



SHAPESHIFTER PRODUCTIONS LTD
(A company limited by guarantee)

REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

www.shapeshifter-productions.com

Company number: 06142524
Charity number: 1141763

SHAPESHIFTER PRODUCTIONS LTD

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SHAPESHIFTER PRODUCTIONS LTD

Charity Information

Board of Trustees	Mrs Joanna Nolan (Chair) Ms Alison Jones Mr Mark Kendrick Ms Milica Milosevic Mr David Payne Mrs Lorraine Cox Ms Mandy Worster
Artistic Director	Alison Jones
Company number:	06142524
Charity number:	1141763
Registered Office:	11 Batten House, The Drive London E17 3BX
Website	www.shapesifter-productions.com
Independent Examiner:	Misbahul Karim FCCA MMK Chartered Certified Accountants 37 th Floor, One Canada Square Canary Wharf London E14 5AA
Bankers:	Santander PO Box 10102 21 Prescot Street London E1 8TN

SHAPESHIFTER PRODUCTIONS LTD TRUSTEES' ANNUAL REPORT

For the year ended 31 March 2022

The directors, who are the Trustees of the charitable company for the purposes of charity law, present their annual report and financial statements of Shapeshifter Productions Ltd for the year ended 31 March 2022. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's governing document, the Companies Act 2006, and charities regulations. Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2015), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (FRS102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Shapeshifter Productions Limited is a company limited by guarantee, registered with Companies House on 7 March 2007, and registered as a charity with the Charity Commission in England and Wales on 6 May 2011. The Charity is governed by its Memorandum and Articles of Association as amended by special resolution registered at Companies House on 12 April 2010.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Artistic Director and the General Manager.

Recruitment and Appointment of Trustees

When it is necessary to appoint new Trustees, due to either a Trustee stepping down or a gap of expertise in the Board is identified, recruitment will initially begin by an open call and through the networks of the Board and management team. Applicants will be reviewed by the Trustees and successful applicants will be invited to attend a Trustee meeting. Following this, on the provision that the Board are satisfied and the applicant still wishes to join the Trustee Board, they will be appointed.

No other person or external body is entitled to appoint any Trustees of the charity.

Induction and training of Trustees

The charity provides new Trustees with an induction pack and mentoring from existing Trustees. New Trustees are also strongly encouraged to meet with current Board members and the Artistic Director and General Manager, over the initial few months in order to gain a full and unbiased understanding of the charity.

Trustees

The directors of the company are its Trustees for the purpose of the Charity Law and are referred to collectively as Trustees in this report.

The Trustees serving during the year and since the year-end were as follows:

Ms Lorraine Cox

Ms Joanna Nolan (Chair)

Ms Alison Jones

Mr Mark Kendrick

Ms Milica Milosevic

Mr David Payne (Treasurer) – stepping down from 21st April 2022

Ms Mandy Worcester

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships and believes that there are no related party relationships other than the Trustees and their close connections. All related party transactions have been reported in the Notes to the financial statements.

Risk management

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Remuneration of key management personnel

Alison Jones provides her time as Trustee on a voluntary basis. However, in accordance with the charity's governing document, she may invoice for her Creative work, as Artistic Director and musician. Alison is a member of the Musicians' Union, and all professional creative fees are guided by the Musician's Union rates.

Purposes and aims

As set out in the governing document, the object of the charity is to advance the arts for the public benefit by the promotion in particular, but not exclusively, of the arts of drama and music.

Principal activities of the charity

The charity's main activities are undertaken to further Shapeshifter Productions' charitable purposes for the public benefit. These are primarily funding dependent, focusing on delivering original, high-quality projects that actively engage communities in high quality arts activities while enhancing confidence, wellbeing, self-esteem and reducing isolation.

