audiences during the year.

Principal funding

NIE was successful in securing ongoing funding from Arts Council England as part of the National Portfolio of £156,144 per year from April 2023 through until end of March 2026. This funding has now been extended until March 2027, and represents 39% of turnover during the 4 year period.

NIE continues to work hard in diversifying its income and consolidating its programme to achieve greater resilience - we continue to identify ways to reduce reliance on the NPO grant.

Fundraising

In 2023-24 we made successful grant bids to: Cambridge City Council, Cambridgeshire County Council and the GB Sasakawa foundation, and were successful in being awarded additional grant income through Arts Council National Lottery Project Grants for a co-creation project in rural Fenland. We continue to explore other fundraising models - The Friends Scheme received support totalling £994. We also received a single donation of £3,000, and a restricted donation of £1,200 to support the board bursary. At the end of 2023-24 we were successful in our application to the Big Give, a match funding campaign, which we will use to lay the foundations for 2024-25 fundraising.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Earned income

We received co-commissioning fees of £42,000 for the making of Hansel and Gretel as well significant support in kind from Cambridge Junction, and received box office / programming income from touring Macbeth and Grand Soft Day. Additional income was also received through the external commissioning of Artistic Director Alex Byrne to support development of a new non verbal piece of work at the RiccaRicca festival in Japan and through our Talent Development strand with funding from Babel EU.

Theatre Tax Relief

Theatre Tax Relief (TTR) is a creative industry tax relief incentive, funded by the UK government. It offers a tax rebate against the money invested by us in a production of the theatrical piece made for touring. NIE has successfully claimed Theatre Tax relief retrospectively for a number of new works. £87,026 of Theatre Tax relief will be claimed for 2023-24 on our projects. Included in the TTR income of £94,675 in the year is £7,649 relating to prior year adjustments.

Investment policy

NIE have no current investments.

Direct charitable expenditure

Project expenditure included Hansel & Gretel, Grand Soft Day, Shakespeare in a Suitcase development and touring, creative learning sessions and Talent Development.

Year end position and reserves policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to consider the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

The board have approved a minimum unrestricted reserves equivalent to three months of operating costs at £51,500.

We finished the year with total funds to carry forward of £161,048 (2023: £122,078). Currently, the total Charity holds free reserves of £135,283 (2023: £116,892) after deducting fixed assets and restricted funds held for the Musicians of Bremen Japan, Co Creation, and Legends of the Fen projects during 2024-25. There are currently no designated funds.

The Trustees have reviewed the level of free reserves held and are content that whilst in excess of the target, in the current economic climate, and with a forecasted deficit for 2024/5, it remains prudent to hold additional funds at this time. The financial position of the Trust and have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the future. Accordingly, the financial statements continue to be prepared on the going concern basis. More information is included in note 1.2 to the financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

PRINCIPAL RISKS AND UNCERTAINTIES

The company is dependent on external grant funding to support its activities but has active controls in place to manage the risks associated with a shortfall in funding, and closely monitors development. Financial systems are reviewed annually, and the board is kept informed of the financial position of the company through quarterly management reports and actively managed through the Finance and Risk Sub Committee (FRSC).

Managing risk

NIE has a live risk register and matrix which is reviewed at every FRSC and board meeting. The FRSC is well established and provides a further level of scrutiny and review for the organisation.

Reserves policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to consider the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

Charity Free Reserves

Currently, the total Charity Free reserves held are £135,283 (2023: £116,892). £21,563 of reserves are currently restricted for the Musicians of Bremen Japan, Co Creation, and Legends of the Fen projects during 2024-25.

The board have approved a minimum unrestricted reserves equivalent to three months of operating costs at £51,500.

Designated Reserves

There are currently no designated funds.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

PLANS FOR THE FUTURE

Our focus is to continue creating high-quality projects with and for young people and, through talent development, support training and development in the sector. We will deliver local projects working with children where there is the most need. Alongside this, we are rebuilding the national and international elements of our programme.

We will further exploit existing family work and find new partners for an expanded touring circuit, mindful of the current challenges for touring. Our successful bid to ACE for NPO Funding, now through until 2027, puts us in a strong position to build new partnerships and refresh existing connections post-pandemic. These plans must balance risk and opportunity in a difficult financial climate.

Our core plan for the year ahead is to:

- Rehearse and develop shows that are tour-ready and available for different spaces.
- Co-create with young people in targeted areas of inequality in Cambridge and Fenland (Legends of the fen).
- Build links with national partners (including those based in Levelling Up for Culture Places) and raise NIE's profile for future touring.
- Capitalise on future touring opportunities for our shows for 24/25 and beyond.
- Extend our talent development programme offering new leadership opportunities and targeted training for those currently under-represented in the industry through the Board Bursary and placement opportunities.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE, AND MANAGEMENT

New International Encounter (NIE) is a company limited by guarantee and incorporated on the 30th March 2004. It is governed by its Memorandum and Articles of Association, amended by a special resolution on the 30th January 2009.

NIE is a charity registered with the Charity Commission since 17 April 2009.

Decision making

The board of Trustees, which currently has 7 members, administers the Charity. In addition, the Board Bursary holder is appointed as an observer to the board. The Chief Executive/ Artistic Director and Executive Director have delegated authority for operational matters including finance, employment and general management. The Chief Executive/ Artistic Director proposes the company's creative direction which is reflected in the overall strategy for the organisation.

Alongside the board meetings, we have champions for the specific areas of Environmental and Fairness, Diversity and Inclusion and our sub-committees are:

- Finance and Risk
- Human Resources
- Fundraising

Task and finish groups are created as needed.

Delivery and operational decisions for individual projects are managed by the staff team, whilst strategic decisions on annual and longer-term planning, capital and fundraising strategy are decided at board level.

Pay and remuneration

Pay levels are reviewed, by our Human Resources sub-committee, alongside any benefits packages. NIE is keen to recruit, develop and retain a skilled staff team, making new posts as accessible as possible. NIE offers an attractive work package which includes pension, flexible working, CPD opportunities and sabbatical time. Salary bands are benchmarked against industry levels. Appraisals to review performance take place once a year.

Selection and appointment of Trustees

NIE regularly undertake a skills audit with the board, identifying any skills gaps. New Trustees are appointed after a thorough and open recruitment process culminating in confirmation by shareholders at the AGM.

New Trustees are fully briefed on their obligations under charity and company law through induction training with the organisation. This includes briefing on the structure, finance, operational and strategic activities of the company. As of 31 March 2024, NIE had 7 trustees and a Board Bursary member.

We have undertaken a board review and succession planning during the year and have appointed Claire Hardy as Chair in June 2024.

**NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Professional training

New International Encounter offers additional professional training opportunities for its Trustees. In the past, this has included fundraising training through Achates Philanthropy and environmental training via Julies Bicycle, as well as access to trustee governance resources.

Staff professional development

Training needs are identified through NIE's annual appraisals and can include formal training courses, mentorship or attendance at festivals and conferences.

Personnel

During 2023-24 we will have returned to a staff team of 4.0 FTE to support artistic, producing and financial delivery.

A creative team of freelancers are recruited for individual projects, with contracts based on the Independent Theatre Council's conditions of employment.

Norway and Czech Republic

New International Encounter co-operates with NIE Norway and NIE Czech Republic (registered Charity Stiftelsen NIE Teater in Brønnøysund Register Centre (BRC) in Norway no. 991979727, and registered company Divadlo NIE z.s. no 17685834 in Czech Republic. We share a website and meet regularly to discuss longer term planning on artistic shows. No funds are sent to the Norway or Czech Republic companies. All delivery of activities as detailed in the annual account is undertaken through New International Encounter.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Claire Hardy

Claire Hardy

Trustee

Date: 18 September 2024

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Claire Hardy

Claire Hardy

Trustee

Date: 18 September 2024

**NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)**

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NEW INTERNATIONAL
ENCOUNTER ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, 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:

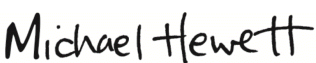
1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts 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.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: 

M Hewett

Dated: 19 September 2024

FCA DChA

PETERS ELWORTHY & MOORE

Chartered Accountants

Salisbury House

Station Road

Cambridge

CB1 2LA

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
INCOME FROM:					
Donations and grants	2	54,873	172,433	227,306	165,864
Charitable activities	3	8,749	66,522	75,271	116,949
Investments	4	-	914	914	752
Other income	5	-	94,675	94,675	58,542
TOTAL INCOME		63,622	334,544	398,166	342,107
EXPENDITURE ON:					
Charitable activities	7	42,359	316,837	359,196	358,730
TOTAL EXPENDITURE		42,359	316,837	359,196	358,730
NET INCOME/(EXPENDITURE)		21,263	17,707	38,970	(16,623)
Transfers between funds	13	300	(300)	-	-
NET MOVEMENT IN FUNDS		21,563	17,407	38,970	(16,623)
RECONCILIATION OF FUNDS:					
Total funds brought forward		-	122,078	122,078	138,701
Net movement in funds		21,563	17,407	38,970	(16,623)
TOTAL FUNDS CARRIED FORWARD		21,563	139,485	161,048	122,078

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 33 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Tangible assets	9	4,202	5,186
		<u>4,202</u>	<u>5,186</u>
CURRENT ASSETS			
Debtors	10	122,165	106,839
Investments	11	-	27,078
Cash at bank and in hand		44,780	8,711
		<u>166,945</u>	<u>142,628</u>
Creditors: amounts falling due within one year	12	(10,099)	(25,736)
		<u>156,846</u>	<u>116,892</u>
NET CURRENT ASSETS		<u>156,846</u>	<u>116,892</u>
TOTAL NET ASSETS		<u><u>161,048</u></u>	<u><u>122,078</u></u>
CHARITY FUNDS			
Restricted funds	13	21,563	-
Unrestricted funds	13	139,485	122,078
TOTAL FUNDS		<u><u>161,048</u></u>	<u><u>122,078</u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024

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

Claire Hardy

Claire Hardy
Trustee

Date: 18 September 2024

The notes on pages 18 to 33 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

There were no significant estimates or judgements made by management in preparing these financial statements.

1.2 GOING CONCERN

Arts Council England have confirmed a further three years of investment at £156,144 per annum from April 2024 to March 2027. The Trustees have reviewed the financial position of the charity and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis.

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the trustees named on the reference and administrative details page of these financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 INCOME

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

Income on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES (CONTINUED)

1.4 INCOME (CONTINUED)

The grant receivable from The Arts Council England is unrestricted and has been recognised in the accounts on an annual basis. Although a grant had been awarded for multiple periods, the full grant is not recognised in the accounts on commencement because it is implicit in the grant award agreement that time-related conditions apply and therefore the funding should be received and costs incurred on an annual basis.

Income received for charitable activities (performance fees, box office fees and workshop fees) is recognised in the period to which it relates. Income received in advance is carried forward as deferred income on the balance sheet. Any amounts owing to the charity for performances which have occurred during the accounting period are included as debtors.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.5 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

1.6 GOVERNMENT GRANTS

Government grants, including those relating to tangible fixed assets, are recognised under the performance model where the grant income is recognised in the Consolidated Statement of Financial Activities, when any performance-related conditions are met.

1.7 INTEREST RECEIVABLE

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES (CONTINUED)

1.8 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 3 to 5 years straight-line
Computer equipment	- 5 years straight-line

1.9 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 CURRENT ASSET INVESTMENTS

Current asset investments represent cash held on deposit with a maturity date of less than one year which is being held for investment purposes rather than to meet short term cash commitments as they fall due.

1.11 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES (CONTINUED)

1.14 PENSIONS

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	1,200	16,289	17,489	4,960
Grants	53,673	156,144	209,817	160,904
	54,873	172,433	227,306	165,864
TOTAL 2023	6,960	158,904	165,864	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

DONATIONS

Donations comprise the following:

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
In-kind donations	-	10,120	10,120	1,200
Friends Scheme	-	994	994	1,258
Donations under £5,000 (including bucket collections)	1,200	3,729	4,929	2,200
Gift aid	-	1,446	1,446	302
TOTAL 2024	1,200	16,289	17,489	4,960
TOTAL 2023	2,200	2,760	4,960	

GRANTS

Grants comprise the following:

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Arts Council England - Revenue Grant	-	156,144	156,144	156,144
Talking Together in Cambridgeshire - Co Creation	1,400	-	1,400	-
Arts Council - Legends of the Fen	46,000	-	46,000	-
Cambridge City Council - Tales from the Edge of Town	-	-	-	3,260
Cambridge City Council - Legends of the Fen	4,500	-	4,500	-
Festival Bridge - Moving IT	-	-	-	1,500
The Great Britain Sasakawa Foundation - The Town Musicians of Bremen	1,773	-	1,773	-
	53,673	156,144	209,817	160,904
TOTAL 2023	4,760	156,144	160,904	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

3. INCOME FROM CHARITABLE ACTIVITIES

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Performance and commissioning fees	8,749	10,153	18,902	31,575
Workshop fees	-	3,134	3,134	4,374
Co-Production income	-	53,235	53,235	81,000
	8,749	66,522	75,271	116,949
TOTAL 2023	200	116,749	116,949	

4. INVESTMENT INCOME

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	837	837	166
Deposit account interest	77	77	484
Other interest	-	-	102
	914	914	752
TOTAL 2023	752	752	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

5. OTHER INCOME

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Theatre Tax Relief	94,675	94,675	58,542
TOTAL 2023	58,542	58,542	

Theatre tax relief for 2024 represents £87,026 for 2023/24 and other adjustments of £7,649.

Theatre tax relief for 2023 represents £58,935 for 2022/23 and other adjustments of (£393).

6. ANALYSIS OF GRANTS

	Grants to Institutions 2024 £	Total funds 2024 £	Total funds 2023 £
Promotion of the arts	-	-	(233)
TOTAL 2023	(233)	(233)	

The £233 credit in 2023 represents the unspent balance of a 21/22 project that was reimbursed to the charity.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Promotion of the arts	168,648	-	190,548	359,196	358,730
TOTAL 2023	155,137	(233)	203,826	358,730	

Of the above expenditure, £42,359 (2023: £12,012) was met directly from restricted funds with £316,837 (2023: £346,718) from unrestricted funds.

ANALYSIS OF DIRECT COSTS

	Total funds 2024 £	Total funds 2023 £
Production costs	36,967	35,791
Artists' fees	76,800	82,069
Marketing	4,354	7,881
Accommodation	4,012	8,821
Travel	9,679	5,513
Subsistence	21,188	4,813
Workshop costs	86	121
Temporary staff	8,060	-
Transport and freight	705	2,884
Project costs	6,797	7,244
	168,648	155,137

Included in 2024 production costs was rental space of £10,120 that was in-kind.

Subsistence expenditure has increased as a result of higher combined travel, subsistence and accommodation costs due to a return to international travel and cast living away allowances.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2024 £	Total funds 2023 £
Staff costs	157,847	156,635
Depreciation	3,764	4,015
Office rent and storage	5,400	6,644
Travel and subsistence	610	402
Insurance	2,416	1,836
Telephone and internet	1,158	871
Subscriptions and sundry expenses	2,930	3,214
Office costs	505	855
Training and advocacy	822	343
Pension admin charges	432	432
Board costs	1,038	108
Difference on foreign exchange	(67)	(205)
Legal, professional and consultancy fees (governance)	158	17,508
Accountancy fees (governance)	8,085	7,718
Independent Examiner's fees - examination (governance)	1,950	1,950
Independent Examiner's fees - taxation (governance)	3,500	1,500
	190,548	203,826

Included in 2023 Office rent and storage is rent of £1,200 that was in-kind.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEES' EXPENSES

	2024 £	2023 £
Wages and salaries	144,419	142,120
Social security costs	9,657	10,447
Contribution to defined contribution pension schemes	3,771	4,068
	<u>157,847</u>	<u>156,635</u>

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	2023 No.
Charitable activities	<u>4</u>	<u>4</u>

No employee received remuneration amounting to more than £60,000 in either year.

The charity considers its key management personnel to be the Trustees, the Chief Executive, Mr A Byrne and the Executive Director, Ms L Elmer from the 3rd July 2023.

During the year, the key management personnel recieved total remuneration including employer's national insurance contributions and pension contributions of £90,534 (2023: £98,339).

The Trustees all give their time and expertise without any form of remuneration or other benefit in kind (2023: £Nil).

During the year, £427 was reimbursed to two Trustees in respect of travel expenses incurred on the charity's behalf (2023 - £90).

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Total £
COST			
At 1 April 2023	24,253	2,853	27,106
Additions	-	2,780	2,780
At 31 March 2024	<u>24,253</u>	<u>5,633</u>	<u>29,886</u>
DEPRECIATION			
At 1 April 2023	20,925	995	21,920
Charge for the year	2,147	1,617	3,764
At 31 March 2024	<u>23,072</u>	<u>2,612</u>	<u>25,684</u>
NET BOOK VALUE			
At 31 March 2024	<u>1,181</u>	<u>3,021</u>	<u>4,202</u>
At 31 March 2023	<u>3,328</u>	<u>1,858</u>	<u>5,186</u>

10. DEBTORS

	2024 £	2023 £
DUE WITHIN ONE YEAR		
Trade debtors	1,800	597
Other debtors	1,870	3,224
Prepayments	31,469	8,193
Tax recoverable	87,026	94,825
	<u>122,165</u>	<u>106,839</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

11. CURRENT ASSET INVESTMENTS

	2024 £	2023 £
Deposit account	-	27,078

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	1,649	11,254
Other taxation and social security	-	2,363
Pension fund loan payable	1,355	838
Other creditors	-	6,452
Accruals and deferred income	7,095	4,829
	10,099	25,736

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	10,000	-	-	(10,000)	-
Talent and development	15,000	-	-	(15,000)	-
Education	15,000	-	-	(15,000)	-
	<u>40,000</u>	<u>-</u>	<u>-</u>	<u>(40,000)</u>	<u>-</u>
GENERAL FUNDS					
General Funds	82,078	334,544	(316,837)	39,700	139,485
TOTAL UNRESTRICTED FUNDS	<u>122,078</u>	<u>334,544</u>	<u>(316,837)</u>	<u>(300)</u>	<u>139,485</u>
RESTRICTED FUNDS					
Board Bursary	-	1,200	(1,500)	300	-
Musicians of Bremen Japan	-	9,022	(9,022)	-	-
Co Creation	-	1,400	(241)	-	1,159
Legends of the Fen	-	52,000	(31,596)	-	20,404
	<u>-</u>	<u>63,622</u>	<u>(42,359)</u>	<u>300</u>	<u>21,563</u>
TOTAL OF FUNDS	<u>122,078</u>	<u>398,166</u>	<u>(359,196)</u>	<u>-</u>	<u>161,048</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

13. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	30,000	-	-	(20,000)	10,000
Talent and development	6,696	-	-	8,304	15,000
Grand Soft Day	23,000	-	-	(23,000)	-
Education	15,000	-	-	-	15,000
	<u>74,696</u>	<u>-</u>	<u>-</u>	<u>(34,696)</u>	<u>40,000</u>
GENERAL FUNDS					
General Funds	64,005	334,947	(346,718)	29,844	82,078
TOTAL UNRESTRICTED FUNDS	<u>138,701</u>	<u>334,947</u>	<u>(346,718)</u>	<u>(4,852)</u>	<u>122,078</u>
RESTRICTED FUNDS					
Tales from the Edge of Town	-	4,460	(7,512)	3,052	-
Moving IT On	-	1,500	(1,500)	-	-
Board Bursary	-	1,200	(3,000)	1,800	-
	<u>-</u>	<u>7,160</u>	<u>(12,012)</u>	<u>4,852</u>	<u>-</u>
TOTAL OF FUNDS	<u>138,701</u>	<u>342,107</u>	<u>(358,730)</u>	<u>-</u>	<u>122,078</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

13. STATEMENT OF FUNDS (CONTINUED)

Designated Funds

Covid-19 Response for live work presented to an audience - This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic. Based on estimated costs for up to 2 weeks of cancelled shows.

