

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)

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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.

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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?***).

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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.

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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' YouTube 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

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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.

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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.



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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.

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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).

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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.

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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

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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.

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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

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(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
		8,122	9,059
CURRENT ASSETS			
Debtors	10	59,867	62,158
Investments	11	26,523	1,144
Cash at bank and in hand		55,039	128,844
		141,429	192,146
Creditors: amounts falling due within one year	12	(10,850)	(19,417)
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
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><u>181,788</u></u>	<u><u>373,037</u></u>	<u><u>(416,124)</u></u>	<u><u>-</u></u>	<u><u>138,701</u></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>

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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.

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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.

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**NOTES TO THE FINANCIAL STATEMENTS
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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.