



**Trustees' Report
and Financial Statements**

Period ending 31 December 2021

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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)

Danielle Parks (appointed July 2020)

Eliot James (stepped down August 2021)

Christopher Jarrett (stepped down Sept 2022)

Charity Executive Director

Adam Barlow

Registered office

(As of 2022)

Wild Team Conservation

Kalpana

Templands Lane

Allithwaite

Cumbria

LA11 7QY

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.

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.

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.

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 2021)

Charitable activities

During 2021, we continued to focus on: providing essential knowledge to wildlife conservationists via our free best practices in key conservation subjects; providing training in those subjects; and hosting an online community for wildlife conservationists to share, collaborate and connect with each other.

During 2021, a new best practice manual was written and published in Grant Writing for Wildlife Conservation (**GWWC**). The creation of two other new best practices were also almost completed, Stakeholder Engagement for Wildlife Conservation (**SEWC**) and Monitoring and Evaluation for Wildlife Conservation (**MEWC**).

We updated existing best practices to new versions of Project Management for Wildlife Conservation (**PMWC**) to version 4 and Strategy Development for Wildlife Conservation (**SDWC**) to version 2. This was done by reviewing current processes to see where improvements could be made and collecting feedback from existing best practice users.

All current versions of the best practices continue to be freely available for anyone to download via our [website](#). In 2021, there was a total 2,373 downloads of our best practices.

Our online training courses continued to be very popular and we endeavoured to provide an accessible, friendly and engaging learning environment for participants around the world to improve their conservation skills and engage with each other during the live online training sessions.

During 2021, we successfully delivered 14 online training courses in total, 8 in our most popular subject – PMWC, 3 in SDWC, and 3 in the newly created GWWC. Two of these courses were team training for Bristol Zoological Society and The IUCN SSC Asian Species Action Partnership (ASAP). The rest of the training courses were open to anyone to sign up.

In 2021, 456 new training certificates were issued, with 640 people taking part in WildTeam training courses (Not all trainees took the exam and some trainees gained certification in two different best practices). Trainees were from 65 different countries around the world.



98% of trainees would recommend our training, with an average rating of 4.5 out of 5. Of those taking part, 52% were existing conservation practitioners, 31% were at the start of their conservation career and 18% were hoping to switch into conservation from another sector.

WildHub, a free, member-led, online global community of conservation professionals which was launched in 2020, continued to grow and engage with its members. WildHub provides a space to exchange ideas, create new solutions, and make new partnerships to enable better, faster, and cheaper conservation that helps save more wildlife.

In 2021, there were an additional 1,034 members and 213,000 content views. Of those members 66% were active during 2021. Total member numbers at the end of 2021 stood at 2,350 members across 127 countries, with 416,500 content views since its launch in March 2020 and 2,300 content items. Since July 2021, 100% of total content (open-community) is organic (non-commissioned).

A second WildHub festival took place in 2021, 9 sessions implemented by an organising committee of 30 members, participated by 140 people across 27 countries. To increase the WildHub core community and member engagement in sharing knowledge, experiences, and ideas to help others in their conservation work, WildHub recruited and celebrated 5 core community members, 3 Conservation creators, 1 Conservation connector and 1 Conservation Catalyst. At the end of the year, we sent out a second end of year survey to evaluate behaviour results. 85% of respondents said that WildHub provided useful information in their conservation jobs. 89% of respondents said WildHub helped them stay connected with other conservationists. And 57% of respondents said WildHub helped them come up with creative and novel solutions.

Our focus on consultancy was again less this year, but we did finish off some technical support to Environmental Investigation Agency (EIA), and project strategic support to Wildlife Conservation Research Unit (WildCru) University of Oxford. WildTeam UK continued to provide technical support and strategic advice to our sister organisation WildTeam in Bangladesh.

Fundraising and marketing activities

In 2021 we continued to focus on generating more of our own income via delivery of our training courses and consultancy work to reach a more sustainable level and increase our financial resilience. We achieved 64% of our own income during this time. We also continued to secure funding from major donors. We were successful in securing a grant from a charitable family trust to provide full bursaries to UK based marine conservationists to attend our training courses.