Talent and development - To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education reserve - To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Grand Soft Day reserve - To support the delayed co-production due to Coronavirus of this early years project. This activity has now been compressed, with final delivery into 22-23.

Restricted Funds

Tales from the Edge of Town – Further grants from Cambridge City Council of £4,000 and Friends Scheme £1,067 in addition to unspent brought forward funds from Cambridge City Council, Friends Scheme, the National Lottery Community Fund - Awards for all and the Cambridge Community Foundation. The project was working with primary school age children for a storytelling project with children and young people in the local area culminating in a performance and was completed in the year.

Moving IT On – This is a project in partnership with two primary schools and will explore the particular benefits that digital/online practice (interactive) brings to a co-creation process.

Board bursary – This fund has been set up with donations specifically to cover Board development costs.

Musicians of Bremen Japan – This fund is a commission from the Ricca Ricca Festival in Okinawa, Japan, part funded by a grant from the Japan / UK Sasakawa Foundation. The show will open in July 2023 in Naha, Okinawa and continued to tour in 2024.

Co-Creations – This restricted Grant is from the local authority to support a creative learning activity in Cambridge primary school.

Legends of the fen – This is creative learning co-creation and performance project focusing on the Fenland area of Cambridgeshire, working with schools, community groups, cultural partners and our cast of professional actors and musicians.

Transfers against unrestricted funds in 2023 and 2024 have been utilised to reflect the core costs associated with the time and expertise of NIE staff not directly attributed via expenditure. These transfers represent NIE's contribution towards these restricted projects.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	4,202	4,202
Current assets	21,563	145,382	166,945
Creditors due within one year	-	(10,099)	(10,099)
TOTAL	21,563	139,485	161,048

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	5,186	5,186
Current assets	142,628	142,628
Creditors due within one year	(25,736)	(25,736)
TOTAL	122,078	122,078

15. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents employer contributions payable by the charity to the fund and amounted to £3,771 (2023: £4,068). Total contributions totalling £389 (2023: £838) were payable to the fund at the balance sheet date and are included in creditors.

16. RELATED PARTY TRANSACTIONS

Unrestricted donations include £3,600 from one Trustee (2022: one Trustee £600). All donations were given free of any external conditions. There were no other related party transactions during the current or previous years.

Accounts

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 13
Independent Examiner's Report	14 - 15
Statement of Financial Activities	16
Balance Sheet	17 - 18
Notes to the Financial Statements	19 - 34

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees	Sara Garnham Deborah Hayman-Nkhoma Rowena Russell Sarbjit Rana Brigita Petrova (appointed 20 February 2023) Jacob Zorenti-Nakhid (appointed 20 February 2023) Gwen Hanauer (appointed 20 February 2023) Helen Tovey (resigned 31 October 2022)
Company registered number	05088552
Charity registered number	1129199
Registered office	Cambridge Junction Clifton Way Cambridge Cambridgeshire CB1 7GX
Company secretary	Catherine Moore (resigned 20 March 2023) Alex Byrne (appointed 20 March 2023)
Chief executive officer	Alex Byrne
Accountants	Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
Bankers	Barclays Bank 28 Chesterton Road Cambridge CB4 3AZ

New International Encounter

Trustees Report for the year ended 31 March 2023

The Trustees present their annual report together with the financial statements of New International Encounter for the year 1 April 2022 to 31 March 2023. The Annual Report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

Charitable Objective

The objects of the charity are to advance education for the public benefit by the promotion of the arts, in particular but not exclusively the art of drama.

Our Vision

Playful stories that connect us all.

Our aims

We achieve our charitable objectives and vision through bringing together diverse theatre artists from around the world and different backgrounds to work in three key areas:

1. **Shows:** creating excellent high-quality performances and projects that provide joy and transformational experiences, especially to young people and their families.
2. **Creative Learning:** inspiring young people (particularly those not normally engaged in creative activity) as co-creators, through storytelling and place-making projects, allowing culture to transform their lives.
3. **Talent Development:** sharing our expertise, and providing training in the sector, to enhance the quality and diversity of work created for younger audiences. We provide opportunities for artists based in England to internationalise their work and develop sector specific leadership skills.

New International Encounter (NIE) is one of the UK's leading theatre companies producing work for and with young people. We deliver high quality creative projects across the UK with an international outlook, working in a way that allows people of all abilities to access our work as audience, participants, collaborators, and creative artists.

NIE's programme of local, national, and international projects reflects, responds to, and celebrates the diversity of contemporary England with a global backdrop.

In planning the activities for the year, the Trustees have given due consideration to guidance published by the Charity Commission relating to public benefit.

New International Encounter

Trustee's Report for the year ended 31 March 2023



What we achieved and what we created

2022-23 continued to see a return to live / in-person working across the arts, with a somewhat patchy recovery of audiences for live work, as the sector recovered from the shock of the COVID-19 pandemic. The impact to the sector is still evident in partner venues and in audience numbers, and continues to be a significant factor in our planning. During the year NIE was able to pick up the main threads of our artistic program; reconnecting with partner venues and audiences, and re-establishing some of our international links and connections with co-producing partners. It was a year of artistic success and stabilising finances.

In 2022-23 our key achievements included:

Live

1. Sharing our touring family work Snow White in partnership with Polka Theatre.
2. Delivering our annual co-creation project Tales from the Edge of Town in local primary schools, helping 315 children to respond to the experience of lock downs.
3. Sharing our live version of The Snow Queen at Tobacco Factory Theatres in Bristol, reaching a wide family audience of 16,435.
4. Continuing to support and extend development of leadership skills in the sector through three significant talent development opportunities: a 2-year board bursary, Assistant Director role, and Assistant Producer role.
5. Opening and touring two new projects with international partners; Grand Soft Day with Branar and The Ark, Ireland and What the F**k is going on? with Braga Theater and NIE, Norway.
6. Touring, our Shakespeare in a Suitcase production, Hamlet, locally and nationally in primary schools, libraries and studio venues, with audiences of 1,354 young people and families.

New International Encounter

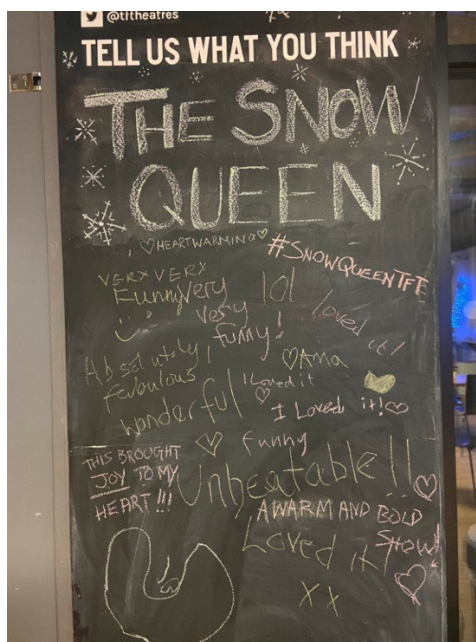
Trustee's Report for the year ended 31 March 2023

Digital

1. Sharing the full recording of The Snow Queen as an online Christmas production, reaching a local and national audience.
2. Creating a digital teaching resource for schools through Moving IT on in partnership with Festival Bridge and Milton Road Primary School, Cambridge.
3. Reaching 6,000 digitally in viewing performances and online resources/ content.

This programme of work was achieved in partnership by:

1. Engaging with 3 local cultural education partnerships, including My Cambridge, as well as Cambridge City Council, Cambridgeshire County Council, and 16 Primary schools.
2. Working with 45 freelance artists, creative teams and specialists.
3. Working with 4 UK partners including national arts venues - Tobacco Factory Theatres (Bristol), Cambridge Junction (Cambridge) Oxford House (London), Festival Bridge (East of England) and 4 international partners.



Public Benefit

The trustees confirm that they have referred to the Charity Commissions guidance on public benefit when reviewing the charities aim and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Monitoring our aims

NIE projects mapped against Arts Council England Outcomes in 'Lets Create'

In 2022-23 NIE began work on embedding the new Arts Council England 'Lets Create' Outcomes and Investment Principles into our operation, evaluation and reporting. Here we begin to track our progress against the new evaluation and reporting framework of our major funder. This new framework comes fully into force for 2023-24.

New International Encounter

Trustee's Report for the year ended 31 March 2023

Live Performance

Snow White – Polka

May – June 2022

We returned to Polka Theatre in London for an extended run of our large scale Family show, Snow White. It allowed us to explore a return to live working outside of the busy Christmas period. Although the run was artistically successful, the audience figures were lower than expected. This represented a return to touring our work with national profile partners and refreshing a historic venue connection.

10 shows, Total audience 1,607



Tales From The Edge Of Town – Barnwell, Cambridge

We worked with young people in North East Cambridge, through creative workshops to explore, tell and write stories from their local area. The children's stories were transformed and presented back to them by professional actors.

"I want to be an actor and a writer – me writing that story and then you lot liking it so much that you turned it into a live performance it was so good I loved it."

"What's really important for them it to have that sense of belonging... and because you are using their stories, it makes them feel like they are important and they are at the centre of that wider community." Headteacher, The Galfrid.



New International Encounter

Trustee's Report for the year ended 31 March 2023



What the F**k is Going on

Co-Produced with NIE Norway and Braga Theatre in Drammen. A limited capacity show aimed at young audience (13-16 yrs) and addressing mental health, food and body image.

Opened at Braga Theatre in Drammen south of Oslo in Norway in September 2022 and toured through-out the Bukserund region.

UK Touring currently in planning.

25 shows on tour Estimated Audience: 1,500

Grand Soft Day

September – October 2022

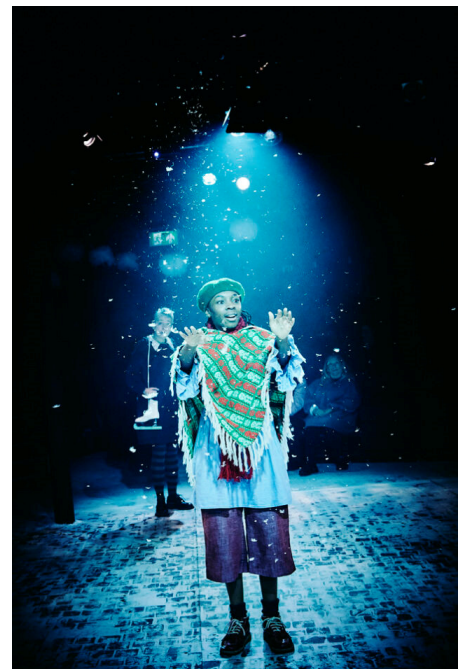
This show opened in Dublin as part of the Dublin Theatre Festival, after initial delay due to the Covid lockdowns and restrictions. It represented a return to international coproduction, with a key Irish partner, at a significant national scale festival. The show also completed a short tour of 29 Shows, across 5 venues, in Ireland, ending at the Barbaro festival in Galway. These festivals provided a significant showcase for this new strand of early years work with significant touring possibilities being picked up for 2023-24. Audience: Approx. 2,103 in total.



Snow Queen Bristol – Christmas 2022-23

This was the first large-scale Christmas show run following the Covid restriction period. The run was artistically successful and got very close to its ambitious audience target figure. It reconfirmed a close collaboration with a key partner and reached a wide and varied audience with work of excellent quality.

Christmas 2022-23 - 59 shows, 16,435 Audience



New International Encounter

Trustee's Report for the year ended 31 March 2023



Shakespeare in a Suitcase - Hamlet Tour

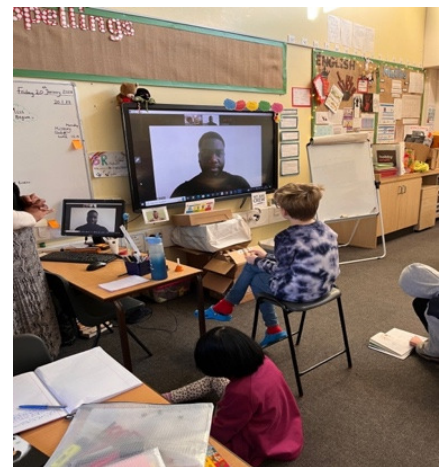
Touring to schools and arts venues.

21 Shows, across 11 venues in multiple counties, including the Gulbenkian Theatre, Portsmouth Guildhall, Redbridge Drama Centre, Luton Feb Fest, Harlow Playhouse and ongoing partnership with Cambridge Junction.

Audience UK: 1,354 total

Digital

Moving IT On continued its enquiry into how to use digital engagement in schools. Connecting with our live Shakespeare in a Suitcase project and working with two classes of Year 5 children studying Macbeth.



Talent Development

Board Bursary

The programme:

- Provides leadership development and capacity building within the arts sector
- Supports development for under-represented groups at board level
- Strengthens the artistic insight at a strategic level within our organisation

Purpose of the role:

The Board appoints external co-opted members to strengthen the breadth of experience and skills available. The role of the co-opted member is to independently assist the NIE Board to effectively discharge its role by providing advice and scrutiny on matters relating to the artistic and inclusivity policies of company development.

After initial evaluation the proposed 1-year Board Bursary was extended to run for two years for each Bursary holder, to provide a further development opportunity and successful recruitment has since been undertaken for the 2023-24 placement.

This role in 2022-23 was occupied by Jay Zorenti-Nakhid who was subsequently appointed to the Board as a full member. *"The board bursary has been invaluable to my professional development as a potential future artistic leader. Having a company invest 2 years gave me space to learn and grow and then be confident enough to contribute at a board level in decision making processes. It is a unique opportunity provided by NIE that I am currently unaware of any other NPO touring theatre company providing."*

Assistant Director Snow Queen

Supporting an emerging artist from an underrepresented background to work on the remount of Snow Queen in Bristol.

New International Encounter

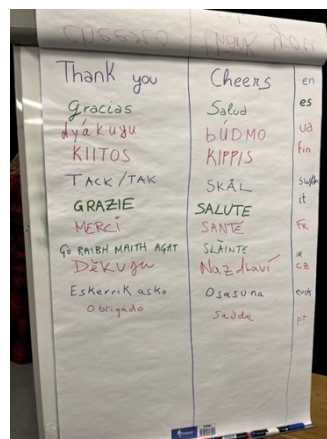
Trustee's Report for the year ended 31 March 2023

ASSITEJ Babel Project

NIE Artistic Director Alex Byrne delivered the first of a series of workshops for the ASSITEJ managed, EU funded, BABEL project – a series of talent development workshops at children's theatre festivals across Europe for the next 3 years. Reaching 25 artists from across Europe and beyond with a fully funded, on-going, international talent development opportunity.

Assistant Producer

NIE worked with Assistant Producers Leah Taylor and Jess Weston on a variety of community and touring projects during 22/23 sharing skills, providing career development opportunity's, and mentoring support for these emerging producers.



Financial Review

NIE continued to have strong and financially supportive relationship with 3 key partners – Arts Council England (ACE), Cambridge Junction and Tobacco Factory Theatres, Bristol. Each have been instrumental in their ongoing support to develop work as the sector recovers from the COVID lockdowns and responds to the difficult financial climate encountered during 2022-23.

The year overall saw an actual deficit of £16,623 (2022: £43,087) with total funds carried forward to 2023-2024 of £122,078 (2022: £138,701). 2022-2023 turnover was £342,107 (2022: £373,037) with ACE National Portfolio funding totalling 46% of turnover (2022: 42%).

During 2022-23 ACE once again selected NIE as part of its National Portfolio of regularly funded organisations for the period 2023-26. This confirms core annual funding of £156,144 through until end of March 2026. While this continued funding is significant in sustaining NIE's ongoing operation, and financial security, it represents standstill funding for the organisation. This contributed to a more difficult economic operating environment for the company in 2022-23, that will continue to play out in 2023-24 and beyond.

NIE continued its commitment to the highest standards of sustainable operation in all its activities. Staff turnover in 2022-23 means that significant skills and experience in sustainable touring have been lost. These will be addressed with a renewed training program in 2023-24. We will continue to ask that all creatives and performers agree to our environmental pledges at the start of each activity.

Partnerships

NIE enjoys the support and expertise of Cambridge Junction's team and benefits from a subsidised office rent, and rehearsal space. The venue was also key to the development of new larger scale, work for family audiences.

Tobacco Factory Theatres is a key partner in the creation and sharing of new work. A successful run there reaching a large audience with excellent work is a key part of our ongoing artistic and financial model.

Principal Funding

NIE was successful in securing ongoing funding from Arts Council England as part of the National Portfolio of £156,144 per year through until end of March 2026 (representing 38% of the total turnover over the 3-year funding cycle).

New International Encounter

Trustee's Report for the year ended 31 March 2023

Fundraising

NIE continues to work hard in diversifying its income and consolidating its programme to achieve greater resilience. Reliance on ACE NPO funding has decreased over previous funding cycles and we continue to identify ways to reduce this further over the next 3 year cycle. In 2022-23 we made successful grant bids to: Cambridge City Council, the Clore foundation, Norwich and Norfolk Festival and additional income through our Talent Development strand with funding from Babel EU. We continue to explore other fundraising models - The Friends Scheme received support totalling £975 and a restricted donation of £1200 to support the board bursary.

Earned income

We received co-commissioning fees of £81,000 for the making of The Snow Queen in Year two of this 2-year project as well significant support in kind, and received box office / programming income from touring Hamlet.

Theatre Tax Relief

Theatre Tax Relief (TTR) is a creative industry tax relief incentive, funded by the UK government. It offers a tax rebate against the money invested by us in a production of the theatrical piece made for touring.

NIE has successfully claimed Theatre Tax relief retrospectively for a number of new works. £58,935 of Theatre Tax relief will be claimed for 2022-23 on our projects. The TTR income recognised in the year of £58,542 includes prior year adjustments of £393.

Investment Policy

From April 2015 a proportion of the unrestricted reserves has been invested in a fixed rate deposit account on a 95-day notice period. As pressure grew on cashflow during 2022-23 this Higher Rate Bond account was closed and the monies transferred to NIE's business savings account which is no notice account. The Finance and Risk Sub-Committee of the board will revisit the investment and reserves policy in 2023-24.

Direct charitable expenditure

Project expenditure included the re-rehearsal of The Snow Queen, Snow White, Grand Soft Day Shakespeare in a Suitcase Touring and Talent Development.

Year end

We finished the year with total funds to carry forward of £122,078 (2022: £138,579). This includes charity free reserves of £76,892, excluding fixed assets and designated funds. These are to be used to support future projects and NIE activities, vital at a time of uncertainty.

The Trustees have reviewed the financial position of the Trust and have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the future. Accordingly, the financial statements continue to be prepared on the going concern basis. More information is included in note 1.2 to the financial statements.

