



**Trustees' Report
and Financial Statements**

Period ending 31 December 2020

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1 Administration and organisational details

Wild Team Conservation (WildTeam – working name)

Registered charity in England and Wales number 1149465

A charitable company limited by guarantee number 08163375

Trustees (& Company Directors-Non-Executive)

Sarah Brunwin (appointed July 2020)

Sarah Greaves (appointed March 2017)

Eliot James (stepped down August 2021)

Christopher Jarrett (re-appointed Oct 2016)

Danielle Parks (appointed July 2020)

Charity Director (Executive)

Adam Barlow

Registered office

Wild Team Conservation

Surfside

Trelantis Estate

St. Merryn, Padstow

Cornwall

PL28 8NU

www.wildteam.org.uk

Bankers

The Co-operative Bank PLC

P.O. Box 101,

1 Balloon Street

Manchester

M60 4EP

Triodos Bank NV

Brunel House,

11 The Promenade,

Clifton, Bristol

BS8 3NN

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on the 31 July 2012 and registered as a charity on the 24 October 2012 with the Charity Commission of England and Wales. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Appointment of Trustees

Names of potential new Trustees are put forward to the Executive Director and to the existing Trustees. Candidates are then interviewed by the Executive Director and at least one other existing Trustee, final appointment is then agreed by all existing Trustees. A formal offer is made, and acceptance also made in writing. The resolution provides for a minimum of three Trustees.

Organisational Structure

The charity is governed by a Board of Trustees, which determines the overall direction of the charity and monitors the financial and charitable activities of the charity. The Trustees have delegated the day-to-day running of the charity to the Executive Director. The Executive Director reports to the Trustees, with a minimum of three Trustees meetings a year.

Reserve's Policy

The Trustees set up a policy so that as an organisation, WildTeam will hold unrestricted reserves equal to approximately two months of operational costs (£30,000) in order to protect the charity from any fluctuation in income levels. This amount is held in a separate savings account from the main operating charity current account.

Risk management

As part of our organisational and project management processes, WildTeam regularly reviews and assesses the risks faced by the charity in all areas of its work and plans for the management of those risks. WildTeam conducts a full operational risk assessment annually. This assessment identifies the main risks to which the charity is exposed, assessing both its likelihood and impact, and developing preventative measures and mitigating action plans. The Trustees will report on the major factors and risks outside of the charity's control if there is any that may affect achieving our objectives.

2 Trustees' Report

Vision

A future with more wildlife to enrich people's lives and more wild places for the magnificent diversity of life on earth.

What we do

We give conservationists skills to design and deliver amazing conservation projects that help to save more wildlife.

We seek out and develop game changing solutions that improve the way conservation projects are designed and run. We then parcel them up in engaging ways, tailored especially for conservationists. We make these available to conservationists around the world through interactive online conservation courses, classroom training, and by working together with conservation teams.

Objectives

The Objects of the Charity are:

1. To promote for public benefit the conservation of rare and endangered species globally
2. To promote for public benefit the conservation protection and improvement of the physical and natural environment of areas inhabited by rare and endangered species
3. To advance the education and awareness of the public anywhere in the world in the condition of rare and endangered species and in methods of conserving such species and of protecting the environment in which they live.

Four strategic objectives lead our way towards achieving our mission:

1. Build capacity in organisations and individuals to achieve increased conservation impact
2. Increase access to conservation knowledge for organisations and individuals and public support for conservation
3. Conduct and facilitate key research to support conservation strategy and management
4. Strengthen policy and regulatory initiatives to reduce threats to wildlife conservation.

Where we came from

The UK charity was set up in 2012 and in line with the above objectives, is tasked with building capacity and skills in other conservationists. The charity also supports the work of our sister NGO WildTeam in Bangladesh through fundraising and technical advice.

Main activities and achievements during the financial period (January - December 2020)

Charitable activities

During 2020 we continued to focus on the delivery of our existing best practices, Project Management for Wildlife Conservation version 3 (PMWC), Strategy Development for Wildlife Conservation version 1 (SDWC) and Delivering Training Workshops for Wildlife Conservation version 1 (DTWWC). During 2020, we also worked to update our existing best practices to new versions, this was done by reviewing current processes to see where improvements could be made and collecting feedback from existing best practice users. We also started developing new best practices in priority areas including grant writing, stakeholder engagement and monitoring and evaluation. All current versions of the best practices continue to be freely available for anyone to download via our [website](#). In 2020, there was 1,155 downloads in total.