In this financial year, whereby the pandemic continued to disrupt face to face activities, Shapeshifter Productions started delivering live singing sessions in September 2021, as care homes/sheltered schemes were cautiously opening their doors. We also continued to produce content for and promote our video 'jukebox' of songs through our app: smilingsessions.com or viewed on: <https://youtube.com/shapeshifterProductions>

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

Public benefit

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

Review of activities

The year focused on:

- the continuation of our singing digital project, video songs that can be streamed or downloaded using our specially developed web/ app: www.smilingsessions.com or on YouTube: <https://www.youtube.com/c/ShapeshifterProductions/>, encouraging housing partners to use it when we are not visiting;
- delivering fun, engaging, live sessions, bringing world-class artists to local communities to share, inspire, create a sense of pride and purpose;
- developing relationships and discussion with new housing partners;
- development of a new, arts and environmental project called "Gaia & The Globe"

- rigorous fundraising programme to support immediate delivery and long-term sustainability for the charity

Overview:

- Shapeshifter Productions is now partnering with MHA (Methodist Homes Association) in sharing their Smiling Sessions on MHA website: <https://www.mha.org.uk/communities/digital/>
- From September 2021, we started delivering live sessions as care homes/sheltered schemes were cautiously opening their doors again. We delivered 41 sessions, including 6 Christmas parties, in London.
- Our Partner Liaison contacted schemes in Kent and Sussex that would like to host The Smiling Sessions, live, to expand geographically in the South East.
- We approached the National Academy for Social Prescribing who suggested we become part of their Thriving Communities Network. We are slowly developing awareness with housing partners to encourage prescribing singing as part of more rounded up support and care package.
- We produced 20 Christmas video songs for our virtual jukebox. A song-a-day was released between 1st-24th December. We invited residents to sing "Jingle Bells" with us: <https://youtu.be/LrSpBbfEd9k> and "We Wish You a Merry Christmas": https://youtu.be/PXD7fxr5J_A
- Shapeshifter Productions formed a collaboration with Gaia's Company to apply for Arts Council funding to deliver an R&D of Gaia and the Globe in September 2022. The project consists of a fun, interactive and entertaining play with songs written by Peter Horton of Gaia's Company and will be hosted by Global Systems Institute (GSI) at Exeter University.

Funding raised in financial year ending 31st March 2022:

- Arts Council England - £44,091 awarded – £39,682 paid in this financial year towards running costs of The Smiling Sessions (digital and live)
- Vision Redbridge - £3,000 awarded - £1,500 paid in this financial year towards The Smiling Sessions live in Redbridge
- The City Bridge Trust (Year 3) – £17,050 part of a 3 year long grant, towards delivery of The Smiling Sessions in London (Artistic Director and Project Manager's fees for one day/week each)
- Charles Hayward Foundation - £3,000 towards delivery of The Smiling Sessions (digital and live)
- Charles S. French Charitable Trust - £3,000 towards our Artistic Director's fee (one day/week x 12 weeks)
- Barchester Charitable Foundation - £500 towards delivery of The Smiling Sessions
- Mrs Smith and Mount Trust - £2,500 towards delivery of The Smiling Sessions
- Garfield Weston - £8,000 towards delivery of The Smiling Sessions
- Peabody Community Fund (The London Community Foundation) - £9,360 towards The Smiling Sessions
- NHG Impact Fund - £10,220 awarded - £900 paid in this financial year toward The Smiling Sessions
- The Sussex Community Foundation - £4,500 to carry forward into next financial year

- The Kent Community Foundation - £5,349 (Overstone Grassroots Fund: £3,000 + Frogs Hole Fund £2,349) to carry forward into next financial year
- The Childwick Trust - £8,000 to carry forward into next financial year
- Tower Hamlets East End Community Foundation - £19,040 awarded - £10,000 paid in this financial year, to carry forward into next financial year

PROGRAMME OF ACTIVITY:

The Smiling Sessions – Digital:

We produced 21 video songs in total; “Happy Days” for World Music Day and 20 Christmas video songs for virtual jukebox www.smilingsessions.com and www.youtube.com/shapeshifterProductions. A song-a-day was released between 1st-24th December. We invited residents from Woodlands Total Care and Birchwood Residential Care Home to sing “Jingle Bells” with us: <https://youtu.be/LrSpBbfEd9k> and residents from Pinewood joined us to sing “We Wish You a Merry Christmas”: https://youtu.be/PXD7fxr5J_A

Quite early on in the 2020 lockdown, we discovered that digital exclusion/illiteracy and equipment was a recurring problem - after we started to create the App. We do tend to work in deprived areas and some of the schemes explained they didn't have the adequate devices to use our App or YouTube, so we decided to send them USB sticks loaded with our video songs as most common living areas now have a flat screen TV with USB. We then created the role of Partner Liaison (PL) to call partners / App users for a regular “health check” to ensure we are supporting them in the best way and for general updates and feedback. The PL continues to research and contact care homes/sheltered housing schemes, focusing on areas which are amongst the most deprived neighbourhoods of the UK, promoting The Smiling Sessions and the use of our App, encouraging members of staff to make this part of their weekly routine, reaching more and more isolated senior citizens.

“Your App is absolutely delightful. So easy to use and the videos are fantastic! We had 3 of our residents get up and dance, and everyone thought the quality of the videos, singing and instrument playing was absolutely marvellous. Admittedly, we sometimes forgot to sing along because we were so engulfed in watching your talented musicians perform! We only hold singing twice a month at the moment, but I will be spreading the word to more of our residents and incorporating these videos into all of our singing sessions going forward. It was a really uplifting and enjoyable atmosphere today! Thank you again and best wishes”. Jordan Finding, Activity Lead

The Smiling Sessions – Live:

We started delivering live sessions in September 2021, as care homes/sheltered schemes were cautiously opening their doors again. We delivered 40 sessions, including 6 Christmas parties, from September 2021 to March 2022 to 14 schemes in London. Working closely with our housing partners, we edited risk assessments with a specific COVID-19 protocol. Unfortunately, we had to cancel 10 out of the 16 Christmas parties originally booked due to the ever increasing risks of Omicron. Besides consolidating our relationships with partners Notting Hill Genesis, Sanctuary Care and independent residential care homes Aspray House and Parkview in Waltham Forest, we were awarded a 2 year grant with Peabody. In Year 1, we have visited 4 of their schemes: Lewisham, Newham, Southwark and Westminster. We decided to hand out the large print songbooks in advance to each resident, asking them (or staff) to keep them for the sessions to avoid sharing and risk of contamination. We would use the books in rotation. The books are also a legacy and can be used with the App or CD to encourage continued group singing after the project has finished. We now have 3 songbooks and a Christmas songbook, with enough new song requests from participants to create 2 more books!

We raised local community funds to expand geographically:

- 6 schemes in Kent answered positively and we are planning to visit them between June and December 2022.
- 2 schemes in East Sussex and 4 schemes in West Sussex are looking forward to hosting The Smiling Sessions soon, we are still fundraising for this.

Gaia & The Globe:

This is a great new project in collaboration with Gaia's company and partnerships confirmed from:

- Global Systems Institute at the University of Exeter
- United Nations University Institute for the Advanced Study of Sustainability Regional Centre of Expertise on Education for Sustainable Development (use of logo until 2026 worldwide)

We are preparing an application to the Arts Council England to submit in April 2022, to deliver an R&D of Gaia and the Globe, a fun interactive and entertaining play with songs created by Peter Horton. The R&D will consist of 10 days working on the script with 6 actor/musicians, as well as school workshops. Aiming to creatively inform immerse and delight audiences about Gaia Science through drama song and community engagement.