New International Encounter

Trustee's Report for the year ended 31 March 2023

Principal risks and uncertainties

The company is dependent on project funding to support its activities but has active controls in place to manage the risks associated with a shortfall in funding, and closely monitors development. Financial systems are reviewed annually, and the board is kept informed of the financial position of the company through quarterly management reports and actively managed through the Finance and Risk Sub Committee (FRSC).

Managing risk

NIE has a live risk register and matrix which is reviewed at every board meeting. The FRSC is well established and provides a further level of scrutiny and review for the organisation.

Reserves Policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to consider the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

Charity Free Reserves

Currently, the total Charity Free reserves held are £76,892 (2022: £130,579).

No part of these funds are currently restricted. The board have approved a minimum unrestricted reserves equivalent to three months of operating costs at £48,615.

Designated Reserves

Designated funds total £40,000 (2022: £74,696). The board takes the decision to designate these funds for the specific purpose of investing in the future development of the organisation in line with the current strategy:

- Covid-19 Response for live work presented to an audience – designate reserve up to £10,000
- Talent and development – designate reserve up to £15,000
- Education – designate reserve up to £15,000

Further designated funds will be created, as appropriate and we will review the designated funds to address the Covid19 impacts in future years.

New International Encounter

Trustee's Report for the year ended 31 March 2023

Plans for the future

Our focus is to continue creating high-quality projects with and for young people and, through talent development, support the training and development in the sector. We will deliver local projects working with children where there is the most need. Alongside this, we are rebuilding some of the national and international elements of our programme.

We will further exploit existing family work and find new partners for an expanded touring circuit, mindful of the current challenges for touring. Our successful bid to ACE for NPO Funding through until 2026 puts us in a strong position to build new partnerships and refresh existing connections post-pandemic. These plans must balance risk and opportunity in a difficult financial climate.

Our core plan for the year ahead is to:

1. Rehearse and develop shows that are tour-ready and available for different spaces (including a new ***Shakespeare in a Suitcase***).
2. Co-create with young people in targeted areas of inequality in Cambridge and Fenland (***Legends of the fen***).
3. Build links with national partners (including those based in Levelling Up for Culture Places) and raise NIE's profile for future touring through the creation of a new large scale family show (***Hansel and Gretel***).
4. Capitalise on future touring opportunities for our shows (***Hamlet / Grand Soft Day***) for 23/24 and beyond.
5. Develop resources online in conjunction with schools (***Moving IT on***).
6. Extend our talent development programme offering new leadership opportunities and targeted training for those currently under-represented in the industry (***Board Bursary***).

Structure, Governance and Management

New International Encounter (NIE) is a company limited by guarantee and incorporated on the 30th March 2004. It is governed by its Memorandum and Articles of Association, amended by a special resolution on the 30th January 2009.

NIE is a charity registered with the Charity Commission since 17 April 2009.

Decision making

The board of Trustees, which currently has 7 members, administers the Charity. In addition the Board Bursary holder is appointed as an observer to the board. The Chief Executive/ Artistic Director and Executive Director have delegated authority for operational matters including finance, employment and general management. The Chief Executive/ Artistic Director proposes the company's creative direction which is reflected in the overall strategy for the organisation.

Alongside the board meetings, our sub-committees are:

- Finance and Risk
- Human Resources
- Diversity and Inclusion
- Fundraising

Tasks groups are created as needed and include:

- Strategy
- Nominations for board recruitment

New International Encounter

Trustee's Report for the year ended 31 March 2023

Delivery and operational decisions for individual projects are managed by the staff team, whilst strategic decisions on annual and longer-term planning, capital and fundraising strategy are decided at board level.

Pay and remuneration

Pay levels are reviewed, by our Human Resources sub-committee, alongside benefits packages. NIE is keen to recruit, develop and retain a skilled staff team, making new posts as accessible as possible. NIE offers an attractive work package which includes pension, flexible working and sabbatical time. Salary bands are benchmarked against industry levels. Appraisals to review performance take place once a year.

Selection and appointment of Trustees

NIE regularly undertake a skills audit with the board, identifying any skills gaps. New Trustees are appointed after a thorough and open recruitment process culminating in confirmation by shareholders at the AGM.

New Trustees are fully briefed on their obligations under charity and company law through induction training with the organisation. This includes briefing on the structure, finance, operational and strategic activities of the company. As of 31 March 2023, NIE had 7 trustees and was recruiting for the supported Board Bursary role.

We are undertaking board review and succession planning in Autumn 2023 to review the evolution of the board and develop a plan to recruit a new Chair.

Professional training

New International Encounter offers additional professional training opportunities for its Trustees. In the past, this has included fundraising training through Achatas Philanthropy.

Staff professional development

Training needs are identified through NIE's annual appraisals and can include formal training courses, mentorship or attendance at festivals and conferences.

Personnel

During 2023-24 we will have returned to a staff team of 4.0 FTE to support artist, producing and financial delivery.

A creative team of freelancers are recruited for individual projects, with contracts based on the Independent Theatre Council's conditions of employment.

Norway Charity

New International Encounter co-operates with registered charity Stifelsten Theater (Brønnøysund Register Centre (BRC) in Norway no. 991979727). We share a website and meet regularly to discuss longer term planning on artistic shows. No funds are sent to the Norway Charity. All delivery of activities as detailed in the annual account is undertaken through New International Encounter.

New International Encounter
Statement of Trustees' Responsibilities
for the year ended 31 March 2022

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:

SE Garnham

Sara Garnham
Trustee

Date: 16 October 2023

**NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)**

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NEW INTERNATIONAL
ENCOUNTER ('the Charity')**

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

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of (enter body here), 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:

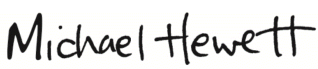
1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts 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.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: 

M Hewett

Dated: 16 October 2023

FCA DChA

PETERS ELWORTHY & MOORE

Chartered Accountants

Salisbury House

Station Road

Cambridge

CB1 2LA

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

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

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
INCOME FROM:					
Donations and legacies	2	6,960	158,904	165,864	275,348
Charitable activities	3	200	116,749	116,949	41,715
Investments	4	-	752	752	393
Other income	5	-	58,542	58,542	55,581
TOTAL INCOME		7,160	334,947	342,107	373,037
EXPENDITURE ON:					
Charitable activities	7	12,012	346,718	358,730	416,124
TOTAL EXPENDITURE		12,012	346,718	358,730	416,124
NET EXPENDITURE		(4,852)	(11,771)	(16,623)	(43,087)
Transfers between funds	13	4,852	(4,852)	-	-
NET MOVEMENT IN FUNDS		-	(16,623)	(16,623)	(43,087)
RECONCILIATION OF FUNDS:					
Total funds brought forward		-	138,701	138,701	181,788
Net movement in funds		-	(16,623)	(16,623)	(43,087)
TOTAL FUNDS CARRIED FORWARD		-	122,078	122,078	138,701

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 34 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2022 £
FIXED ASSETS			
Tangible assets	9	5,186	8,122
		<u>5,186</u>	<u>8,122</u>
CURRENT ASSETS			
Debtors	10	106,839	59,867
Investments	11	27,078	26,523
Cash at bank and in hand		8,711	55,039
		<u>142,628</u>	<u>141,429</u>
Creditors: amounts falling due within one year	12	(25,736)	(10,850)
NET CURRENT ASSETS		<u>116,892</u>	130,579
TOTAL NET ASSETS		<u><u>122,078</u></u>	<u><u>138,701</u></u>
CHARITY FUNDS			
Restricted funds	13	-	-
Unrestricted funds	13	122,078	138,701
TOTAL FUNDS		<u><u>122,078</u></u>	<u><u>138,701</u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2023

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

SEGarnham

Sara Garnham
Chair

Date: 16 October 2023

The notes on pages 19 to 34 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

There were no significant estimates or judgements made by management in preparing these financial statements.

1.2 GOING CONCERN

On the 4 November 2022 Arts Council England confirmed a further three years of investment at £156,144 per annum from April 2023 to March 2026. The Trustees have reviewed the financial position of the charity and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis.

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the trustees named on the reference and administrative details page of these financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 INCOME

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

Income on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

The grant receivable from The Arts Council England is unrestricted and has been recognised in the accounts on an annual basis. Although a grant had been awarded for multiple periods, the full grant is not recognised in the accounts on commencement because it is implicit in the grant award agreement that time-related conditions apply and therefore the funding should be received and costs

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.4 INCOME (CONTINUED)

incurred on an annual basis.

Income received for charitable activities (performance fees, box office fees and workshop fees) is recognised in the period to which it relates. Income received in advance is carried forward as deferred income on the balance sheet. Any amounts owing to the charity for performances which have occurred during the accounting period are included as debtors.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.5 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

1.6 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.7 INTEREST RECEIVABLE

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.8 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 3 to 5 years straight-line
Computer equipment	- 5 years straight-line

1.9 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 CURRENT ASSET INVESTMENTS

Current asset investments represent cash held on deposit with a maturity date of less than one year which is being held for investment purposes rather than to meet short term cash commitments as they fall due.

1.11 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.14 PENSIONS

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	2,200	2,760	4,960	11,343
Grants	4,760	156,144	160,904	264,005
	<u>6,960</u>	<u>158,904</u>	<u>165,864</u>	<u>275,348</u>
TOTAL 2022	<u>56,694</u>	<u>218,654</u>	<u>275,348</u>	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

DONATIONS

Included within donations are in-kind donations relating to office costs at Cambridge Junction of £1,200.

Donations comprise the following:

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
In-kind donations	-	1,200	1,200	8,925
Friends Scheme	-	1,258	1,258	1,067
Donations under £5,000 (including bucket collections)	2,200	-	2,200	551
Gift aid	-	302	302	800
TOTAL 2023	2,200	2,760	4,960	11,343
TOTAL 2022	1,067	10,276	11,343	

GRANTS

Grants comprise the following:

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Arts Council England - Revenue Grant	-	156,144	156,144	156,144
Department for Digital, Culture, Media and Sport (DCMS) - Culture Recovery Fund Round 2 and 3	-	-	-	52,234
National Lottery Projects Grants - What Just Happened	-	-	-	50,000
Cambridge City Council - Tales from the Edge of Town	3,260	-	3,260	4,000
Cambridgeshire County Council provision of HAF Funded Places Christmas 2021	-	-	-	1,127
Festival Bridge - Moving IT	1,500	-	1,500	500
	4,760	156,144	160,904	264,005
TOTAL 2022	55,627	208,378	264,005	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

3. INCOME FROM CHARITABLE ACTIVITIES

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Performance fees	200	31,375	31,575	4,625
Workshop fees	-	4,374	4,374	90
Co-Production income	-	81,000	81,000	37,000
	<u>200</u>	<u>116,749</u>	<u>116,949</u>	<u>41,715</u>
TOTAL 2022	<u>-</u>	<u>41,715</u>	<u>41,715</u>	

In 2022 all income from charitable activities was unrestricted.

4. INVESTMENT INCOME

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest	166	166	15
Deposit account interest	484	484	378
Other interest	102	102	-
	<u>752</u>	<u>752</u>	<u>393</u>
TOTAL 2022	<u>393</u>	<u>393</u>	

In 2022 all investment income was unrestricted.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

5. OTHER INCOMING RESOURCES

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Coronavirus Job Retention Scheme	-	-	21,722
Theatre Tax Relief	58,542	58,542	33,859
	<u>58,542</u>	<u>58,542</u>	<u>55,581</u>
	<u>55,581</u>	<u>55,581</u>	
TOTAL 2022	<u>55,581</u>	<u>55,581</u>	

Income from the Coronavirus Job Retention Scheme was received for furloughed workers. This was spent on staff wages and salaries.

Theatre tax relief for 2023 represents £58,935 for 2022/23 and other adjustments of (£393).

Theatre tax relief for 2022 represents an estimate of £30,000 for 2021/22 and additional receipts of £3,859 for 2020/21.

6. ANALYSIS OF GRANTS

	Grants to Institutions 2023 £	Total funds 2023 £	Total funds 2022 £
Promotion of the arts	(233)	(233)	400
	<u>(233)</u>	<u>(233)</u>	<u>400</u>
TOTAL 2022	<u>400</u>	<u>400</u>	

The £233 credit represents the unspent balance of a 21/22 project that was reimbursed to the charity.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2023 £	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Promotion of the arts	155,137	(233)	203,826	358,730	416,124
	<u>155,137</u>	<u>(233)</u>	<u>203,826</u>	<u>358,730</u>	<u>416,124</u>
TOTAL 2022	205,201	400	210,523	416,124	
	<u>205,201</u>	<u>400</u>	<u>210,523</u>	<u>416,124</u>	

Of the above expenditure, £12,012 (2022: £80,252) was met directly from restricted funds with £346,718 (2022: £335,872) from unrestricted funds.

ANALYSIS OF DIRECT COSTS

	Total funds 2023 £	Total funds 2022 £
Production costs	35,791	59,416
Artists' fees	82,069	85,232
Marketing	7,881	4,706
Accommodation	8,821	28,980
Travel	5,513	10,787
Subsistence	4,813	10,612
Workshop costs	121	877
Transport and freight	2,884	2,322
Project costs	7,244	2,269
	<u>155,137</u>	<u>205,201</u>

Included in 2022 production costs was rental space of £7,300 that was in-kind.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2023 £	Total funds 2022 £
Staff costs	156,635	177,332
Depreciation	4,015	4,666
Office rent and storage	6,644	6,436
Travel and subsistence	402	811
Insurance	1,836	2,089
Telephone and internet	871	803
Subscriptions and sundry expenses	3,214	3,289
Office costs	855	1,383
Training and advocacy	343	1,061
Pension admin charges	432	432
Board costs	108	310
Difference on foreign exchange	(205)	75
Legal, professional and consultancy fees (governance)	17,508	4,274
Accountancy fees (governance)	7,718	4,247
Independent Examiner's fees - examination (governance)	1,950	1,815
Independent Examiner's fees - taxation (governance)	1,500	1,500
	203,826	210,523

Included in Office rent and storage is rent of £1,200 (2022: £1,625) that was in-kind.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEES' EXPENSES

	2023	2022
	£	£
Wages and salaries	142,120	161,341
Social security costs	10,447	11,338
Contribution to defined contribution pension schemes	4,068	4,653
	156,635	177,332

The average number of persons employed by the Charity during the year was as follows:

	2023	2022
	No.	No.
Charitable activities	4	6

No employee received remuneration amounting to more than £60,000 in either year.

The charity considers its key management personnel to be the Trustees, the Chief Executive, Mr A Byrne and the Executive Producer, Mrs C Moore. Mrs C Moore left the organisation on the 31st December 2022, replaced by Executive Director, Ms L Elmer, from the 3rd July 2023. Staff turnover has resulted in staff salary savings during this time.

During the year, the key management personnel received total remuneration including employer's national insurance contributions and pension contributions of £98,339 (2022: £97,614).

The Trustees all give their time and expertise without any form of remuneration or other benefit in kind (2022: £Nil).

During the year, £90 was reimbursed to one Trustee in respect of travel expenses incurred on the charity's behalf (2022 - none).

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Total £
COST OR VALUATION			
At 1 April 2022	23,173	2,853	26,026
Additions	1,080	-	1,080
At 31 March 2023	24,253	2,853	27,106
DEPRECIATION			
At 1 April 2022	17,480	424	17,904
Charge for the year	3,445	571	4,016
At 31 March 2023	20,925	995	21,920
NET BOOK VALUE			
At 31 March 2023	3,328	1,858	5,186
At 31 March 2022	5,693	2,429	8,122

10. DEBTORS

	2023 £	2022 £
DUE WITHIN ONE YEAR		
Trade debtors	597	9,363
Other debtors	3,224	1,998
Prepayments	8,193	18,502
Tax recoverable	94,825	30,004
	106,839	59,867

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

11. CURRENT ASSET INVESTMENTS

	2023	2022
	£	£
Deposit account	27,078	26,523

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	11,254	2,487
Other taxation and social security	2,363	3,713
Pension fund loan payable	838	1,310
Other creditors	6,452	-
Accruals and deferred income	4,829	3,340
	25,736	10,850

	2023	2022
	£	£
Deferred income at 1 April 2022	800	-
Resources deferred during the year	-	800
Amounts released from previous periods	(800)	-
	-	800

The deferred income of £800 related to a deferred grant from Cambridge City Council.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	30,000	-	-	(20,000)	10,000
Talent and development	6,696	-	-	8,304	15,000
Grand Soft Day	23,000	-	-	(23,000)	-
Education	15,000	-	-	-	15,000
	<u>74,696</u>	<u>-</u>	<u>-</u>	<u>(34,696)</u>	<u>40,000</u>
GENERAL FUNDS					
General Funds - all funds	64,005	334,947	(346,718)	29,844	82,078
TOTAL UNRESTRICTED FUNDS	<u>138,701</u>	<u>334,947</u>	<u>(346,718)</u>	<u>(4,852)</u>	<u>122,078</u>
RESTRICTED FUNDS					
Tales from the Edge of Town	-	4,460	(7,512)	3,052	-
Moving IT On	-	1,500	(1,500)	-	-
Board Bursary	-	1,200	(3,000)	1,800	-
	<u>-</u>	<u>7,160</u>	<u>(12,012)</u>	<u>4,852</u>	<u>-</u>
TOTAL OF FUNDS	<u>138,701</u>	<u>342,107</u>	<u>(358,730)</u>	<u>-</u>	<u>122,078</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

13. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	30,000	-	-	-	30,000
Talent and development	10,000	-	-	(3,304)	6,696
Grand Soft Day	25,000	-	-	(2,000)	23,000
Education	30,000	-	-	(15,000)	15,000
	<u>95,000</u>	<u>-</u>	<u>-</u>	<u>(20,304)</u>	<u>74,696</u>
GENERAL FUNDS					
General Funds - all funds	73,580	316,343	(335,872)	9,954	64,005
TOTAL UNRESTRICTED FUNDS	<u>168,580</u>	<u>316,343</u>	<u>(335,872)</u>	<u>(10,350)</u>	<u>138,701</u>
RESTRICTED FUNDS					
Tales from the Edge of Town	7,508	5,067	(22,240)	9,665	-
Moving IT On	4,500	500	(5,000)	-	-
Board Bursary	1,200	-	(1,200)	-	-
National Lottery Project Grant - What Just Happened?	-	50,000	(50,685)	685	-
HAF Funded Places Christmas 2021	-	1,127	(1,127)	-	-
	<u>13,208</u>	<u>56,694</u>	<u>(80,252)</u>	<u>10,350</u>	<u>-</u>
TOTAL OF FUNDS	<u>181,788</u>	<u>373,037</u>	<u>(416,124)</u>	<u>-</u>	<u>138,701</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

13. STATEMENT OF FUNDS (CONTINUED)

Designated Funds

Covid-19 Response for live work presented to an audience - This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic. Based on estimated costs for up to 2 weeks of cancelled shows.

Talent and development - To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education reserve - To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Grand Soft Day reserve - To support the delayed co-production due to Coronavirus of this early years project. This activity has now been compressed, with final delivery into 22-23.

Research & Development reserve - To enable un-budgeted research and development to take place when required at any time during the financial year. The Trustees have decided that there is no requirement for this fund currently and the balance has been transferred to other unrestricted funds.

Restricted Funds

Arts Council Catalyst Grant - Organisational development grant from Arts Council England to support training and improve fundraising efforts across a period of 18 months.