Following the successful implementation in 2019 of our trial online training workshops in our best practices, we increased this activity in 2020 as planned. This was accelerated further because of Covid-19, meaning that we cancelled any planned classroom-based training workshops for the rest of 2020 and scheduled additional online workshops instead. The online training workshops were very well attended, not only providing an accessible learning environment for participants around the world to improve their conservation skills, but also provided a much-needed focal point for conservationists to connect and network online during the pandemic. We successfully delivered 13 training workshops in total, 11 online workshops and 2 class-based. (10 in PMWC and 3 SDWC) the workshops received high attendance and positive feedback. Four of these workshops were for team training for The Nature Conservancy, UNEP-WCMC (UN Environment Programme World Conservation Monitoring Centre) and Chester Zoo UK, the rest were open to anyone to sign up.

In 2020, 478 new training certificates were issued, with 423 new people taking part in WildTeam training workshops (some trainees gained certification in two different best practices). 96% of trainees would recommend our training with an average rating of 4.3/5. Of those taking part, 57% were existing conservation practitioners, 26% were at the start of their conservation career and 17% were hoping to switch into conservation from another sector.

Following securing funding and pro-bono hosting, we successfully launched our exciting new initiative WildHub, an online global community network for wildlife conservation professionals.

Our vision was to provide a space where conservationists can exchange ideas, create solutions, and make new partnerships to enable better, faster, cheaper conservation that helps save more wildlife.

WildHub opened its virtual doors in March, and 1,300 conservationists registered as members in 2020. There were 19,300 online visitors from 173 countries with 202,900 page views. 258 pieces of content were published, of which 79% by members and 52% was member-initiated. In addition to regular community activities, in April 2020, we hosted an interactive webinar as part of the Digital Earth Optimism Summit by Smithsonian Institute, joined by 100 participants. In June 2020, we had our first WildHub festival, with 10 sessions designed, organised and carried out by members, reaching 300 conservationists.

We completed a first draft of WildHub Monitoring and Theory of Change (ToC). And sent out our first end-of-year survey to evaluate our behaviour results (based on ToC) for 2020, evaluate user experience and set WildHub milestones for 2021.

As much of our focus in 2020 was on training and on launching WildHub, there was less focus on assisting other organisations in developing their own best practices or providing other technical support. However, we continued to provide some support to EIA (Environmental Investigation Agency) and finalized work on Transboundary Landscapes best practice with WWF (World Wide Fund for Nature). WildTeam UK continued to provide technical support and strategic advice to our sister organisation WildTeam in Bangladesh.

Fundraising and marketing activities

In 2020 we continued to focus on generating more of our own income via delivery of our training workshops and consultancy work to reach a more sustainable level and increase our financial resilience. We achieved 70% of our own income during this time. We also continued to try to secure funding from major donors. We still have not been successful in securing any grants for our work but continued to respond to any promising opportunities. Following the hiring of a Communications Specialist in 2019, we continued to strengthen our marketing efforts, mainly online, to more widely communicate the work of WildTeam and services on offer.

Support activities

During the reporting period, we continued to use our new financial management process and software, which has better enabled us to manage and report on our financial activities.

A new member of staff was recruited and started at the beginning of 2020 to develop and manage our new online community, WildHub.

The adopted 4-day working week continued to be a success and an assessment survey both from employees and WildTeam revealed improvements in: how staff feel about how WildTeam treat them as employees; how staff feel about how they treat WildTeam as an employer; stress levels; productivity; sense of achievement; enjoying life outside work; and focus, efficiency and quality of work.

The Trustees of WildTeam UK would like to thank all of our donors, partners, clients, trainees and friends in continuing to help make our charity a success, and for us to continue to make a difference to the wildlife conservation sector.

Future planned activities (January - December 2021)

Charitable activities

During 2021, we will finalise the updates to our existing best practices to new versions for PMWC and SDWC and hope to launch by the end of the year. We also plan to continue to develop new best practices in Grant Writing for Wildlife Conservation (GWWC), Stakeholder Engagement for Wildlife Conservation (SEWC) and Monitoring and Evaluation for Wildlife Conservation (MEWC).