PLANS FOR FUTURE PERIODS

2022-2023 and onwards:

- to extend The Smiling Sessions' reach across London and the South East (SE), targeting deprived areas, while maintaining some existing partners
- to recruit and train young music graduates who live locally to join the Smiling team of singing workshop facilitators
- to continue spreading the word about our free on-line singing resource and raise awareness about Social Prescribing and the impact of singing on health & wellbeing
- continue developing the monitoring system of the impact of song and well-being, working closely with housing partners, sourcing specialist organisations and training
- developing our collaboration with Gaia's Company to deliver Gaia & The Globe project
- consolidate the long-term sustainability of the charity and projects through securing ongoing project and core funding
- continue to build our financial reserves and explore new sources of income streams

FINANCIAL REVIEW

Financial performance and position

Total income for the year amounted to £92,422 (£128,563 – 2021) and total expenditure amounted to £86,549 (£115,527 – 2021).

The Charity incurred a net profit for the year of £5,873. Details of charity's financial results are shown in the Statement of Financial Activities on page 11.

Going Concern

The Trustees have considered the Charity's reserves and projected income and expenditure, and have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves Policy

The charity currently has four months reserves in place, covering four months overheads expenditure, including our Artistic Director's fee for one day a week. In the Trustees' view, the reserves should provide the charity with adequate financial stability to meet the working capital requirements of the

charity and the Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

The Trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a quarterly basis at their finance meeting. At the year end, the unrestricted funds balance was £6,406, which is just over required levels at an estimated £1,600 of monthly overhead costs.

STATEMENT OF TRUSTEES RESPONSIBILITIES

Company and Charity Law requires the Trustees to prepare financial statements that give true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

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

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 14-12-22 and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'Alison Jones', written over a dotted line.

Ms Alison Jones
Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
Shapeshifter Productions Ltd**

For the year ended 31 March 2022

I report on the accounts of the company for the period ended 31 March 2022, which are set out on pages 11 to 15.

Respective responsibilities of Trustees and examiner

The Trustees (who are also the directors of the company for the purpose of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements: to keep accounting records in accordance with section 386 of the Companies Act 2006; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.


Misbahul Karim FCCA
MMK Chartered Certified Accountants

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 MARCH 22

	Notes	Unrestricted Funds £	Restricted Funds £	2022 £	2021 £
Incoming Resources					
Donation and legacies	2	308	90,704	91,012	127,413
Charitable activities		510	900	1,410	1,150
Total Incoming Resources		818	91,604	92,422	128,563
Resources Expended					
Charitable activities	3	538	84,931	85,469	114,447
Governance cost	4	1,080	-	1,080	1,080
Total Resources Expended		1,618	84,931	86,549	115,527
Net Income for the year		(800)	6,673	5,873	13,036
Reconciliation of Funds:					
Total funds, brought forward		7,206	12,275	19,481	6,445
Total funds, carried forward		6,406	18,948	25,354	19,481

CONTINUING OPERATIONS

None of the Charity's activities were acquired or discontinued during the above two financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The Charity has no recognised gains or losses for the above two financial periods.

The notes on pages 13 to 15 form part of these accounts.

SHAPESHIFTER PRODUCTIONS LTD

Balance Sheet As At 31 March 2022

	Notes	£	2022 £	£	2021 £
Fixed Assets					
Office equipment	7		<u>1,057</u>		<u>1,577</u>
			1,057		1,577
<u>Current Assets</u>					
Debtors	5	547		5,877	
Cash at Bank and in hand		<u>52,679</u>		<u>26,985</u>	
		53,226		32,861	
<u>Creditors</u>					
Amounts falling due within one year	6	<u>(28,929)</u>		<u>(14,957)</u>	
<u>Net Current Assets</u>			24,297		17,904
			<u>25,354</u>		<u>19,481</u>
<u>Total Funds of the Charity</u>					
Restricted funds			18,948		12,275
Unrestricted funds			<u>6,406</u>		<u>7,206</u>
			<u>25,354</u>		<u>19,481</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibility for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements were approved and authorised for issue on 14-12-22 and signed on their behalf by:



Ms Alison Jones, Trustee

SHAPESHIFTER PRODUCTIONS LTD

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Key judgements that the charity has made which have a significant effect on the accounts include estimating income and expenditure for the next 12 months.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

2. Donations and legacies

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2022</u>	<u>2021</u>
	£	£	£	£
ACE	-	39,682	39,682	7,973
Local authorities	-	2,612	2,612	11,567
Lottery Fund	-	-	-	23,000
Private donations	308	-	308	955
Trusts and foundations	-	48,410	48,410	83,918
	<u>308</u>	<u>90,704</u>	<u>91,012</u>	<u>127,413</u>

3. Cost of Charitable activities

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2022</u>	<u>2021</u>
	£	£	£	£
Staff costs and fees	-	76,150	76,150	93,274
Insurance	-	553	553	471
Legal and professional fees	13	842	855	459
Software	-	714	714	858
Stationery/Supplies	-	230	230	144
Telephone	-	644	644	223
Sundry expenses	-	-	-	54
Travel and accommodation	-	1,218	1,218	-
Repair and maintenance	-	102	102	476
Advertising and PR	-	4,419	4,419	17,036
Equipment	-	59	59	675
Bank Charges	5	-	5	-
Depreciation	520	-	520	777
	<u>538</u>	<u>84,931</u>	<u>85,469</u>	<u>114,447</u>

4. Governance Cost

	<u>2022</u>	<u>2021</u>
	£	£
Independent Examiner's fee	1,080	1,080
	<u>1,080</u>	<u>1,080</u>

5. Debtors

	<u>2022</u>	<u>2021</u>
	£	£
Sundry debtors	183	183
Trade debtors	260	5,694
Prepayments	104	-
	<u>547</u>	<u>5,877</u>

6. Creditors: Amounts Falling Due Within One Year

	<u>2022</u>	<u>2021</u>
	£	£
Accruals	1,080	1,080
Deferred income	27,849	5,000
Project staff	-	8,877
	<u>28,929</u>	<u>14,957</u>

7. Tangible Fixed assets	Office Equipment	2022	2021
		£	£
Cost			
At 1 April 2021		3,320	1,253
Additions During the Year		-	2,067
As at 31 March 2022		<u>3,320</u>	<u>3,320</u>
Depreciation			
At 1 April 2021		1,743	966
Charge for the Year		520	777
As at 31 March 2022		<u>2,263</u>	<u>1,743</u>
Net Book Values			
As at 31 March 2021		<u>-</u>	<u>1,577</u>
As at 31 March 2022		<u>1,057</u>	<u>-</u>

8. STAFF COSTS AND NUMBERS

All the charity's staff are hired on a freelance basis. Total staff costs (freelance staff) during the year was £76,150 (2021 - £93,274).

The average weekly number of staff on a head count basis was 4 (2021 - 4).

The total employee benefits of the key management personnel were £42,320 (2021 - £44,115).

No staff earned more than £60,000, including benefits, during the year (2021 - the same).

9. TRUSTEES' REMUNERATION AND EXPENSES

One of the Trustees is a musician and composer and is paid the market rate for her creative work for the charity, like any other Creative staff. She is also the artistic director at the charity. The amount paid to her during the year was £42,320 (2021 - £44,115). The rate of pay is determined by reference to the Musicians Union rates.

No other Trustees received any remuneration or payments for services rendered to the charity or received any reimbursement of expenses, travel, and subsistence or otherwise.

10. RELATED PARTY TRANSACTIONS

The charity's Trustees and their close connections are considered to be the only related parties. Trustees remuneration and expenses are disclosed in Note 9.

11. Summary of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
	£	£	£	£
Unrestricted Funds	7,206	818	(1,618)	6,406
Restricted Funds	12,275	91,604	(84,931)	18,948
	<u>19,481</u>	<u>92,422</u>	<u>(86,549)</u>	<u>25,354</u>