Tales from the Edge of Town - Further grants from Cambridge City Council of £4,000 and Friends Scheme £1,067 in addition to unspent brought forward funds from Cambridge City Council, Friends Scheme, the National Lottery Community Fund - Awards for all and the Cambridge Community Foundation. The project was working with primary school age children for a storytelling project with children and young people in the local area culminating in a performance and was completed in the year.

Data Curators/Spynet - This project will produce a show made with young people from Alconbury, Sawtry and Ramsey to be performed in a non arts space.

Moving IT On - This is a project in partnership with two primary schools and will explore the particular benefits that digital/online practice (interactive) brings to a co-creation process.

Board bursary - This fund has been set up with a donation specifically to cover Board development costs in 2021/2022.

Musicians of Bremen Japan - This fund is a commission from the Ricca Ricca Festival in Okinawa, Japan, part funded by a grant from the Japan / UK Sasakawa Foundation. The show will open in July 2023 in Naha, Okinawa with possible future touring in 2024.

Transfers against unrestricted funds in 2022 and 2023 have been utilised to reflect the core costs associated with the time and expertise of NIE staff not directly attributed via expenditure. These transfers represent NIE's contribution towards these restricted projects.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	5,186	5,186
Current assets	142,628	142,628
Creditors due within one year	(25,736)	(25,736)
TOTAL	122,078	122,078

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	8,122	8,122
Current assets	141,429	141,429
Creditors due within one year	(10,850)	(10,850)
TOTAL	138,701	138,701

15. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents employer contributions payable by the charity to the fund and amounted to £4,068 (2022: £4,653). Total contributions totalling £838 (2022: £1,310) were payable to the fund at the balance sheet date and are included in creditors.

16. RELATED PARTY TRANSACTIONS

Unrestricted donations include £600 from one Trustee (2022: two Trustees or their immediate family £615). All donations were given free of any external conditions. There were no other related party transactions during the current or previous years.

Accounts

Registered number: 05088552
Charity number: 1129199

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

CONTENTS

	Page
Trustees' Report	1 - 14
Reference and Administrative Details of the Charity, its Trustees and Advisers	15
Independent Examiner's Report	16 - 17
Statement of Financial Activities	18
Balance Sheet	19 - 20
Notes to the Financial Statements	21 - 39

New International Encounter

Trustee's Report for the year ended 31 March 2022

The Trustees present their annual report together with the financial statements of the New International Encounter for the year 1 April 2021 to 31 March 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

Charitable Objective

The objects of the charity are to advance education for the public benefit by the promotion of the arts, in particular but not exclusively the art of drama.

Our Vision

Playful stories that connect us all.

Our aims

We achieve our charitable objectives and vision through bringing together diverse theatre artists from around the world and different backgrounds to:

- A. **Shows:** creating excellent high-quality performances and projects that bring joy and transformation especially to young people and their families.
- B. **Creative Learning:** inspiring young people (particularly those not normally engaging) as co-creators through storytelling and place-making projects so culture transforms their lives.
- C. **Talent Development:** sharing our expertise and providing training in the sector to enhance the quality and diversity of work created for younger audiences and providing opportunities for England based artists to internationalise their work.

New International Encounter (NIE) is one of the UK's leading theatre companies producing work for and with young people. We deliver high quality creative projects across the UK with an international outlook, working in a way that allows people of all abilities to access our work as audience, participants, collaborators, and creative artists.

NIE's programme of local, national, and international projects reflects, responds to and celebrates the diversity of contemporary England with a global backdrop.

In planning the activities for the year, the Trustees have given due consideration to guidance published by the Charity Commission relating to public benefit.

New International Encounter

Trustee's Report for the year ended 31 March 2022



"The students and staff alike loved it. Thank you so much for providing students with the experience of seeing live theatre (many of which would not be able to afford to go.)"

Teacher on ***The Snow Queen***

What we achieved and created

Many challenges remained in the 2021-22 operating year, largely around the pandemic but also leaving the European Union. These factors have had a significant impact upon venues and audiences, and in turn this had affected our ability to plan for the future. We are putting ourselves in the best possible position to make the most of financial and programme opportunities as the sector begins to recover. This agile working includes developing hybrid models of shows in live and online versions.

In 2021-22 our key achievements included:

Live

1. Delivering our annual co-creation project ***Tales from the Edge of Town*** in local primary schools helping 315 children to respond to the experience of lock down [2020-21 comparison: 90].
2. Creating a live version of ***The Snow Queen*** reaching a wide local audience in Cambridge of 2,548 [2020-21 comparison: 70].
3. Touring ***Hamlet*** locally and nationally in primary schools and libraries to over 1,100 families and young people with online teacher resources.
4. Engaging in an expanded talent development project - ***What Just Happened?*** providing vital work, experience and skills for freelancers, and creative engagement with 90 young people in a local primary school.
5. Developing leadership skills in the sector through 3 opportunities: a **1-year board bursary**, **Assistant Director**, and **Assistant Producer** role.
6. Undertaking R&D on new projects with international partners Branar and The Ark, Ireland and Braga Theater and NIE, Norway (***Grand Soft Day/ What the F**k is going on?***).

New International Encounter

Trustee's Report for the year ended 31 March 2022

Digital

1. Sharing the full recording of ***The Snow Queen*** as an online Christmas reaching a local and national audience of 312 [2020-21 comparison: 6,699 for free *The Snow Queen* film during lockdown].
2. Creating a digital teaching resource for schools through ***Moving IT on*** in partnership with Festival Bridge and Milton Road Primary School, Cambridge.
3. Reaching 6,000 digitally in viewing performances and online resources/ content [2020-21 comparison: 9,660].

This programme of work was achieved in partnership by:

1. Engaging with 3 local cultural partners including My Cambridge as well as, Cambridge City Council, Cambridgeshire County Council, and 16 Primary schools. [2020-21 comparison: 5 partners including Menagerie and the Fitzwilliam Museum / 11 schools].
2. Working with 45 freelance artists, creative teams and specialists [2020-21 comparison: 35].
3. Working with 4 UK partners including national arts venues - Tobacco Factory Theatres (Bristol), Cambridge Junction (Cambridge) Oxford House (London), Festival Bridge (East of England) and 4 international partners. [2020-21 comparison: 6 UK partners including Norris Museum and National Heritage Lottery fund/ comparison 7 international including I Will Be Everything EU project partner venues, Bragteret Teater and Branar]



Grand Soft Day – new early years show in R&D

Public Benefit

The trustees confirm that they have referred to the Charity Commissions guidance on public benefit when reviewing the charities aim and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

New International Encounter

Trustee's Report for the year ended 31 March 2022

Review against our key performance indicators

To support our strategy, and as detailed in our business plan, NIE worked towards the following key objectives for delivery in 2021-22.

Objective	Achieved?	Result
Produce high quality work and always strive for excellence and innovation	Yes	Positive feedback from audiences, industry funders and media. Innovation in developing high quality digital content.
Extend Artist networks to address race, class/socio economic and gender	Yes	Targeted initiatives through the talent development with the development of a board bursary and strategic project <i>What Just Happened?</i> working with 40% global majority artists.
Two Projects with international partners touring to four countries	Yes	Working with partners in Ireland and Norway <i>Grand Soft Day</i> with Branar Theatre and The Ark, Dublin <i>What the F**k is Going On?</i> with Braga Teater and NIE Norway
Increase the reach of the organisation (2% compared to baseline)	Yes Yes Yes No	Live: 5,614% increase in live audience 4,000 * [70 in 2020-21] Participants: 4303% increase in live audience 3,963 [90 in 2020-21] Online: 8 % increase (Twitter/ Facebook)/ 42% increase Instagram [5% in 2020-21] Digital views: 37% decrease 6,000 [9,660 in 2020-21]
Create additional online content	Yes	Digital creative content: 1 new family show - <i>The Snow Queen</i> 1 online project - <i>Moving IT On</i> Trailers/ Vox pop, regular programme of 'Tell Us More Tuesday' You Tube videos sharing project insights
Create three new productions with young people (co-created) and one family show	Partial	<i>Tales from the Edge of Town / Hamlet</i> <i>The Snow Queen</i>
Support at least 15 Arts Awards and at least one school with Arts Mark	Partial	9 Arts Awards
Work in two areas of low arts engagement on projects with young people	Yes	In Cambridge ward on the edge of town (Trumpington/Abbey/ Milton Ward) and Cambridgeshire (Northstowe).
Work with two Local Cultural Education Partnerships in an ongoing sustained relationship	Partial	Working with one - My Cambridge
Achieve 55% of turnover from Non-Arts Council funding	Yes	42% Arts Council England/ 58% Non-Arts Council England funding [66 non Arts Council funding in 2020-21]

*Numbers rounded up

New International Encounter

Trustee's Report for the year ended 31 March 2022



"Our children are living in a ward where the life expectancy is 10 years less than what it is for those living in the rest of Cambridge. They are from a very deprived area, that's not to say they cannot access these things and have a voice. The project has been really powerful in showing them they do have a contribution to make, and they are a valued part of the community."

Headteacher, The Galfrid School on ***Tales from the Edge of Town***

Achievements and Performance

SHOWS

The Snow Queen – live and online

We co-produced our third successful family show with partners Cambridge Junction and Tobacco Factory Theatres. Following an abridged film version in 2020, this was an opportunity to expand the storytelling into a full production and bring families and schools back to experience the magic of live theatre using live and recorded sound as well as projection. To give confidence for returning audiences, we presented the show with an expanded seating configuration, and across the run had dedicated socially distanced shows.

"The Snow Queen is the cleverest children's play I've seen in decades... It is superbly crafted piece of theatre which will impress adults and delight children" - The Hunts Post

"It was absolutely fantastic! Our pupils thoroughly enjoyed it – even some of the hardest to reach pupils [...] it was amazing to watch our students so engaged" - Teacher

We wanted to give the opportunity to see the live show to as many local families and young people as possible. We worked with Cambridge Junction distributing 245 free tickets to targeted groups. We also partnered with Cambridge City Council on the Government's Holiday and Activities Food Programme with a free workshop/ lunch and show offer targeted for those on free school meals.

Alongside the live show, we made a recorded version of the show which was available online and offered for free to local hospitals and care homes.

"It felt like such a privilege to have the cast visit me (virtually), rather than the other way round. Thank you again (for me and the residents of Cottenham Court) to have this beautiful experience!"

Resident, Cottenham Court Care home

The effects of the pandemic were still felt during this run in both audience hesitation to return and positive covid illness in the cast. This resulted in 13 shows out of 37 having to be cancelled.

New International Encounter

Trustee's Report for the year ended 31 March 2022

1. Live show presented to audiences of 2,548 including 6 shows for schools.
2. 3 relaxed/socially distanced shows.
3. 1 British Sign Language interpreted performance.
4. Subsidised ticket scheme to 245 people from:
 - Teenage Cancer Trust
 - Comberton and Huntingdon Cabins, specialist education units for young people with autism
 - Red Balloon Learners Centres and their Red Balloon of the Air
 - Castle SEN School
 - Galfrid Primary School
5. Online film to a total audience of 312 (mixed family groups at home).
6. Free film – 179 views to hospitals (Addenbrookes and East Anglian Children's hospital) / care homes & carers
7. Holidays and Activities Food Programme -10 families took part in the workshop, meal and show.

Shakespeare in a Suitcase: Hamlet

An engaging 45-minute version of this most famous of plays toured as part of Black History Month in October 2021 in Cambridge and London. A flexible show with 3 actor/ musicians, it was presented to enthusiastic audiences in schools supported by a digital resource offer and Q&A after each show to enhance understanding of the play. The show was also selected as part of 'The Library Presents' autumn programme and was presented in local Cambridgeshire libraries.

Presented in 10 schools and 2 libraries with audience of 1,100.

" The production of Hamlet was amazing. All the children were really engaged and on the edge of their seats. I would thoroughly recommend" - Year 5 teacher

" I really like it. The music quality was great, I loved the songs" - 8 year old

R&D with international partners

It is important NIE continues to make connections with artists and audiences around the world. Following delays in both projects due to the pandemic, we were pleased to progress development of new work with significant international partners. This investment enables tour-ready work as the sector recovers.

Grand Soft Day

Our early years co-production with Irish-based theatre company Brannar is a show with 3 actors and 1 musician celebrating the wonder of the world around us. We had 2 weeks of development in Autumn 2021 to develop the show and trial ideas in front of nursery-school audiences. The show will premiere as part of the Dublin Theatre Festival in October 2022 with touring across Ireland in the autumn.

The project has levered additional substantial funding support from Arts Council of Ireland and is commissioned by The Ark in Dublin, Ireland's leading venue for making and sharing work for young audiences.

What the FK is Going On?**

A timely show about young people and the internet, exploring the world of teenagers and the impact of social media. A co-production with Braga Theater and NIE Norway, the show will premiere in Norway in 2022-23.



New International Encounter

Trustee's Report for the year ended 31 March 2022

CREATIVE LEARNING

Tales from the Edge of Town

The project addresses inequality of opportunity for children through place-based co-creation and creative storytelling. It responds to statistics that point to Cambridge City as the most unequal city in the UK where pockets of deprivation exist side by side with great affluence. The programme also targets the wider Cambridgeshire area where geographic or socio-economic barriers exist.

In 2021-22 it was delivered in partnership with schools in the Abbey and West Chesterton wards, Cambridge in July 2021, and in Trumpington in March 2022.

The project gave children an opportunity to reflect around their experiences of lockdown and record their experiences as epic stories. Through a series of creative workshops, children were invited to write stories, map make and draw pictures on this theme working with visual artists, musicians, and performers. These stories were then transformed into a performance with live music, presented back to the pupils and their peers. The feedback forms evidenced increased confidence in life skills, storytelling and creativity, which are a strong indicator of increased life opportunity (over 50% of children noting increased confidence levels in story writing and over 60% of children noting increased confidence in creativity).

In March 2022, a storytelling booklet including all the original stories and ideas generated from the young people were presented back to each class. This forms a legacy and prompt for teachers to use in story and literacy work. The final day of performance coincided with a celebration of World Children's Theatre Day.

"It was completely captivating and such an engaging experience for all of the children. They were hooked and their faces just lit up when they recognised snippets of their own story having made it into the performance." -
Teacher at Trumpington Park Primary School

- 27 workshops in July 2021 and 5 workshops in March 2022 engaging 550 young people
- Artistic residencies at Milton Road Primary School and The Galfrid Primary School in NIE's Mongolian Yurt on the school field in July 2021
- 11 shows in July 2021 and 2 shows in March 2022 shared with 413 young people

Tales from the Edge of Town is funded through a Cambridge City Council Community grant, Awards for All, and the Marshall Community First Fund, managed by the Cambridgeshire Community Foundation.

What Just Happened?

This was a local project bringing together training for creatives and extending partnerships with Cambridgeshire Primary Schools. Pathfinder Primary School in Northstowe is at the centre of a new housing development and the project addressed themes of lockdown and the new community which is being made in that place. Children took part in creative workshops and their stories were presented by the artists on the training programme.

An Arts Council England National Lottery Project Grant, enabled 23 artists and musicians to take part. This meant that the ratio of artists to children was much higher, enabling significant periods of 1-2-1 contact for the children for deeper support through creative activities.

- 6 workshops in schools with 3 shows working with 90 young people

Digital Moving IT-On

A project supported by Festival Bridge working on a digital offer for teachers. *Moving IT-On* explores teacher led delivery using NIE online resources. This in-depth co-creation project for 60 Year 4 pupils in Cambridge created digital content around Henry VIII. This is now available as a permanent online resource addressing Tudor curriculum needs.

New International Encounter

Trustee's Report for the year ended 31 March 2022



"It has been amazing & I don't think even that is enough praise for the work & experience the artists have given to our children. Just brilliant." - Headteacher

TALENT DEVELOPMENT

Board Bursary

The board bursary is a paid opportunity to support an ethnically diverse artist or producer to take on a leadership role and be co-opted onto the board. The bursary is useful for the organisation by adding a vital creative voice on the board. Following a successful pilot year, the programme was extended into a 2 year bursary to make the most of the skills and expertise developed. We are delighted that Jay Zorenti-Nakhid is in this role.

"I truly believe in the transformational effect theatre can have especially with young people and this is at the Forefront of NIE's work." - Jay Zorenti-Nakhid

Assistant Director

We offered a 4-week paid opportunity to work across the development of our family Christmas show *The Snow Queen* in Cambridge. This supports talent development for the next generation and opens new opportunities for artists developing work with NIE.

"This role was an invaluable experience that has propelled my career forward. The team were kind and generous allowing me to explore my creativity in the rehearsal room. The companies process and approach to devised theatre is the perfect training platform for an early career artist. I gained confidence, broaden my skillset and had a lot of fun on this project!" - Robyn Olivia

Training - What Just Happened?

Targeted training for under-represented communities in a 2-week paid training course in Cambridge. Artistic Director Alex Byrne, and Associate Director Michael Judge supported 23 artists through a training programme in partnership with Anglia Ruskin University and a local primary school.

- 23 artists undertook 17 training sessions through an intensive residential.
- Working with over 50% of artists from the Global Majority.
- Exposure and profile of artists through NIE's website and social media presence.

"Thank you again for having me on the project. There were times during the past 18 months when I seriously considered giving up all together. Being brought on to be a part of this project made me feel seen and valued again after so long. I not only found it reinvigorating on a personal level, the project itself was so moving that it has given me a renewed drive to make work and co-create with communities again"- Participating artist

New International Encounter

Trustee's Report for the year ended 31 March 2022

Training - Assistant Producer

We also offered a paid 3-week training opportunity working on a live project for *What Just Happened?*. Emily Hamilton worked alongside core NIE Producing staff to deliver the project through on the job training. **Equity,**

Diversity, Inclusion and Belonging

NIE co-creates projects with hundreds of young people, many from excluded / protected category groups. We centre and value their voices and ideas, building confidence and a sense of identity. Our funding enables us to work in areas with less cultural engagement.

We create with children and families who have barriers to accessing arts and culture activity in Cambridge - the UK's most unequal city.

Key protected characteristics that we work with are:

1. Socio economic
We will target young people who are socially and economically disadvantaged (primarily identified by free school meals).
2. Race
All our shows and projects consider the balance of representing the diversity of audience in our casting choices.

Anti-Racism

NIE is committed to anti-racism and to reflecting the diversity of our audience in the stories and artists that we put on stage. We have a board sub-group who are leading on the creative case for diversity. This includes a commitment to anti-racism through a pledge and associated actions. We will continue supporting the work and development of Black, Asian and minority ethnic artists by:

1. Launching a talent development training programme working with Higher Education Institute's focusing on emerging young artists from diverse backgrounds (*What Just Happened?* project in 2021-22)
2. Extending our freelance base/ have broader casting opportunities to employ from a wider pool.
3. Continuing to diversify our board and staff team.
4. Undertake organisational training to educate ourselves.

Environment

NIE is committed to achieving the highest standards of sustainable operation in all our activities to minimise our impact on the environment. We have put additional effort into training this year through the Carbon Literacy Project, benchmarking our activity using industry toolkits via Julie's Bicycle and using Theatre Green Book in measuring our impact during projects. All creatives and performers are asked to agree to our environmental pledges at the start of each activity.

Financial Review

NIE continues to have strong and financially supportive relationship with 3 key partners - Arts Council England, Cambridge Junction and Tobacco Factory Theatres, Bristol who have been instrumental in their ongoing support to develop work during this difficult operating period.