Our main focus in 2021 will be delivering our best practices via our online training workshops, increasing the number of workshops available. WildTeam continually assesses its learning approach and responds and adapts regularly to feedback on what works well and where improvements can be made, to give the trainees the best possible learning experience. We endeavour to keep the price of attendance reasonable and offer various discounts. We also encourage applications for our bursaries. A proportion of our bursary fund for each workshop is ring-fenced for individuals from countries where capacity and access to resources is limited, who are working on or studying important wildlife conservation issues.

We plan to continue to build on the success of WildHub. The main aim in 2021 will be on engaging our members, aiming to increase members participation by increasing 50-75% of content to be member-led (and not commissioned). We will continue to offer WildHub to new and existing networks, and will continue to hold and host online events. We plan to recruit Conservation Catalysts to help create content so that we become more sustainable, recruit WildHub volunteers to help moderate content, and continue with our monitoring activities.



Fundraising activities

Our existing model will continue, focusing on bringing in our own income via delivery of our charitable activities mainly via our online training workshops, as well as fundraising from major donors. We also plan to submit grant applications to help provide funds so that people can take part in our training workshops, and to fund creation of new best practices. Going fully online with our training has supported our aim of sustainability and conservation impact. The trainer to trainee ratio is much higher so the same income can be achieved with fewer staff and costs. We can provide a lot of training with a small team, reaching more conservationists around the world.

Support activities

Support activities will continue as needed to support the charitable activities accordingly. We plan to hire a new part-time member of staff to help deliver our online training workshops.

Trustee's Responsibilities Statement

The Trustees are required to prepare financial statements for each financial reporting period, which give a true and fair view of the state of affairs of the charity at the end of the financial reporting period and of its excess or deficit of income over expenditure for that period. In preparing these financial statements, 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business
- The trustees have had regard to the guidance issued by the Charity Commission on
- public benefit

The Trustees are responsible for making sure proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the charity. 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 declare that they have approved the trustees' report and confirm that these accounts comply with statutory requirements, the governing document and the Statement of Recommended Practice.

Approved by the Trustees and signed on their behalf.

S. Greaves

SARAH GREAVES 20/10/21

3 Independent Examiners' Report

I report to the Trustees of Wild Team Conservation (charity no.1149465) on the accounts of the charitable company for the period ended 31 December 2020, which are set out on pages 13 to 21.

Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes 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. The charity's gross income did not exceed £1 million.

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
- 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:

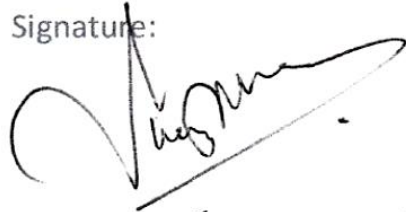
(1) Which gives me reasonable cause to believe that in any material respect the requirements:

- To keep accounting records in accordance with section 130 of the Charities Act; 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.

Signature:



Name: TIMOTHY M VICTOR ASEERVATHAM
Relevant professional qualification or body: BSc, ACCA PQ
Address: 13 BROOKLANDS AVENUE
SIDCUP, KENT, DA15 7PE
Date: 28th October 2021

4 Statement of Financial Activities

For the period ended 31 December 2020

Statement of Financial Activities					
Recommended categories by activity	Notes	Unrestricted	Restricted	Total 12 months to 31 Dec 2020	Total 12 months to 31 Dec 2019
Incoming resources	1	£	£	£	£
Income and endowments from:					
Donations and legacies		-	35,000	35,000	49
Charitable activities		82,625		82,625	79,173
Other trading activities		-	-	-	-
Investments		350	-	350	363
Separate material item of income		-	-	-	-
Other		-	-	-	-
Total incoming resources		82,975	35,000	117,975	79,585
Resources expended					
Expenditure on:					
Raising funds		13,767	4,043	17,810	12,931
Charitable activities		112,238	32,961	145,199	109,261
Separate material expense item		-	-	-	-
Other		-	-	-	-
Total		126,005	37,004	163,009	122,192
Net income/(expenditure) before investment gains/(losses)		- 43,030	- 2,004	- 45,034	- 42,607
Net gains/(losses) on investments		-	-	-	-
Net income/(expenditure)		- 43,030	- 2,004	- 45,034	- 42,607
Extraordinary items		-	-	-	-
Transfers between funds		-	-	-	-
Other recognised gains/(losses)					
Gains and losses on revaluation of fixed assets for the charity's own use		-	-	-	-
Other gains/(losses)		-	-	-	-
Net movement in funds		- 43,030	- 2,004	- 45,034	- 42,607
Reconciliation of funds:					
Total funds brought forward		130,584	13,316	143,900	186,507
Total funds carried forward		87,554	11,312	98,866	143,900