Arts Council England has postponed their next National Portfolio investment process. This means as part of the current National Portfolio, our funding will rollover for a further year, to 31 March 2023. This offers some welcome certainty in core funding for longer-term planning across this difficult period. Arts Council England's ongoing relationship with NIE provides a level of stability for the company. They have assisted with additional funding initiatives including administering the Department for Culture, Media and Sports' (DCMS) Culture Recovery Funding (October 2020).

New International Encounter

Trustee's Report for the year ended 31 March 2022

NIE enjoys the support and expertise of Cambridge Junction's team and benefits from a subsidised office rent, and rehearsal space. The venue was also key to the development of *The Snow Queen* with financial and enormous practical support and expertise throughout the development, rehearsal, and delivery process.

Tobacco Factory Theatres is a key partner in the creation and sharing of new work. We have benefitted from the exposure to audiences and artists in Bristol and the South-West of England.

Principal Funding

NIE receives regular funding from Arts Council England at £156,144 per year (42% of total income).

Other income

We have made use of the Government's Coronavirus Job retention scheme until it ended in October 2021, with a total claim of £21,722. Furlough for staff has been balanced against time needed to develop and deliver activity.

NIE has successfully claimed Theatre Tax relief on projects. An estimated £30,000 of Theatre Tax relief will be claimed for 2021-22 on our projects.

Fundraising

NIE continues to work hard in diversifying its income and consolidating its programme to achieve greater resilience. We were successful in our applications to the final 2 DCMS' Culture Recovery Fund schemes totaling £52,234. This additional support was vital in enabling the organisation to continue to operate and deliver engaging projects under difficult circumstances.

The Friends Scheme received support totalling £1,067 [£1,236: 2020-21 comparison] plus one-off donations to support the board bursary of £1,200 and one-off donations including a bucket collection during the Christmas run of £551.

Earned income

We received co-commissioning support at £37,000 for the making of *The Snow Queen* in Year 1 of this 2-year project.

Investment Policy

From April 2015 a proportion of the unrestricted reserves has been invested in a fixed rate deposit account on a 95-day notice period. The account has an improved return on investment than our instant access account and provides additional security for longer term funds. During this financial year with so much uncertainty, most of the funds remained in an instant access account. At 0.99% gross monthly interest, there is a total investment of £26,523 at 31 March 2022. The cash flow is reviewed quarterly to ensure all operational costs are met and we expect to return more investment into the bond at the start of 2022-23.

Direct charitable expenditure

Project expenditure included the making of *The Snow Queen*, *Tales from the Edge of Town*, *What Just Happened? Shakespeare in a Suitcase* and *Talent Development*.

Year end

We finished the year with total funds to carry forward of £138,701. This includes restricted funds of £NIL and leaves a total of £138,701 in unrestricted funds. These are to be used to support future projects and NIE activities, vital at a time of uncertainty.

The Trustees have reviewed the financial position of the Trust and have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the future. Accordingly, the financial statements continue to be prepared on the going concern basis. More information is included in note 1.2 to the financial statements.

New International Encounter

Trustee's Report for the year ended 31 March 2022

Principal risks and uncertainties

The company is dependent on project funding to support its activities but has active controls in place to manage the risks associated with a shortfall in funding, and closely monitors development. Financial systems are reviewed annually, and the board is kept informed of the financial position of the company through quarterly management reports and actively managed through the Finance and Risk Sub Committee (FRSC).

Managing risk

NIE has a live risk management document and matrix which is reviewed at every board meeting. The FRSC is well established and provides a further level of scrutiny and review for the organisation.

We have made full use of the Government's Job Retention scheme to support the core staff costs, without detriment to the management of the organisation.

Reserves Policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to consider the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

We expect future production costs to be higher as we adapt to new ways of working.

Our current reserves policy is:

Unrestricted reserves

Currently the total unrestricted reserves held are £138,701. £74,696 has been designated for particular purposes (as detailed below). £8,122 are tangible fixed assets (note 10). The board have approved unrestricted reserves equivalent to **three** months of operating costs at £55,883.

Designated Reserves

The board takes the decision to designate these funds for the specific purpose of supporting the future development of the organisation in line with the current strategy. The Trustees consider it prudent to maintain reserves under 4 headings alongside a specific project fund for a delayed project.

Production (Grand Soft Day) reserve up to £23,000

This is for investment in the new early years show developed with Branar. The funding has been rolled over due to delays in the production (which is due to be delivered in 2022-23).

Covid-19 Response for live work presented to an audience – reserve up to £10,000

This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic.

Talent and development - reserve up to £10,000

To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education – reserve up to £20,000

To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Further designated funds will be created, as appropriate.

Plans for the future

Our focus is to continue creating high-quality projects with and for young people, and through talent development, support the training and development in the sector. We will deliver local projects working with

New International Encounter

Trustee's Report for the year ended 31 March 2022

children where there is the most need, as identified via working with MyCambridge Local Culture Education Partnership in Cambridge and the wider region. Alongside this, we are slowly rebuilding some of the national and international elements of our programme. We will analyse the success of our Project Funded talent development programme ***What Just Happened?*** in 21-22 and build on it to expand this work in the longer term. We will explore what digital means to us in the light of our experience over the past 18 months.

We are looking to exploit further existing family work and find new partners for an expanded touring circuit, mindful of the current challenges for touring. Longer term, we have submitted to Arts Council England's 3-year funding programme and will hear back in October 2022.

Our focus will be largely local and national. Our core plan for the year is to:

1. Rehearse and develop shows that are tour-ready and available for different spaces (including a new ***Shakespeare in a Suitcase***).
2. Co-create with young people in targeted areas of inequality in Cambridge (***Tales from the Edge of Town***).
3. Build links with national partners (including Levelling Up for Culture Places) and raise NIE's profile for future touring through residency at Polka Theatre (***Snow White***).
4. Capitalise on future touring opportunities for our shows (***Hamlet/ The Snow Queen/ Grand Soft Day/ What the F**k is going on?***) for 22-23 and beyond.
5. Develop resources online in conjunction with schools (***Moving IT on***).
6. Extend our talent development programme offering new leadership opportunities and targeted training for under-represented communities (***Assistant Director / Board Bursary***).

Structure, Governance and Management

New International Encounter (NIE) is a company limited by guarantee and incorporated on the 30th March 2004. It is governed by its Memorandum and Articles of Association, amended by a special resolution on the 30th January 2009.

NIE is a charity registered with the Charity Commission since 17 April 2009.

Decision making

The board of Trustees, which currently has 6 members, administers the Charity. The Chief Executive/ Artistic Director and Executive Producer have delegated authority for operational matters including finance, employment and general management. The Chief Executive/ Artistic Director proposes the company's creative direction which is reflected in the overall strategy for the organisation.

Alongside the board meetings, our sub-committees are:

1. Finance and Risk
2. Personnel
3. Diversity and Inclusion

Tasks groups are created as needed and include:

1. Strategy
2. Fundraising
3. Nominations for board recruitment

Delivery and operational decisions for individual projects are managed by the staff team, whilst strategic decisions on annual and longer-term planning, capital and fundraising strategy are decided at board level.

Pay and remuneration

There is a personnel sub-committee where pay levels are reviewed alongside benefits packages. NIE is keen to recruit, develop and retain a skilled staff team, making new posts as accessible as possible. NIE offers an attractive work package which includes pension, flexible working and sabbatical time. Salary bands are benchmarked against industry levels. Appraisals to review performance take place once a year.

New International Encounter

Trustee's Report for the year ended 31 March 2022

Selection and appointment of Trustees

NIE regularly undertake a skills audit with the board, identifying any skills gaps. New Trustees are selected through an open recruitment process and appointed by existing trustees.

New Trustees are fully briefed on their obligations under charity and company law through induction training with the organisation. This includes briefing on the structure, finance, operational and strategic activities of the company. As of 31 March 2022, NIE had 6 trustees, 1 co-opted board member and 1 independent committee member with specific financial expertise.

We are undertaking a new recruitment process in Autumn 2022 to strengthen the board and continue to diversify.

Professional training

New International Encounter offers additional professional training opportunities for its Trustees. In the past, this has included fundraising training through Achates Philanthropy.

Staff professional development

Training needs are identified through NIE's annual appraisals and can include formal training courses, mentorship or attendance at festivals and conferences. In 2021-22 this included the Arts Marketing Association Breakthrough training and Carbon Literacy course.

Personnel

We have retained a staff team of 4.1 FTE to support artist, producing and financial delivery.

A creative team of freelancers are recruited for individual projects, with contracts based on the Independent Theatre Council's conditions of employment.

Norway Charity

New International Encounter co-operates with registered charity Stifelsten Theater (Brønnøysund Register Centre (BRC) in Norway no. 991979727). We share a website and meet regularly to discuss longer term planning on artistic shows. No funds are sent to the Norway Charity. All delivery of activities as detailed in the annual account is undertaken through New International Encounter.

New International Encounter
Statement of Trustees' Responsibilities
for the year ended 31 March 2022

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:

SE Garnham

Sara Garnham

Trustee

Date: 02 December 2022

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees	Sara Garnham Deborah Hayman-Nkhoma (Appointed 21 May 2021) Rowena Russell (Appointed 21 May 2021) Dr Victoria Young (Appointed 21 May 2021, resigned 18 July 2022) Helen Tovey Sarbjit Rana Wendy Irvin-Braben (resigned 21 May 2021) Babette Madelene Lind (resigned 1 November 2021) Jillian Grinda (appointed 21 May 2021, resigned 13 September 2021)
Company registered number	05088552
Charity registered number	1129199
Registered office	Cambridge Junction Clifton Way Cambridge Cambridgeshire CB1 7GX
Company secretary	Catherine Moore
Chief executive officer	Alex Byrne
Accountants	Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
Bankers	Barclays Bank 28 Chesterton Road Cambridge CB4 3AZ

**NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)**

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NEW INTERNATIONAL
ENCOUNTER ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2022.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, 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 Charity 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.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *Michael Hewett*

Dated: 02 December 2022

M Hewett

FCA DChA

PETERS ELWORTHY & MOORE
Chartered Accountants
Salisbury House
Station Road
Cambridge
CB1 2LA

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:					
Donations and legacies	2	56,694	218,654	275,348	411,534
Charitable activities	3	-	41,715	41,715	40,865
Investments	4	-	393	393	313
Other income	5	-	55,581	55,581	89,533
TOTAL INCOME		56,694	316,343	373,037	542,245
EXPENDITURE ON:					
Charitable activities	7	80,252	335,872	416,124	521,212
TOTAL EXPENDITURE		80,252	335,872	416,124	521,212
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		(23,558)	(19,529)	(43,087)	21,033
Transfers between funds	13	10,350	(10,350)	-	-
NET MOVEMENT IN FUNDS		(13,208)	(29,879)	(43,087)	21,033
RECONCILIATION OF FUNDS:					
Total funds brought forward		13,208	168,580	181,788	160,755
Net movement in funds		(13,208)	(29,879)	(43,087)	21,033
TOTAL FUNDS CARRIED FORWARD		-	138,701	138,701	181,788

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 39 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
FIXED ASSETS			
Tangible assets	9	8,122	9,059
		<u>8,122</u>	<u>9,059</u>
CURRENT ASSETS			
Debtors	10	59,867	62,158
Investments	11	26,523	1,144
Cash at bank and in hand		55,039	128,844
		<u>141,429</u>	<u>192,146</u>
Creditors: amounts falling due within one year	12	(10,850)	(19,417)
		<u>130,579</u>	<u>172,729</u>
NET CURRENT ASSETS		130,579	172,729
TOTAL NET ASSETS		138,701	181,788
CHARITY FUNDS			
Restricted funds	13	-	13,208
Unrestricted funds	13	138,701	168,580
		<u>138,701</u>	<u>181,788</u>
TOTAL FUNDS		138,701	181,788

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2022

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

SE Garnham

.....
Sara Garnham
Chair

Date: 02 December 2022

The notes on pages 21 to 39 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

There were no significant estimates or judgements made by management in preparing these financial statements.

1.2 GOING CONCERN

On the 4 November 2022 Arts Council England confirmed a further three years of investment at £156,144 per annum from April 2023 to March 2026. The Trustees have reviewed the financial position of the charity, including the ongoing impact of COVID-19 and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis.

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the trustees named on the reference and administrative details page of these financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (CONTINUED)

1.5 INCOME

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

The grant receivable from The Arts Council England is unrestricted and has been recognised in the accounts on an annual basis. Although a grant had been awarded for multiple periods, the full grant is not recognised in the accounts on commencement because it is implicit in the grant award agreement that time-related conditions apply and therefore the funding should be received and costs incurred on an annual basis.

Income received for charitable activities (performance fees, box office fees and workshop fees) is recognised in the period to which it relates. Income received in advance is carried forward as deferred income on the balance sheet. Any amounts owing to the charity for performances which have occurred during the accounting period are included as debtors.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.6 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES (CONTINUED)

1.6 EXPENDITURE (CONTINUED)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

1.7 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.8 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	- 3 to 5 years straight line
-----------------------	------------------------------

1.9 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 CURRENT ASSET INVESTMENTS

Current asset investments represent cash held on deposit with a maturity date of less than one year which is being held for investment purposes rather than to meet short term cash commitments as they fall due.

1.11 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES (CONTINUED)

1.12 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 PENSIONS

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	1,067	10,276	11,343	31,870
Grants	55,627	208,378	264,005	379,664
	<u>56,694</u>	<u>218,654</u>	<u>275,348</u>	<u>411,534</u>
TOTAL 2021	<u>145,407</u>	<u>266,127</u>	<u>411,534</u>	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

DONATIONS

Included within donations are in-kind donations relating to rehearsal space (£7,000) and office costs at Cambridge Junction (£1,625) and rehearsal space at Polka Theatre (£300).

Donations comprise the following:

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations over £5,000	-	-	-	15,000
In-kind donations	-	8,925	8,925	10,000
Friends Scheme	1,067	-	1,067	1,236
Board Bursary	-	-	-	1,200
Donations under £5,000 (including bucket collections)	-	551	551	-
Gift aid	-	800	800	4,434
	<u>1,067</u>	<u>10,276</u>	<u>11,343</u>	<u>31,870</u>
TOTAL 2021	<u><u>2,436</u></u>	<u><u>29,434</u></u>	<u><u>31,870</u></u>	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

GRANTS

Grants comprise the following:

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
IWBE (EU) Grant	-	-	-	129,657
Arts Council England - Revenue Grant	-	156,144	156,144	156,144
Department for Digital, Culture, Media and Sport (DCMS) - Culture Recovery Fund Round 2 and 3 (2021: Round 1)	-	52,234	52,234	52,468
Arts Council England - Emergency Response Fund	-	-	-	28,081
National Lottery Projects Grants - What Just Happened	50,000	-	50,000	-
National Heritage Lottery Fund - Data Curators	-	-	-	1,542
Cambridge City Council - Tales from the Edge of Town	4,000	-	4,000	1,000
Cambridgeshire County Council provision of HAF Funded Places Christmas 2021	1,127	-	1,127	-
National Lottery Community Fund - Awards for All - Tales from the Edge of Town	-	-	-	3,272
Marshall Community First Fund managed by the Cambridgeshire Community Foundation Storytelling project - Tales from the Edge of Town	-	-	-	3,000
Festival Bridge - Moving IT	500	-	500	4,500
	<u>55,627</u>	<u>208,378</u>	<u>264,005</u>	<u>379,664</u>
TOTAL 2021	<u><u>142,971</u></u>	<u><u>236,693</u></u>	<u><u>379,664</u></u>	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Performance fees	4,625	4,625	8,536
Workshop fees	90	90	736
Co-Production income	37,000	37,000	31,465
Box Office income	-	-	128
	<u>41,715</u>	<u>41,715</u>	<u>40,865</u>
TOTAL 2021	<u>40,865</u>	<u>40,865</u>	

In 2021 all income from charitable activities was unrestricted.

4. INVESTMENT INCOME

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest	15	15	38
Deposit account interest	378	378	275
	<u>393</u>	<u>393</u>	<u>313</u>
TOTAL 2021	<u>313</u>	<u>313</u>	

In 2021 all investment income was unrestricted.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

5. OTHER INCOME

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Coronavirus Job Retention Scheme	21,722	21,722	58,041
Cambridge City Council - Discretionary Business Grant	-	-	2,500
Theatre Tax Relief	33,859	33,859	28,992
	<u>55,581</u>	<u>55,581</u>	<u>89,533</u>
TOTAL 2021	<u>89,533</u>	<u>89,533</u>	

Income from the Coronavirus Job Retention Scheme was received for furloughed workers. This was spent on staff wages and salaries.

The grant received in 2021 of £2,500 from Cambridge City Council was a discretionary business grant. It was given without restrictions on use.

Theatre tax relief for 2022 represents an estimate of £30,000 for 2021/22 and additional receipts of £3,859 for 2020/21.

Theatre tax relief for 2021 represents an estimate of £10,000 for 2020/21 and £18,992 for 2019/20.

6. ANALYSIS OF GRANTS AWARDED

	Grants to Institutions 2022 £	Total funds 2022 £	Total funds 2021 £
Promotion of the arts	400	400	113,350
TOTAL 2021	<u>113,350</u>	<u>113,350</u>	

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

Grants were made to the following institution during the financial year.

	2022 £	2021 £
I Will Be Everything		
Teatr Figur Krakow Fundacja Działanrworczych	-	19,588
Odsherred Teater	-	28,552
Arrakala, Kooperativa Elkartea Txikia	-	28,516
Nordland Teater AS	-	25,062
Verein Theater Schule Theater Am Ortweinplatz	-	11,632
	-	113,350
The Snow Queen		
Filming	400	-
	400	-
	400	113,350

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Direct costs 2022 £	Grants awarded (note 6) 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Promotion of the arts	205,201	400	210,523	416,124	521,212
TOTAL 2021	202,900	113,350	204,962	521,212	

Of the above expenditure, £80,252 (2021: £150,969) was met directly from restricted funds with £335,872 (2021: £370,243) from unrestricted funds.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF DIRECT COSTS

	Promotion of the Arts 2022 £	Total funds 2022 £	Total funds 2021 £
Production costs	59,416	59,416	96,150
Artists fees	85,232	85,232	67,816
Marketing	4,706	4,706	11,341
Accommodation	28,980	28,980	10,480
Travel	10,787	10,787	10,511
Subsistence	10,612	10,612	4,585
Workshop costs	877	877	-
Transport and freight	2,322	2,322	393
Project costs	2,269	2,269	1,624
	<u>205,201</u>	<u>205,201</u>	<u>202,900</u>
TOTAL 2021	<u>202,900</u>	<u>202,900</u>	

Included in production costs is rental space of £7,300 (2021: £7,000) that was in-kind.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Promotion of the Arts 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	177,332	177,332	176,549
Depreciation	4,666	4,666	3,398
Office rent and storage	6,436	6,436	5,269
Travel and subsistence	811	811	297
Insurance	2,089	2,089	1,788
Legal, professional and consultant fees (governance)	4,274	4,274	2,057
Telephone and internet	803	803	1,029
Subscriptions and sundry expenses	3,289	3,289	1,774
Office costs	1,383	1,383	2,434
Training and advocacy	1,061	1,061	476
Accountancy fees (governance)	4,247	4,247	4,247
Pension admin charges	432	432	432
Independent Examiner's fees - examination (governance)	1,815	1,815	4,195
Board costs	310	310	195
Independent Examiner's fees - taxation (governance)	1,500	1,500	1,230
Foreign exchange	75	75	(408)
	<u>210,523</u>	<u>210,523</u>	<u>204,962</u>
TOTAL 2021	<u>204,962</u>	<u>204,962</u>	

Included in Office rent and storage is rent of £1,625 (2021: £3,000) that was in-kind.

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEES' EXPENSES

	2022 £	2021 £
Wages and salaries	161,341	160,806
Social security costs (net of employment allowance of £4,000)	11,338	11,094
Contribution to defined contribution pension schemes	4,653	4,649
	<u>177,332</u>	<u>176,549</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEES' EXPENSES (CONTINUED)

The average number of persons employed by the Charity during the year was as follows:

	2022	2021
	No.	No.
Charitable activities	6	6

The average headcount expressed as full-time equivalents was 4 (2021: 4).

No employee received remuneration amounting to more than £60,000 in either year.

The charity considers its key management personnel to be the Trustees, the Chief Executive, Mr A Byrne and the Executive Producer, Mrs C Moore.

During the year, the key management personnel recieved total remuneration including Employer's national insurance contribution and pension contributions of £97,614 (2021: £96,366)

The Trustees all give their time and expertise without any form of remuneration or other benefit in kind (2021: £NIL)

During the year, no Trustees received reimbursement of expenses (2021 - no Trustees) and there were no expenses paid directly on behalf of Trustees to a third party.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Total £
COST			
At 1 April 2021	22,297	-	22,297
Additions	876	2,853	3,729
At 31 March 2022	<u>23,173</u>	<u>2,853</u>	<u>26,026</u>
DEPRECIATION			
At 1 April 2021	13,238	-	13,238
Charge for the year	4,242	424	4,666
At 31 March 2022	<u>17,480</u>	<u>424</u>	<u>17,904</u>
NET BOOK VALUE			
At 31 March 2022	<u>5,693</u>	<u>2,429</u>	<u>8,122</u>
At 31 March 2021	<u>9,059</u>	<u>-</u>	<u>9,059</u>

10. DEBTORS

	2022 £	2021 £
DUE WITHIN ONE YEAR		
Trade debtors	9,363	6,684
Other debtors	1,998	4,964
Prepayments and accrued income	18,502	9,574
Tax recoverable	30,004	34,913
Grants receivable	-	6,023
	<u>59,867</u>	<u>62,158</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

11. CURRENT ASSET INVESTMENTS

	2022 £	2021 £
Deposit account	26,523	1,144

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	2,487	4,553
Other taxation and social security	3,713	6,924
Pension fund loan payable	1,310	2,094
Accruals and deferred income	3,340	5,846
	10,850	19,417

	2022 £	2021 £
DEFERRED INCOME:		
Deferred income at 1 April 2021	-	12,106
Resources deferred during the year	800	-
Amounts released from previous periods	-	(12,106)
DEFERRED INCOME AT 31 MARCH 2022	800	-

The deferred income of £800 related to a deferred grant from Cambridge City Council.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	30,000	-	-	-	30,000
Talent and development	10,000	-	-	(3,304)	6,696
Grand Soft Day	25,000	-	-	(2,000)	23,000
Education	30,000	-	-	(15,000)	15,000
	<u>95,000</u>	<u>-</u>	<u>-</u>	<u>(20,304)</u>	<u>74,696</u>
GENERAL FUNDS					
General Funds - all funds	73,580	316,343	(335,872)	9,954	64,005
TOTAL UNRESTRICTED FUNDS	<u>168,580</u>	<u>316,343</u>	<u>(335,872)</u>	<u>(10,350)</u>	<u>138,701</u>
RESTRICTED FUNDS					
Tales from the Edge of Town	7,508	5,067	(22,240)	9,665	-
Moving IT On	4,500	500	(5,000)	-	-
Board Bursary	1,200	-	(1,200)	-	-
National Lottery Project Grant - What Just Happened?	-	50,000	(50,685)	685	-
HAF Funded Places Christmas 2021	-	1,127	(1,127)	-	-
	<u>13,208</u>	<u>56,694</u>	<u>(80,252)</u>	<u>10,350</u>	<u>-</u>
TOTAL OF FUNDS	<u>181,788</u>	<u>373,037</u>	<u>(416,124)</u>	<u>-</u>	<u>138,701</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

13. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	-	-	-	30,000	30,000
Talent and development reserve	-	-	-	10,000	10,000
Education reserve	18,192	-	-	11,808	30,000
Production reserve	20,000	-	-	5,000	25,000
Research & Development reserve	5,000	-	-	(5,000)	-
	<u>43,192</u>	<u>-</u>	<u>-</u>	<u>51,808</u>	<u>95,000</u>
GENERAL FUNDS					
General Funds - all funds	<u>96,477</u>	<u>396,838</u>	<u>(370,243)</u>	<u>(49,492)</u>	<u>73,580</u>
TOTAL UNRESTRICTED FUNDS	<u>139,669</u>	<u>396,838</u>	<u>(370,243)</u>	<u>2,316</u>	<u>168,580</u>
RESTRICTED FUNDS					
EU Project Grant (IWBE)	21,086	129,657	(148,881)	(1,862)	-
Tales from the Edge of Town	-	8,508	(546)	(454)	7,508
Data Curators / Spynet	-	1,542	(1,542)	-	-
Moving IT On	-	4,500	-	-	4,500
Board Bursary	-	1,200	-	-	1,200
	<u>21,086</u>	<u>145,407</u>	<u>(150,969)</u>	<u>(2,316)</u>	<u>13,208</u>
TOTAL OF FUNDS	<u>160,755</u>	<u>542,245</u>	<u>(521,212)</u>	<u>-</u>	<u>181,788</u>

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

13. STATEMENT OF FUNDS (CONTINUED)

Designated Funds

Covid-19 Response for live work presented to an audience - This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic. Based on estimated costs for up to 2 weeks of cancelled shows.

Talent and development - To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education reserve - To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Grand Soft Day reserve - To support the delayed co-production due to Coronavirus of this early years project. This activity has now been compressed, with final delivery into 22-23.

Research & Development reserve - To enable un-budgeted research and development to take place when required at any time during the financial year. The Trustees have decided that there is no requirement for this fund currently and the balance has been transferred to other unrestricted funds.

Restricted Funds

EU Project Grant (IWBE EU) - 3 year project co-funded by the Creative Europe programme of the European Union work. The project works with 7 partners from across Europe supporting artist skills training, audience development and culminating in a touring performance and exhibition created through workshops with young people in the 7 countries. Activity (project meetings/training and co-creation workshops) took place across the year and included meetings in Krakow, Graz and Cambridge.

Arts Council Catalyst Grant - Organisational development grant from Arts Council England to support training and improve fundraising efforts across a period of 18 months.

Tales from the Edge of Town - Further grants from Cambridge City Council of £4,000 and Friends Scheme £1,067 in addition to unspent brought forward funds from Cambridge City Council, Friends Scheme, the National Lottery Community Fund - Awards for all and the Cambridge Community Foundation. The project was working with primary school age children for a storytelling project with children and young people in the local area culminating in a performance and was completed in the year.

Data Curators/Spynet - This project will produce a show made with young people from Alconbury, Sawtry and Ramsey to be performed in a non arts space.

Moving IT On - This is a project in partnership with two primary schools and will explore the particular benefits that digital/online practice (interactive) brings to a co-creation process.

Board bursary - This fund has been set up with a donation specifically to cover Board development costs in 2021/2022.

Transfers against unrestricted funds in 2021 and 2022 have been utilised to reflect the core costs associated with the time and expertise of NIE staff not directly attributed via expenditure. These transfers represent NIE's contribution towards these restricted projects.

NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	8,122	8,122
Current assets	141,429	141,429
Creditors due within one year	(10,850)	(10,850)
TOTAL	138,701	138,701

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	9,059	9,059
Current assets	13,208	178,938	192,146
Creditors due within one year	-	(19,417)	(19,417)
TOTAL	13,208	168,580	181,788

15. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents employer contributions payable by the charity to the fund and amounted to £4,653 (2021: £4,649). Total contributions totalling £1,310 (2021: £2,094) were payable to the fund at the balance sheet date and are included in creditors.

16. OPERATING LEASE COMMITMENTS

The Charity had no commitments under non-cancellable operating leases at 31 March 2022.

**NEW INTERNATIONAL ENCOUNTER
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

17. RELATED PARTY TRANSACTIONS

Unrestricted donations include £615 from two Trustees or their immediate family (2021: three Trustees or their immediate family £15,615). All donations were given free of any external conditions. There were no other related party transactions during the current or previous years.

Accounts

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

CONTENTS

Trustees' Report	Page 1 - 16
Reference and administrative details of the charity, its Trustees and advisers	17
Independent examiner's report	18 - 19
Statement of financial activities	20
Balance sheet	21 - 22
Statement of cash flows	23
Notes to the financial statements	24 - 43

New International Encounter Trustee's Report for the year ended 31 March 2021

The Trustees present their annual report together with the financial statements of the charity for the year 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (second edition of the Charities SORP October 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

Charitable Objective

The objects of the charity are to advance education for the public benefit by the promotion of the arts, in particular but not exclusively the art of drama.

Our Vision

Playful stories that connect us all.

Our aims

We achieve our charitable objectives and vision through:

- a) creating excellent new, devised performances and projects that speak directly and dynamically to a wide audience - especially to young people and their families.
- b) sharing our artistic skills and understanding with young people through creative learning, heritage and place-making projects.
- c) being a beacon for Young People's work, sharing our learning, achievements, and expertise across the creative industries.
- d) bringing together theatre artists from different backgrounds, countries and training who want to explore the possibilities and conflicts of working in a blend of languages, styles and cultural understanding.

New International Encounter (NIE) is one of the UK's leading theatre companies producing work for and with young people. We deliver high quality creative projects across the UK with an international outlook, working in a way that allows people of all abilities to access our work as audience, participants, collaborators, and creative artists.

NIE's programme of local, national, and international projects reflects, responds to and celebrates the diversity of contemporary England with a global backdrop.

In planning the activities for the year, the Trustees have given due consideration to guidance published by the Charity Commission relating to public benefit.

What we achieved and created

2020-21 has been a challenging year which included cancelling work, managing a stop-start programme and quickly learning new skills in a new reality. NIE's theatre making is necessary, powerful, and important to the lives of children and young people.

Amidst a global pandemic, in very difficult conditions we have remained focused on our charitable objectives and delivered high quality projects for children, young people and families in live and digital formats. We maintained similar engagement numbers to the prior year with our digital reach significantly increased. We have stayed in touch with and supported our key audience and participants locally, nationally and internationally.

We were also acutely aware of the precarious position of freelancers in the creative sector during the pandemic. We rely on the freelance infrastructure and during this year, concerted efforts were made to deliver projects serving our audiences and providing employment. We offered paid work to our vital freelance workforce, and new opportunities to develop their creative and leadership skills.

Thanks to the talent, commitment and flexibility from the staff, board team and freelance artists, we have survived and adapted by refocusing our work for online creation and hyper-local, streamlining everything we do to manage risk and securing additional funding.

In 2020-21 we:

Live - local

- developed local partnerships in Cambridgeshire delivering high quality creative work in places of need through creative care packages and *The Snow Queen* parcels.
- developed an online platform to support the activity packs for *Tales from the Edge of Town*.
- created a new shortened live version of *Hamlet* for a Primary Schools audience, including some digital capture.
- creatively engaged places of need in Cambridge through the sharing of *The Snow Queen* film and activity parcels with 298 young people and families via Local Food Hubs, Red Balloon, Romsey Mill, Centre 33.
- ran online workshops with Primary Schools working with 90 children [2019-20 comparison: 96].
- engaged with 5 local cultural partners including My Cambridge as well as, Cambridge City Council, Cambridgeshire County Council, and 11 Primary schools. [2019-20 comparison: 7].

Digital – national and international

- collaborated with existing partners to produce new work for a digital platform – creating a new 45-minute film of *The Snow Queen* as an online Christmas offer reaching a local and national audience.
- presented our co-created show *I Will Be Everything* and took part in panel discussions to an international audience through the online world congress [Assitej Tokyo](#).
- launched the online platform for our Creative Europe project *I Will Be Everything* sharing the stories from young people from our venue and festivals partners in Norway, Denmark, Germany, Poland, Spain and Austria.
- shared an archive show *Around the World in 80 Days*.
- developed with 8 artists, 4 new bitesize digital commissions for young audiences.
- worked with 35 freelance artists, creative teams and specialists [2019-20 comparison: 30].
- reached 9,660 digitally in viewing performances [2019-20 comparison: 156] and 70 in live performance [2019-20 comparison: 17,254]
- worked with 6 UK partners including national arts venues - Tobacco Factory Theatres (Bristol), Oxford House (London), Festival Bridge (East of England) and Higher Education Institutions (London and Cambridge) [2019-20 comparison: 18].

“Totally brilliant show! Very clever with fabulous humour - for all ages (Our family ranges from 7-47. A gloriously upbeat escapist adventure in these times of dark clouds.

Thank you“

Audience member on The Snow Queen

“Filmed as an online production, the audience, looking down a camera, are welcomed into the Cambridge Junction as if they’ve fallen down a rabbit hole.”

★★★★ – The Stage on The Snow Queen



Filming for *The Snow Queen* in Cambridgeshire

A 45-minute film version shared to family and school audiences in December 2020

Making a difference - Delivering Public Benefit

We plan our activities to ensure that we maximise the opportunities for the public to engage. In 2020-21 this included:

Encouraging access through education

- NIE worked closely with Local Educational Partnerships which aim to bring opportunities to experience and participate to young people. Locally this has resulted in work in deprived areas of Cambridge and Cambridgeshire. NIE is on the board of the My Cambridge cultural education partnership, which develops projects so more young people in schools participate in the arts, particularly targeting harder to reach areas of arts access in the City.
- We use Arts Award accreditations to enable young people to document their progression and to sign-post young people to careers in the profession. We supported 8 young people to achieve their Arts Awards through *SpyNet*.

Access to performances by pricing

- NIE aims to ensure that price is not a barrier to attendance. For 2020-21 our online digital show *The Snow Queen* was offered on a pay-what-you can basis alongside free tickets being offered to targeted local groups. Other digital creative content was shared free of charge. The digital ticket enabled a whole family or group to enjoy the show. Average ticket price was £11.83 though a wide variance across prices paid.

Access to performances regardless of disability

- NIE developed, captioned and British sign language interpreted versions of our digital show *The Snow Queen*. This is an example of NIE's commitment to reducing the barriers to arts and cultural activity, whilst at the same time ensuring the widest engagement across communities.

Access to performances and projects for those who may be disadvantaged by geography or socio-economic circumstance

- *Tales from The Edge of Town* operated in deprived wards of the city with communities who may have socio-economic barriers to quality artistic activity. This work responds to need and in 2020 needed to be delivered digitally due to Covid-19.
- As part of NIE's local audience development, we offered free ticket links to *The Snow Queen* and activity parcels to local schools, community groups and food hubs in conjunction with Cambridge Junction.



Shakespeare in a Suitcase: Hamlet

Accessible bitesize Shakespeare for Primary Schools – live show and digital resources

Review against our key performance indicators

To support our strategy, and as detailed in our business plan, NIE worked towards the following key objectives for delivery in 2020-21 using the same objectives as year prior, but within the context of working conditions during the Covid-19 pandemic.

Objective	Achieved?	Result
Produce high quality work and strive at all times for excellence and innovation	Yes	Positive feedback from audiences, industry funders and media. Innovation in developing high quality digital content.
Extend Artist networks to address race, class/socio economic and gender	Pending**	Project grant application planned for 2021-22 for widening network
Two Projects with international partners touring to four countries	Pending**	Working with partners in Ireland and Norway, now planned for 2021-22 <i>Grand Soft Day</i> – with Branar Theatre and The Ark, Dublin <i>What the F**k is Going On?</i> – with Braga Teater and NIE Norway
Increase the reach of the organisation (2% compared to baseline) <u>pre pandemic objective</u>	No Yes No	Live -99% decrease in live audience 70* [17,000* in 2019-20] <i>due to pandemic</i> Online 5 % increase (Twitter/ Facebook)/ 42% increase Instagram [5% in 2019-20] Participants - 6% decrease in participants: 90 young people involved in creative learning projects online [96 live in 2019-20]
Create additional online content	Yes	Digital creative content: 4 new digital commissions 1 new family show – <i>The Snow Queen</i> 3 x digital storytelling platforms for <i>I Will Be Everything/ Hamlet</i> and <i>Tales from the Edge of Town</i> Trailers/ Vox pop, regular programme of 'Tell Us More Tuesday' You Tube videos sharing project insights
Create three new productions with young people (co-created) and one family show	Pending* Yes	<i>Tales from the Edge of Town</i> * had workshops developing the stories but the live performance has had to be postponed due to Coronavirus. <i>The Snow Queen</i>
Support at least 15 Arts Awards, and at least one school with Arts Mark	Partial Yes	8 Arts Awards through <i>Data Curators</i> Worked with Cherry Hinton Primary School, Cambridge.
Work in two areas of low arts engagement on projects with young people	Yes	In Cambridge wards on the edge of town (Trumpington and Cherry Hinton) & Cambridgeshire (Ramsey/ March).
Work with two Local Cultural Education Partnerships in an ongoing sustained relationship	Yes	Working with My Cambridge and Alconbury
Achieve 55% of turnover from Non-Arts Council funding across the period	Yes	34% Arts Council England (including core grant and emergency response fund)/ 66% Non-Arts Council England funding.

*Numbers rounded up. **Delayed due to Covid-19. Remainder activity carried forward into 2021-22

Key achievements against New International Encounter's aims

- a) **Creating excellent new, devised performances and projects that speak directly and dynamically to a wide audience - especially to young people and their families.**

Snow Queen - online

We co-produced with Cambridge Junction and Tobacco Factory Theatres to ensure that the annual Christmas show provided a seasonal cultural experience for Cambridge and Cambridgeshire audiences, even if in a different format. We explored digital monetisation with a pay-what-you can offer for audiences.

We wanted to maintain some of the 'liveness' from a theatre-going experience. Alongside the show, we created sensory activity packs which were sent to schools and family audiences. The packs included a map and items from the show (such as a shard from the ogre's mirror/ smells from the sauna/ feathers from the pillow fight), song lyrics to sing along with the action and creative activity sheets. The activity box could be used to interact with the show as the film was watched and played with afterwards.

Alongside the packs sent out, we also developed online [You Tube tutorial videos](#) for making some items seen in the show such as reindeer horns and a compass. The activity pack was also available as a free downloadable pdf.

We filmed on location in beautiful ancient woodland with a cast of 9, plus a production team of 5. The songs were then enhanced through recording sessions and became multi-layered tracks to make the most of an audio online experience.

- Online film available from Dec 2020 - February 2021 playing to a total audience of 5,000 (mixed family groups at home, schools, and youth groups).
- Presented in 13 schools and local youth centres/ community networks including Red Balloon and Centre 33.
- BSL Sign interpreted recording and captioned film.
- Packages sent to audiences to enjoy a sensory/interactive experience.
- Free downloadable activity pack and online videos for craft activities.

“As Christmas plans are scuppered by a real Snow Queen with protein spikes, this warm-hearted production is just the online ticket to warm up the frostiest of hearts.”