5 Balance sheet

As at 31 December 2020

Balance Sheet	Notes	As at 31 Dec 2020	As at 31 Dec 2019
Fixed assets		£	£
Intangible assets		-	-
Tangible assets		-	-
Heritage assets		-	-
Investments		-	-
Total fixed assets		-	-
Current assets			
Stocks		-	-
Debtors	6	3,493	19,474
Investments		81,473	81,123
Cash at bank and in hand	8	51,211	76,329
Total current assets		136,177	176,926
Creditors: amounts falling due within one year	7	37,311	33,026
Net current assets/(liabilities)		98,866	143,900
Total assets less current liabilities		98,866	143,900
Creditors: amounts falling due after one year	7	-	-
Provisions for liabilities			
Net assets		98,866	143,900
Funds of the Charity			
Endowment funds			
Unrestricted funds	9	87,554	130,584
Restricted income funds	9	11,312	13,316
Revaluation reserve		-	-
Total funds		98,866	143,900
Please note - the above investments are cash investments in a savings account			

Approved by the trustees and signed on behalf of the Trustees.

S. Greaves

SARAH GREAVES 20/10/21

6 Notes to the accounts

Basis of accounting preparation

Basis of accounting

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 accounts 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 with the Charities Act 2011.

Fund accounting

- Unrestricted funds comprise of accumulated surpluses and deficits on general funds. They are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. They may be re-allocated
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Accounting policies

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to, and virtually certain to receive, the income and the amount can be quantified with reasonable reliability.

The following policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant
- Donated services and facilities are included at the value to the charity where this can be quantified. The values of services provided by volunteers or other gifts in kind have not been included in these accounts
- Investment income is included when receivable

- Incoming resources from charitable trading activity are accounted for when earned.

Expended resources

Expenditure is recognised on an accrual basis as a liability is incurred:

- Charitable activities, costs of generating funds and governance costs comprise direct expenditure, including staff costs, directly attributable to the activity. Where costs cannot be directly attributed, they have been allocated to activities on the basis of estimated time spent by staff on each activity
- Support costs comprise of all services supplied centrally, identifiable as wholly or mainly in support of projects and include an appropriate proportion of central overheads
- Central overheads are allocated to operational and fundraising functions on the basis of their use of central support services with the aim of ensuring that those costs remaining within governance relate to the management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements
- All liabilities are recognised as soon as an obligation arises.

Analysis of incoming resources

Note 1 - Analysis of income				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2020	Total 12 months to 31 Dec 2019
Donations and legacies:	£	£	£	£
Donations and gifts	-	28,000	28,000	49
Gift Aid	-	7,000	7,000	-
General grants provided by government/other charities	-	-	-	-
Total	-	35,000	35,000	49
Charitable activities:				
WildLearning Delivery	82,625	-	82,625	79,173
Total	82,625	-	82,625	79,173
Income from investments:				
Interest income	350	-	350	363
Total	350	-	350	363
Other:				
Total	-	-	-	-
TOTAL INCOME	82,975	35,000	117,975	79,585

Analysis of resources expended

Note 2 - Analysis of expenditure				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2020	Total 12 months to 31 Dec 2019
Analysis			£	£
Incurred seeking donations	6,189	1,817	8,006	5,741
Incurred seeking grants	6,189	1,817	8,006	5,740
Support costs associated with raising funds	1,389	409	1,798	1,450
Total expenditure on raising funds	13,767	4,043	17,810	12,931
WildLearning Delivery	99,173	29,125	128,298	95,038
Support costs associated with WildLearning	13,065	3,836	16,901	14,223
Total expenditure on charitable activities	112,238	32,961	145,199	109,261
Total	126,005	37,004	163,009	122,192
<i>Support costs have been apportioned across raising funds and charitable activities.</i>				

Support Costs

Note 3 - Support Costs			
	Raising funds	WildLearning Delivery	Grand total
Support cost (detail)	£	£	£
Staff salaries	1,179	11,089	12,268
Pensions	18	164	182
Governance	45	418	463
All other	556	5,230	5,786
Total	1,798	16,901	18,699
<i>Appointment of support costs between activities was based on approximate staff time (therefore salary costs) spent on support of activity and actual activity allocation. The above figures are related to support costs only that have not already been shown as a separate fundraising cost or charitable activity cost and therefore do not include all expenditure.</i>			