The Cambridge Critique

“My 3-year old loved it, following along with the map and the other bits in the activity box. We'll definitely be watching it again & again over Christmas! “ - Audience member



I Will Be Everything - online

The successful performance and exhibition tour was shortened due to Coronavirus in March. NIE responded swiftly in reimagining digital activity for the project and in Spring 2020, the stories from the show were re-created and presented on a bespoke [storytelling website](#) for the project. This provides another legacy for the work, and a chance for young people to see their ideas presented.

"Promoting children's natural play and narrative forms in the way NIE does...is a recognition of children's ways of relating to and reflecting on the world." - Periskop (Norwegian press)

b) Sharing our artistic skills and understanding with young people through creative learning, heritage and place-making projects

Tales from the Edge of Town - hybrid

NIE continues to work with young people who have a higher-than-average level of deprivation and historically limited opportunities for arts engagement. We develop this work providing cultural opportunity to parts of Cambridgeshire that do not have access for geographic or socio-economic reasons.

Due to the Coronavirus pandemic in March 2020, this project was not fully realised as schools closed. The work was carried forward into 2020-21, adapting to extend reach via online platforms and through creative activity packs that include those without online access. Due to subsequent lockdowns in autumn 2020 and Jan - March 2021, the project culminated in July 2021.

This local project is delivered in partnership with schools in Cherry Hinton and Abbey wards in Cambridge. *Tales from the Edge of Town* is funded through a Cambridge City Council Community grant, Awards for All, and the Marshall Community First Fund, managed by the Cambridgeshire Community Foundation.

Shakespeare in a Suitcase: Hamlet - hybrid

We finished developing this flexible show that supports literacy in schools during this year. It is suitable for touring to schools, libraries and for rural touring. To go alongside the live show, we also created a digital companion piece which can be used by teachers as a resource for their classroom.

"Hamlet provided a wonderful opportunity for our students to be immersed in live theatre at school. The production was incredible. Our Year 6 children were transfixed throughout the performance, enjoying the acting, live music and singing."

Ella Jones – Deputy Headteacher, Gayhurst Primary school.

Data Curators - live

The Heritage Lottery funded project *Data Curators*, working with Ramsey Million and the Norris Museum, culminated in an audio and live performance tour across libraries in 2019-20. The final element of the project with arts award accreditation was completed in 2020-21.

c) Being a beacon for Young People's work, sharing our learning, achievements, and expertise across the creative industries

Digital commissions

Artists developed digital skills and created new digital content during the year through 4 commissions. They responded to our vision 'playful stories that connect us all' with short pieces aimed for ages 6-11. The commissions are available on NIE's website and are promoted through digital channels. We will continue to find new platforms to share this work.



Training and talent development

We made plans during the year for how we could support leadership and training in the sector. These have developed into actions in 2021-22 through a board bursary, Assistant creative roles, and an expanded live training offer.

The board bursary is a paid year opportunity to support an ethnically diverse artist or producer to take on a leadership role and be co-opted onto the board. This has the added benefit of a creative voice is on the board.

We shared ideas and insights from within the creative process with our online audience through social media including pictures and updates, short audio and video interviews. A new development was in creative activity content for young people to make at home, to complement *The Snow Queen* film. This is via [NIE's You Tube channel](#) and through the website nie-theatre.com. This has increased the reach and the impact of our work.

d) Bringing together theatre artists from different backgrounds, countries and training who want to explore the possibilities and conflicts of working in a blend of languages, styles and cultural understanding

All our work represents this aim to bring together and celebrate difference in our projects locally, nationally and internationally.

Anti-Racism

NIE is committed to anti-racism and to reflecting the diversity of our audience in the stories and artists that we put on stage. We have a board sub-group who are leading on the creative case for diversity. This includes a commitment to anti-racism through a pledge and associated actions. We will continue supporting the work and development of artists from ethnic and culturally diverse backgrounds by:

- Launching a talent development training programme working with Higher Education Institute's focusing on emerging young artists from diverse backgrounds.

- Extending our freelance base/ have broader casting opportunities to employ from a wider pool.
- Continuing to diversify our board and staff team.

Equity, Diversity, Inclusion and Belonging

NIE co-creates projects with hundreds of young people, many from excluded / protected category groups. We centre and value their voices and ideas, building confidence and a sense of identity. Our funding enables us to work in areas with less cultural engagement.

We create with children and families who have barriers to accessing arts and culture activity in Cambridge - the UK's most unequal city.

Key protected characteristics that we work with are:

- **Socio economic**
We will target young people who are socially and economically disadvantaged (primarily identified by free school meals).
- **Race**
All our shows and projects consider the balance of representing the diversity of audience in our casting choices.

Financial Review

2020-21 would have been the final year of a 4-year funding agreement with Arts Council England and the progression of our artistic plans expanding our international and local offers.

The coronavirus pandemic created a significant impact on our programme. In particular, the planned Spring 2020 USA tour was a significant investment for the company, which could not be delivered. We ensured all possible costs were recouped, and a decision was made that freelance contracts for artists were honoured.

As well as losses due to cancelled and postponed work, the short term costs of making and sharing work in a Covid-safe way and re-purposing for digital distribution were much higher. This included costs for testing, bubble working, increased costs of travel and accommodation.

NIE continues to have strong and financially supportive relationship with 3 key partners - Arts Council England, Cambridge Junction and Tobacco Factory Theatres, Bristol who have been instrumental in their ongoing support to develop work during this difficult operating period.

Arts Council England's ongoing relationship with NIE provides a level of stability for the company. They have assisted with additional funding initiatives in response to the pandemic, including the Emergency Response Fund (August 2020) and in administering the Department for Culture, Media and Sports' (DCMS) Culture Recovery Funding (October 2020). The regular contact time with the Arts Council England team offers support and aids company development.

NIE enjoys the support and expertise of Cambridge Junction's team and benefits from a subsidised office rent, and rehearsal space. The office rent was mainly waived during this financial year to help support the company. The venue was also key to the development of *The Snow Queen* with financial and enormous practical support and expertise throughout the development, rehearsal, and delivery process.

Tobacco Factory Theatres is a key partner in the creation and sharing of new work. We have benefitted from the exposure to audiences and artists in Bristol and the South-West of England. The Associate Director was part of the creative team in the making of *The Snow Queen* and the completed film was also distributed across the South-West area.

Principal Funding

NIE receives regular funding from Arts Council England at £156,144 per year (29% of total income). Due to the Coronavirus pandemic, there will now be an additional rollover year of funding until March 2023.

We were successful in Arts Council England's strategic Emergency Response Fund (£28,081).

Other income

We have made use of the Government's Coronavirus Job retention scheme with a total claim of £58,041. Furlough for staff has been balanced against time needed to develop and deliver activity.

We were also able to make a successful claim to Cambridge City Council for a £2,500 Discretionary Business Grant.

NIE has successfully claimed Theatre Tax relief on projects. An estimated £10,000 of Theatre Tax relief will be claimed for 2020-21 on our projects.

Fundraising

NIE continues to work hard in diversifying its income and consolidating its programme to achieve greater resilience. This was especially true in this year. Alongside, Arts Council England's emergency response fund, we were also successful in our application to DCMS' Culture Recovery Funding programme. (£52,468).

The Friends Scheme received support totalling £1,236 [69% increase on 2019-20].

We are also grateful to receive some generous individual donations totaling £16,200 across the year. We claimed gift aid of £4,434 from our donations and Friends Scheme.

Earned income

Performance fee income was through honorarium support for the cancelled *Snow Queen* USA touring. Co-commissioning support was as expected, significantly reduced at £31,465 compared to previous years (£103,500: 2019-20 comparison). The co-commission support was for the making of *The Snow Queen*.

Investment Policy

From April 2015 a proportion of the unrestricted reserves has been invested in a fixed rate bond on a 95-day notice period. The bond has an improved return on investment and provides additional security for longer term funds. During this financial year with so much uncertainty, most of the bond funds remained in an instant access account. At 0.10% interest, there is a total investment of £1,144.19 in the bond on 31 March 2021. The cash flow is reviewed quarterly to ensure all operational costs are met and we expect to return more investment into the bond at the start of 2021-22.

Direct charitable expenditure

Project expenditure included the making of digital film *The Snow Queen*, *I Will Be Everything*, *Tales from the Edge of Town*, *SpyNet*, *Shakespeare in a Suitcase* and digital commissions.

Year end

We finished the year with total funds to carry forward of £181,788. This includes restricted funds of £13,208 and leaves a total of £168,580 in unrestricted funds. These are to be used to support future projects and NIE activities, vital at a time of uncertainty.

The Trustees have reviewed the financial position of the Trust, including the potential impact of Covid-19, and have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the future. Accordingly, the financial statements continue to be prepared on the going concern basis. More information is included in note 1.2 to the financial statements.

Principal risks and uncertainties

The company is dependent on project funding to support its activities but has active controls in place to manage the risks associated with a shortfall in funding, and closely monitors development. Financial systems are reviewed annually, and the board is kept informed of the financial position of the company through quarterly management reports and actively managed through the Finance and Risk Sub Committee (FRSC). Principally at the start of 2020-21, we had monthly board meetings to respond to the changing circumstances.

Managing risk

NIE has a live risk management document and matrix which is reviewed at every board meeting. The FRSC was created in December 2019 and provides a further level of scrutiny and review for the organisation.

The coronavirus pandemic was a key risk in 2020-21, both with future programming and project uncertainty, and the stability of the wider theatre ecology. NIE responded by controlling costs and adapting budgets, working on scenario planning, making the most of funding and grant opportunities where possible and seeking to find other ways to share and create work with our audiences.

We have made full use of the Government's Job Retention scheme to support the core staff costs, without detriment to the management of the organisation.

Reserves Policy

The Trustees review the company's reserves policy in detail on an annual basis. In doing so, they seek to make a realistic assessment of the company's requirements in the light of planned future activities and expenditures, likely income levels and the major operational risks outlined in the risk register. They then balance this against the need to take into account the importance of ensuring the delivery of the maximum value from an organisation in receipt of public funding.

We expect future production costs to be higher as we adapt to new ways of working. Our current reserves policy is:

Unrestricted reserves

Currently the total unrestricted reserves held are £168,580.

£95,000 been designated for particular purposes as detailed below.

£9,059 are tangible fixed assets (per the Balance Sheet)

The board have approved unrestricted reserves equivalent to **three** months of operating costs at £62,205.

Designated Reserves

The board takes the decision to designate these funds for the specific purpose of supporting the future development of the organisation in line with the current strategy. The Trustees consider it prudent to maintain reserves under 4 headings.

Covid-19 Response for live work presented to an audience - reserve up to £30,000

This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic. *Based on estimated costs for up to 3 weeks of cancelled shows*

Talent and development - reserve up to £10,000

To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education – reserve up to £30,000

To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Production – reserve up to £25,000

To underwrite new production where future exploitation is unknown, and for increased costs in delivering (ie technical needs/ additional support).

Further designated funds will be created, as appropriate.

Future Developments

Arts Council England has postponed their next National Portfolio investment process. This means as part of the current National Portfolio, our funding will rollover for a further year, to 31 March 2023. This offers some welcome certainty in core funding for longer-term planning across this difficult period.

We have successfully navigated a range of challenges during 2020-21, however many of these will remain in 2021-22, largely around the pandemic, but also the full emerging impact of leaving the European Union. These factors have had a significant impact upon venues and return of audiences. In turn, this has affected our ability to plan. We are committed to putting ourselves in the best possible position to make the most of financial and programme opportunities that will come up as the sector begins to recover. We will also endeavour to create as many employment and development opportunities for artists to support this vital workforce.

To remain resilient, we will use the skills of the core staff and board team to identify new opportunities and ensure that we deliver our core programme with maximum impact for the sector and our audiences.

Our focus will be largely local and national. Our core plan for the year is to:

- rehearse and develop versatile shows that are tour ready and available for different spaces (*new Shakespeare in Suitcase/ Grand Soft Day*).
- have a hybrid model of shows available for live and online versions (*Hamlet/ The Snow Queen*).
- develop resources online in conjunction with schools (*Moving IT on*).
- co-create with young people in Cambridge (*Tales from the Edge of Town*).
- build on the digital commission success with a new round of opportunities for artists.
- extend our talent development programme offering new leadership opportunities and targeted training for under-represented communities (*What just happened?*).

Plans as they currently stand for 2021-22 (and subject to change) are:

Local

Live - Tales from the Edge of Town

Delivering our co-creation project in local primary schools. This project picks up some of the outstanding activity from our previous year's work and will help young people respond to the experience of lock down. We are aware children and families will have been affected by the pandemic in different ways and inequalities may have been increased. The project will focus on creative responses and aim for small live outdoor gatherings to take place in July 2021.

Live - Shakespeare in a Suitcase: Hamlet

We will deliver a live 45-minute version of *Hamlet* to provide exciting content for Primary schools, taking advantage of the space created by the cancellation of SATS exams in July 2021 with further touring as part of Black History Month in October 2021.

The show has also been selected as part of 'The Library Presents' autumn programme and will be presented in local Cambridgeshire libraries also in October 2021.

Digital - My Cambridge

NIE is on the steering group for this partnership and are developing new projects with My Cambridge, targeting the harder to reach areas of the City. This includes leading on a social mobility event with young people in October 2021.

Digital - Moving IT on

A project led by Festival Bridge working digitally and connected to local Cambridge schools. We aim to build on our successful 'Advising Henry VIII' project which trialled an innovative use of Google Stories.

National

Live - The Snow Queen

We will resume work on larger scale live family projects for Christmas / year-round programming across national and eventually, international touring. *The Snow Queen* will be a co-production with Cambridge Junction and Tobacco Factory Theatres. The show will premiere in Cambridge in December 2021- January 2022 with a performance run in Bristol planned for 2022-23.

Talent Development

We will continue our talent development work with a focus on the Creative Case for Diversity through:

Digital – commissions

A new commission focused on talent development and entry points to the creative industries.

Live – board bursary/ Assistant Director and Assistant Producer

Developing leadership skills in the sector through 3 opportunities

What Just Happened?

Targeted training for under-represented communities in a 2 week paid training course in Cambridge working with 26 artists, in partnership with Anglia Ruskin University and local primary schools.

International

We are investing in future touring work as the sector recovers and preparing for our next artistic steps with research and development with partners in Ireland and Norway. Both shows will have UK touring in 2023-24:

Live - Grand Soft Day

Our early years co-production with Irish-based theatre company Branar is a show with 2 actors and 2 musicians about the weather. Suitable for ages 3 -6, we will have 2 weeks of R&D in Autumn 2021. The show will open at The Ark as part of the Dublin Theatre Festival in Oct 2022

The project has levered additional substantial funding support from Arts Council of Ireland and is commissioned by The Ark in Dublin, Ireland's leading venue for making and sharing work for young audiences.

Live - *What the Fk is going on?***

A new show about young people and the internet, exploring the world of teenagers and the impact of social media. A co-production with Braga Theater and NIE Norway. The show will premiere in Norway in 2022-23.

Structure, Governance and Management

New International Encounter (NIE) is a Company limited by guarantee and incorporated on the 30th March 2004. It is governed by its Memorandum and Articles of Association, amended by a special resolution on the 30th January 2009.

NIE is a charity registered with the Charity Commission since 17 April 2009.

Decision making

The board of Trustees, which currently has 6 members, administers the Charity. The Chief Executive/ Artistic Director and Executive Producer have delegated authority for operational matters including finance, employment and general management. The Chief Executive/ Artistic Director proposes the company's creative direction which is reflected in the overall strategy for the organisation.

Alongside the board meetings, our sub-committees are:

- Finance and Risk
- Personnel
- Diversity and Inclusion

Tasks groups are created as needed and include:

- Strategy
- Fundraising
- Nominations for board recruitment

Delivery and operational decisions for individual projects are managed by the staff team, whilst strategic decisions on annual and longer-term planning, capital and fundraising strategy are decided at board level.

Pay and remuneration

There is a personnel sub-committee where pay levels are reviewed alongside benefits packages. NIE is keen to recruit, develop and retain a skilled staff team, making new posts as accessible as possible. NIE offers an attractive work package which includes pension, flexible working and sabbatical time. Salary bands are benchmarked against industry levels. (note 8). Appraisals to review performance take place once a year.

Selection and appointment of Trustees

NIE regularly undertake a skills audit with the board, identifying any skills gaps. New Trustees are selected through an open recruitment process and appointed by existing trustees.

New Trustees are fully briefed on their obligations under charity and company law through induction training with the organisation. This includes briefing on the structure, finance, operational and strategic activities of the company.

We successfully recruited 4 new board members during winter 2020 who officially joined the board in May 2021. As of 31 March 2021, NIE had 6 trustees and 1 independent committee member with specific financial expertise. The board has retained the input of a board member who has taken a sabbatical from the board during this period.

Professional training

New International Encounter offers additional professional training opportunities for its Trustees. In the past, this has included fundraising training through Achates Philanthropy.

Staff professional development

Training needs are identified through NIE's annual appraisals and can include formal training courses, mentorship or attendance at festivals and conferences. In 2020-21 this included staff attending online training with a producing course delivered by Wise Children, and the Arts Marketing Association Small Scale Development programme.

Personnel

During this challenging period, the staff and their wellbeing needed further support as we pivoted to working flexibility, with some uncertainty on what level of programme was possible and how to address the needs of our audiences and wider freelance sector.

A creative team of freelancers are recruited for individual projects, with contracts based on the Independent Theatre Council's conditions of employment.

Norway Charity

New International Encounter co-operates with registered charity Stifelsten Theater (Brønnøysund Register Centre (BRC) in Norway no. 991979727). We share a website and meet regularly to discuss longer term planning on artistic shows. No funds are sent to the Norway Charity. All delivery of activities as detailed in the annual account is undertaken through New International Encounter.

Statement of Trustees' Responsibilities **For the year ended 31 March 2021**

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Sara Garnham

Chair

Date: 1 November 2021

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees	Sara Garnham Wendy Irvin-Braben (resigned 21 May 2021) Babette Madelene Lind Helen Tovey Hannah Jayne Green (resigned 31 March 2021) Sarbjit Rana Dr Victoria Young (appointed 21 May 2021) Rowena Russell (appointed 21 May 2021) Jillian Grinda (appointed 21 May 2021) Deborah Hayman-Nkhoma (appointed 21 May 2021)
Company registered number	05088552
Charity registered number	1129199
Registered office	The Junction Clifton Way Cambridge Cambridgeshire CB1 7GX
Company secretary	Catherine Moore
Chief executive officer	Alex Byrne
Independent Examiner	M Hewett ACA DChA Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
Bankers	Barclays Bank 28 Chesterton Road Cambridge CB4 3AZ

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NEW INTERNATIONAL ENCOUNTER ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2021.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the charity (and 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 charity 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 the charity's accounts 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 the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, 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 charity 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.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Signed:

Dated: 16 November 2021

M Hewett

M HEWETT ACA DChA
PETERS ELWORTHY & MOORE
Chartered Accountants
Salisbury House
Station Road
Cambridge
CB1 2LA

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:					
Donations and grants	2	266,127	145,407	411,534	519,749
Charitable activities	3	40,865	-	40,865	116,412
Investments	4	313	-	313	1,385
Other income	5	89,533	-	89,533	23,455
TOTAL INCOME		396,838	145,407	542,245	661,001
EXPENDITURE ON:					
Charitable activities	6	370,243	150,969	521,212	674,265
TOTAL EXPENDITURE		370,243	150,969	521,212	674,265
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS					
		26,595	(5,562)	21,033	(13,264)
Transfers between funds	13	2,316	(2,316)	-	-
NET MOVEMENT IN FUNDS		28,911	(7,878)	21,033	(13,264)
RECONCILIATION OF FUNDS					
Total funds brought forward		139,669	21,086	160,755	174,019
Net movement in funds		28,911	(7,878)	21,033	(13,264)
TOTAL FUNDS CARRIED FORWARD		168,580	13,208	181,788	160,755

The notes on pages 24 to 43 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	9,059	8,309
		<u>9,059</u>	<u>8,309</u>
CURRENT ASSETS			
Debtors	10	62,158	85,137
Investments	11	1,144	77,869
Cash at bank and in hand		128,844	42,413
		<u>192,146</u>	<u>205,419</u>
Creditors: amounts falling due within one year	12	(19,417)	(52,973)
NET CURRENT ASSETS		172,729	152,446
NET ASSETS		181,788	160,755
CHARITY FUNDS			
Restricted funds	13	13,208	21,086
Unrestricted funds	13	168,580	139,669
TOTAL FUNDS		181,788	160,755

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)
REGISTERED NUMBER: 05088552

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2021

The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

.....
Sara Garnham
Chair

Date: 1 November 2021

The notes on pages 24 to 43 form part of these financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash used in operating activities	15	90,267	(12,881)
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interests and rents from investments		313	1,385
Purchase of tangible fixed assets		(4,149)	(2,766)
NET CASH USED IN INVESTING ACTIVITIES		(3,836)	(1,381)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		86,431	(14,262)
Cash and cash equivalents at the beginning of the year		42,413	56,675
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	16	128,844	42,413

The notes on pages 24 to 43 form part of these financial statements

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements 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) (second edition of the Charities SORP October 2019 effective 1 January 2019).

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

There were no significant estimates or judgements made by management in preparing these financial statements.

1.2 GOING CONCERN

The Trustees have reviewed the financial position of the charity, including the impact of COVID-19 and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the trustees named on the reference and administrative details page of these financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES (CONTINUED)

1.5 INCOME

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

The grant receivable from The Arts Council England is unrestricted and has been recognised in the accounts on an annual basis. Although a grant had been awarded for multiple periods, the full grant is not recognised in the accounts on commencement because it is implicit in the grant award agreement that time-related conditions apply and therefore the funding should be received and costs incurred on an annual basis.

Income received for charitable activities (performance fees, box office fees and workshop fees) is recognised in the period to which it relates. Income received in advance is carried forward as deferred income on the balance sheet. Any amounts owing to the charity for performances which have occurred during the accounting period are included as debtors.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.6 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES (CONTINUED)

1.6 EXPENDITURE (CONTINUED)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

1.7 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.8 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	- 3 to 5 years straight line
-----------------------	------------------------------

1.9 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 CURRENT ASSET INVESTMENTS

Current asset investments represent cash held on deposit with a maturity date of less than one year which is being held for investment purposes rather than to meet short term cash commitments as they fall due.

1.11 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES (CONTINUED)

1.12 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 PENSIONS

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2. INCOME FROM DONATIONS AND GRANTS

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	29,434	2,436	31,870	33,615
Grants	236,693	142,971	379,664	486,134
	<u>266,127</u>	<u>145,407</u>	<u>411,534</u>	<u>519,749</u>
TOTAL 2020	<u>186,209</u>	<u>333,540</u>	<u>519,749</u>	

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

DONATIONS

Donations comprise the following:

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations over £5,000	15,000	-	15,000	22,000
In-kind donations (see below)	10,000	-	10,000	2,862
Friends Scheme	-	1,236	1,236	729
Board Bursary	-	1,200	1,200	-
Donations under £5,000 (including bucket collections)	-	-	-	2,317
Gift aid	4,434	-	4,434	5,707
	<u>29,434</u>	<u>2,436</u>	<u>31,870</u>	<u>33,615</u>
TOTAL 2020	<u>32,886</u>	<u>729</u>	<u>33,615</u>	

The 2021 donation shown above includes rental discount, and other free of charge rehearsal and meeting room space provided by Cambridge Junction £10,000.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

GRANTS

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
IWBE (EU) Grant	-	129,657	129,657	294,641
Arts Council England - Revenue Grant	156,144	-	156,144	153,323
Department for Digital, Culture, Media and Sport (DCMS) - Culture Recovery Fund 1	52,468	-	52,468	-
Arts Council England - Emergency Response Fund	28,081	-	28,081	-
Arts Council England - Catalyst Grant	-	-	-	2,317
National Heritage Lottery Fund - Data Curators	-	1,542	1,542	24,570
Cambridge City Council (c/f from 2019/20 funding) - Tales from the Edge of Town	-	1,000	1,000	1,000
National Lottery Community Fund - Awards for All - Tales from the Edge of Town	-	3,272	3,272	6,283
Marshall Community First Fund managed by the Cambridgeshire Community Foundation Storytelling project - Tales from the Edge of Town	-	3,000	3,000	-
Norfolk and Norwich Festival Trust - Moving IT On	-	4,500	4,500	-
Ramsey Million Partnership	-	-	-	4,000
	<u>236,693</u>	<u>142,971</u>	<u>379,664</u>	<u>486,134</u>
TOTAL 2020	<u>153,323</u>	<u>332,811</u>	<u>486,134</u>	

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Performance fees	8,536	8,536	8,695
Workshop fees	736	736	4,217
Co-Production income	31,465	31,465	103,500
Box Office income	128	128	-
TOTAL 2021	<u>40,865</u>	<u>40,865</u>	<u>116,412</u>
TOTAL 2020	<u>116,412</u>	<u>116,412</u>	

In 2020 all income from charitable activities was unrestricted.

4. INVESTMENT INCOME

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	38	38	142
Deposit account interest	275	275	1,243
	<u>313</u>	<u>313</u>	<u>1,385</u>
TOTAL 2020	<u>1,385</u>	<u>1,385</u>	

In 2020 all investment income was unrestricted.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

5. OTHER INCOME

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Coronavirus Job Retention Scheme	58,041	58,041	-
Cambridge City Council - Discretionary Business Grant	2,500	2,500	-
Theatre Tax Relief	28,992	28,992	23,455
	<u>89,533</u>	<u>89,533</u>	<u>23,455</u>
TOTAL 2020	<u>23,455</u>	<u>23,455</u>	

Income from the Coronavirus Job Retention Scheme was received for furloughed workers. This was spent on staff wages and salaries.

The grant of £2,500 from Cambridge City Council was a discretionary business grant. It was given without restrictions on use.

Theatre tax relief for 2021 represents an estimate of £10,000 for 2020/21 and £18,992 for 2019/20. Theatre tax relief for 2020 represents £5,921 for 2018/19 and £17,534 for 2019/19.

6. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Direct costs 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Promotion of the arts	202,900	113,350	204,962	521,212	674,265
TOTAL 2020	<u>206,483</u>	<u>247,563</u>	<u>220,219</u>	<u>674,265</u>	

Of the above expenditure, £150,969 (2020: £349,363) was met directly from restricted funds, with £2,316 (2020: £nil) met via a transfer. The remaining balance of £370,243 (2020: £324,902) was met directly from unrestricted funds.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF DIRECT COSTS

	Promotion of the Arts 2021 £	Total funds 2021 £	Total funds 2020 £
Production costs	96,150	96,150	86,508
Artists fees	67,816	67,816	58,997
Marketing	11,341	11,341	11,320
Accommodation	10,480	10,480	11,948
Travel	10,511	10,511	10,361
Subsistence	4,585	4,585	8,691
Transport and freight	393	393	2,559
Project costs	1,624	1,624	16,099
	<u>202,900</u>	<u>202,900</u>	<u>206,483</u>
	<u>202,900</u>	<u>202,900</u>	<u>206,483</u>
TOTAL 2020	<u>206,483</u>	<u>206,483</u>	

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Promotion of the Arts 2021 £	Total funds 2021 £	Total funds 2020 £
Staff costs	176,549	176,549	178,082
Depreciation	3,398	3,398	4,037
Office rent and storage	5,269	5,269	6,649
Travel and subsistence	297	297	651
Insurance	1,788	1,788	1,719
Legal and professional fees (governance)	2,057	2,057	719
Telephone and internet	1,029	1,029	46
Subscriptions and sundry expenses	1,774	1,774	2,102
Office costs	2,434	2,434	1,528
Training and advocacy	476	476	6,800
Accountancy fees (governance)	4,247	4,247	4,232
Pension admin charges	432	432	432
Independent Examiner's fees - examination (governance)	4,195	4,195	2,730
Board costs	195	195	89
Independent Examiner's fees - taxation (governance)	1,230	1,230	1,770
Foreign exchange	(408)	(408)	8,633
	<u>204,962</u>	<u>204,962</u>	<u>220,219</u>
TOTAL 2020	<u>220,219</u>	<u>220,219</u>	

Included in Office rent and storage is rent of £3,000 (2020: £931) that was in-kind.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

7. ANALYSIS OF GRANTS

	Grants to Institutions 2021 £	Total funds 2021 £	Total funds 2020 £
I Will Be Everything	113,350	113,350	247,563
	<u>247,563</u>	<u>247,563</u>	
TOTAL 2020	<u>247,563</u>	<u>247,563</u>	

The distribution of grants shown above relates to the EU "I Will Be Everything" (IWBE) grant and payments were made to project partners in 2020/21 as follows:

	<u>2021</u>	<u>2020</u>
Teatr Figur Krakow Fundacja Dzialanrworczych	£19,588	£77,479
Odsherred Teater	£28,552	£74,506
Arrakala, Kooperativa Elkarte Txikia	£28,516	£32,862
Nordland Teater AS	£25,062	£23,580
Mummpitz, Theater Fur Kinder Und Jugendliche EV	-	£22,518
Verein Theater Schule Theater Am Ortweinplatz	£11,632	£16,618
	<u>£113,350</u>	<u>£247,563</u>

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEE'S EXPENSES

	2021 £	2020 £
Wages and salaries	160,806	161,293
Social security costs (net of employment allowance of £4,000)	11,094	12,316
Other pension costs	4,649	4,473
	<u>176,549</u>	<u>178,082</u>

Movement in the opening and closing holiday pay accrual has contributed to the apparent decrease in wages and salaries.

The average number of persons employed by the charity during the year was as follows:

	2021 No.	2020 No.
Charitable activities	<u>6</u>	<u>6</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

8. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEE'S EXPENSES (CONTINUED)

The average headcount expressed as full-time equivalents was 2021: 4 (2020: 4).

No employee received remuneration amounting to more than £60,000 in either year.

The charity considers its key management personnel to be the Trustees, the Chief Executive, Mr A Byrne and the Executive Producer, Ms C Moore.

During the year, the key management personnel received total remuneration including Employer's national insurance contributions and pension contributions of £96,366 (2020: £98,180).

The Trustees all give their time and expertise without any form of remuneration or other benefit in kind (2020: £NIL).

During the year, no Trustees received reimbursement of expenses (2020 - no Trustees) and there were no expenses paid directly on behalf of Trustees to a third party.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST OR VALUATION	
At 1 April 2020	18,148
Additions	4,149
At 31 March 2021	<u>22,297</u>
DEPRECIATION	
At 1 April 2020	9,839
Charge for the year	3,399
At 31 March 2021	<u>13,238</u>
NET BOOK VALUE	
At 31 March 2021	<u>9,059</u>
At 31 March 2020	<u>8,309</u>

10. DEBTORS

	2021 £	2020 £
DUE WITHIN ONE YEAR		
Trade debtors	6,684	4,494
Other debtors	4,964	8,439
Prepayments and accrued income	9,574	32,749
Tax recoverable (theatre tax credit relief)	34,913	39,455
Government grants receivable	6,023	-
	<u>62,158</u>	<u>85,137</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

11. CURRENT ASSET INVESTMENTS

	2021 £	2020 £
Deposit account	1,144	77,869

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	4,553	29,066
Other taxation and social security	6,924	3,255
Other creditors	2,094	1,256
Accruals and deferred income	5,846	19,396
	<u>19,417</u>	<u>52,973</u>

	2021 £	2020 £
DEFERRED INCOME:		
Deferred income at 1 April 2020	12,106	4,000
Resources deferred during the year	-	12,106
Amounts released from previous periods	(12,106)	(4,000)
DEFERRED INCOME AT 31 MARCH 2021	<u>-</u>	<u>12,106</u>

The deferred income in 2020 comprised the following:

Awards for All (grant)	£3,272
Cambridge City Council (grant)	£1,000
Snow White (performance income)	£7,834
	£12,106

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Covid-19 Response for live work presented to an audience	-	-	-	30,000	30,000
Talent and development reserve	-	-	-	10,000	10,000
Education reserve	18,192	-	-	11,808	30,000
Production reserve	20,000	-	-	5,000	25,000
Research & Development reserve	5,000	-	-	(5,000)	-
	<u>43,192</u>	<u>-</u>	<u>-</u>	<u>51,808</u>	<u>95,000</u>
GENERAL FUNDS					
General Funds - all funds	<u>96,477</u>	<u>396,838</u>	<u>(370,243)</u>	<u>(49,492)</u>	<u>73,580</u>
TOTAL UNRESTRICTED FUNDS	<u>139,669</u>	<u>396,838</u>	<u>(370,243)</u>	<u>2,316</u>	<u>168,580</u>
RESTRICTED FUNDS					
EU Project Grant (IWBE)	21,086	129,657	(148,881)	(1,862)	-
Tales from the Edge of Town	-	8,508	(546)	(454)	7,508
Data Curators / Spynet	-	1,542	(1,542)	-	-
Moving IT On	-	4,500	-	-	4,500
Board Bursary	-	1,200	-	-	1,200
	<u>21,086</u>	<u>145,407</u>	<u>(150,969)</u>	<u>(2,316)</u>	<u>13,208</u>
TOTAL OF FUNDS	<u>160,755</u>	<u>542,245</u>	<u>(521,212)</u>	<u>-</u>	<u>181,788</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

13. STATEMENT OF FUNDS (CONTINUED)

Designated Funds

Covid-19 Response for live work presented to an audience - This is a pot which can be used against risks in remounting work, delays in projects or unexpected changes arising due to the ongoing pandemic. *Based on estimated costs for up to 2 weeks of cancelled shows.*

Talent and development - To enable un-budgeted further development of the programme dependent on demand during the financial year and to support our creative case for diversity.

Education reserve - To enable an education project to be realised beyond NIE contributed costs if other funding bids are unsuccessful, or partners are unable to support financially.

Production reserve - To underwrite new production where future exploitation is unknown, and for increased costs in delivering (i.e. technical needs/additional support).

Research & Development reserve - To enable un-budgeted research and development to take place when required at any time during the financial year. The Trustees have decided that there is no requirement for this fund currently and the balance has been transferred to other unrestricted funds.

Restricted Funds

EU Project Grant (IWBE EU) - 3 year project co-funded by the Creative Europe programme of the European Union work. The project works with 7 partners from across Europe supporting artist skills training, audience development and culminating in a touring performance and exhibition created through workshops with young people in the 7 countries. Activity (project meetings/training and co-creation workshops) took place across the year and included meetings in Krakow, Graz and Cambridge.

Arts Council Catalyst Grant - Organisational development grant from Arts Council England to support training and improve fundraising efforts across a period of 18 months.

Tales from the Edge of Town - Grants from Cambridge City Council (total grant offer £2,000 from 2019-20), the National Lottery Community Fund - Awards for all (total grant offer £9,555 from 2019-20) and the Cambridge Community Foundation (total grant offer £3,000) towards a project working with primary school age children for a storytelling project with children and young people in the local area culminating in a performance.

Data Curators/Spynet - This project will produce a show made with young people from Alconbury, Sawtry and Ramsey to be performed in a non arts space.

Moving IT On - This is a project in partnership with two primary schools and will explore the particular benefits that digital/online practice (interactive) brings to a co-creation process.

Board bursary - This fund has been set up with a donation specifically to cover Board development costs in 2021/2022.

Transfers against unrestricted funds in 2020 and 2021 have been utilised to reflect the core costs associated with the time and expertise of NIE staff not directly attributed via expenditure. These transfers represent NIE's contribution towards these restricted projects. In addition the 2020 transfer also includes foreign exchange differences borne by unrestricted funds.

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2020 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Education reserve	18,192	-	-	-	18,192
Production reserve	20,000	-	-	-	20,000
Research & Development reserve	5,000	-	-	-	5,000
	<u>43,192</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>43,192</u>
GENERAL FUNDS					
General Funds - all funds	<u>126,726</u>	<u>327,461</u>	<u>(324,902)</u>	<u>(32,808)</u>	<u>96,477</u>
TOTAL UNRESTRICTED FUNDS	<u>169,918</u>	<u>327,461</u>	<u>(324,902)</u>	<u>(32,808)</u>	<u>139,669</u>
RESTRICTED FUNDS					
EU Project Grant (IWBE)	-	294,641	(294,586)	21,031	21,086
Arts Council England - Catalyst Grant	4,101	2,317	(6,418)	-	-
Tales from the Edge of Town	-	8,012	(10,355)	2,343	-
Data Curators / Spynet	-	28,570	(38,004)	9,434	-
	<u>4,101</u>	<u>333,540</u>	<u>(349,363)</u>	<u>32,808</u>	<u>21,086</u>
TOTAL OF FUNDS	<u>174,019</u>	<u>661,001</u>	<u>(674,265)</u>	<u>-</u>	<u>160,755</u>

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	9,059	-	9,059
Current assets	178,938	13,208	192,146
Creditors due within one year	(19,417)	-	(19,417)
TOTAL	168,580	13,208	181,788

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	8,309	-	8,309
Current assets	180,061	25,358	205,419
Creditors due within one year	(48,701)	(4,272)	(52,973)
TOTAL	139,669	21,086	160,755

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

15. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income/expenditure for the year (as per Statement of Financial Activities)	21,033	(13,264)
ADJUSTMENTS FOR:		
Depreciation charges	3,399	4,037
Dividends, interests and rents from investments	(313)	(1,385)
Decrease/(increase) in debtors	22,979	(12,293)
Increase/(decrease) in creditors	(33,556)	21,268
Decrease/(increase) in current asset investment	76,725	(11,244)
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	90,267	(12,881)

16. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 £	2020 £
Cash in hand	128,844	42,413
TOTAL CASH AND CASH EQUIVALENTS	128,844	42,413

17. ANALYSIS OF CHANGES IN NET DEBT

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	42,413	86,431	128,844
Pension creditor	(1,256)	(838)	(2,094)
Current asset investments	77,869	(76,725)	1,144
	119,026	8,868	127,894

NEW INTERNATIONAL ENCOUNTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents employer contributions payable by the charity to the fund and amounted to £4,649 (2020: £4,473). Total contributions totalling £2,094 (2020: £1,256) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

The charity has a rolling monthly lease arrangement for the rental of office space and therefore has no formal commitment at 31 March 2021. Rent is payable at a rate of £175.63 per month.

20. RELATED PARTY TRANSACTIONS

Unrestricted donations include £15,615 from three Trustees or their immediate family (2020: two Trustees or their immediate family £22,600). All donations were given free of any external conditions. There were no other related party transactions during the current or previous years.