Note 4 - Details of certain items of expenditure		
	Total 12 months to 31 Dec 2020	Total 12 months to 31 Dec 2019
	£	£
Independent examiner's fees	450	450
Other fees	-	-
Total	450	450

Staff costs

Note 5 - Paid employees		
5.1 Staff Costs		
	Total 12 months to 31 Dec 2020	Total 12 months to 31 Dec 2019
	£	£
Salaries and wages	140,207	103,709
Social security costs	9,210	6,195
Pension costs	2,214	1,195
Other employee benefits	-	-
Total staff costs	151,631	111,099

5.2 Average head count in the year	Total funds 12 months to 31 Dec 2020	Total funds 12 months to 31 Dec 2019
	Number	Number
Fundraising	0.4	0.3
Charitable Activities	3.7	2.6
Support Costs	0.4	0.4
Total	4.5	3.3

There were no employees who received employee benefits of more than £60,000. A pension scheme was implemented in May 2017. None of the Trustees has been paid any remuneration or received any other benefits from an employment with the charity or related entity. No Trustee expenses have been incurred. No staff were made redundant and no contracts terminated during the financial year.

Grant making

No grants were made during the reporting period January to December 2020.

Debtors

Note 6 - Debtors and prepayments		
6.1 Analysis of debtors	As at 31 Dec 2020	As at 31 Dec 2019
	£	£
Trade debtors	2,744	18,142
Prepayments and accrued income	749	1,332
Total	3,493	19,474

Creditors

Note 7 - Creditors and accruals				
7.1 Analysis of creditors		Amounts falling due within one year		Amounts falling due after more than one year
	As at 31 Dec 2020	As at 31 Dec 2019	As at 31 Dec 2020	As at 31 Dec 2019
	£	£	£	£
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	-	-	-	-
Accruals and deferred income	37,311	33,026	-	-
Taxation and social security	-	-	-	-
Other creditors	- 0	- 0	-	-
Total	37,311	33,026	-	-
7.2 Deferred income				
<i>Movement in deferred income account</i>			As at 31 Dec 2020	As at 31 Dec 2019
			£	£
Balance at the start of the reporting period				
Amounts added in current period			37,311	33,026
Amounts released to income from previous periods				
Balance at the end of the reporting period			37,311	33,026

Cash in hand

Note 8 - Cash at bank and in hand		
	As at 31 Dec 2020	As at 31 Dec 2019
	£	£
Short term cash investments	-	-
Short term deposits	81,473	81,123
Cash at bank and on hand	51,211	76,329
Other	-	-
Total	132,684	157,452

Movement of funds

Note 9 - Charity funds				
9.1 Details of material funds held and movements during the CURRENT reporting period 12 months to 31 Dec 2020				
Movement of major funds	Fund balances brought forward 1 Jan 2020	Incoming resources	Outgoing resources	Fund balances carried forward 31 Dec 2020
	£	£	£	£
Unrestricted				
General (inc WildLearning unres)	130,584	82,975	126,005	87,554
Restricted				
TigerTeam project	13,316	-	2,004	11,312
WildLearning project	-	-	-	-
WildHub project	-	35,000	35,000	-
Total Restricted	13,316	35,000	37,004	11,312
Total Funds	143,900	117,975	163,009	98,866
Analysis of net assets between funds				
		Unrestricted	Restricted	Balances carried forward 31 Dec 2020
Cash & current investments		93,372	39,312	132,684
Other current/(liabilities)		- 5,818	- 28,000	- 33,818
Total Funds		87,554	11,312	98,866

Note 9 - Charity funds (cont)				
9.2 Details of material funds held and movements during the PREVIOUS reporting period 12 months to 31 Dec 2019				
Movement of major funds	Fund balances brought forward 1 Jan 2019	Incoming resources	Outgoing resources	Fund balances carried forward 31 Dec 2019
	£	£	£	£
Unrestricted				
General (inc WildLearning unres)	104,946	79,585	53,947	130,584
Restricted				
TigerTeam project	13,863	-	547	13,316
WildLearning project	67,698	-	67,698	-
Total Restricted	81,561	-	68,245	13,316
Total Funds	186,507	79,585	122,192	143,900