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 financial management process and financial management software, which has better enabled us to manage and report on our financial activities.

A new member of staff was recruited and started in March 2021 to help create and deliver our online training courses.

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 2022)

Charitable activities

Our main focus in 2022 will continue to be delivering our best practices via our online training courses, increasing the number of training courses 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.

At the beginning of 2022, we plan to finalise the new best practices in Stakeholder Engagement for Wildlife Conservation (SEWC) and Monitoring and Evaluation for Wildlife Conservation (MEWC). We then plan to create new training courses in these subjects and deliver the first ones during 2022. We will continue to deliver training courses in Grant Writing for Wildlife Conservation (GWWC). As well as updating the training course materials for the updated versions for Project Management for Wildlife Conservation (PMWC) and Strategy Development for Wildlife Conservation (SDWC). We aim to deliver approximately 20 training courses in 2022, training 800 wildlife conservationists.

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.

By the end of 2022, WildHub aims to: Increase members reach, aiming for 3,550 members across 140 countries sharing 780 content items resulting in 150,000 page views; WildHub has celebrated 10 Core community members who significantly contributed content in 2022; Members collaborate by interacting on the platform through a total of 4,500 comments, Q&A & conversations; and aiming for 67% of end-of-year survey respondents say WildHub has helped them come up with creative and novel solutions.

We have also secured funding for the start of 2022, to recruit a Partnerships Engagement Specialist to engage with potential partners from both conservation organisations and universities that provide wildlife conservation degrees, that may be interested in providing their staff and students funded places on our training courses, so as to increase our reach and thus conservation impact.



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. We also have plans to submit grant applications to fund the staffing costs of WildHub (platform provider Zapnito, kindly continue to provide the platform pro-bono to WildTeam).

Support activities

Support activities will continue as needed to support the charitable activities accordingly. In addition to recruiting a Partnerships Engagement Specialist, we also plan to hire a new part-time member of staff to help deliver our online training workshops, due to planned maternity leave in 2022.

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
31/10/2022

DR SARAH GREAVES

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 2021, which are set out on pages 14 to 22.

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: Ian Barrett FCA FCIE

Address: Barretts, Chartered Accountants and Chartered Tax Advisers,
22 Union Street, Newton Abbot, Devon, TQ12 2JS

Date: 31st October 2022

4 Statement of Financial Activities

For the period ended 31 December 2021

Statement of Financial Activities					
Recommended categories by activity	Notes	Unrestricted	Restricted	Total 12 months to 31 Dec 2021	Total 12 months to 31 Dec 2020
Incoming resources	1	£	£	£	£
Income and endowments from:					
Donations and legacies		-	52,000	52,000	35,000
Charitable activities		93,658		93,658	82,625
Other trading activities		-	-	-	-
Investments		82	-	82	350
Separate material item of income		-	-	-	-
Other		-	-	-	-
Total incoming resources		93,740	52,000	145,740	117,975
Resources expended	2				
Expenditure on:					
Raising funds		12,856	4,171	17,027	17,810
Charitable activities		99,153	35,156	134,310	145,199
Separate material expense item		-		-	-
Other		-		-	-
Total		112,009	39,327	151,337	163,009
Net income/(expenditure) before investment gains/(losses)		- 18,269	12,673	- 5,598	- 45,034
Net gains/(losses) on investments		-	-	-	-
Net income/(expenditure)		- 18,269	12,673	- 5,598	- 45,034
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		- 18,269	12,673	- 5,598	- 45,034
Reconciliation of funds:					
Total funds brought forward		87,554	11,312	98,866	143,900
Total funds carried forward		69,285	23,985	93,270	98,866

5 Balance sheet

As at 31 December 2021

Balance Sheet	Notes	As at 31 Dec 2021	As at 31 Dec 2020
Fixed assets		£	£
Intangible assets		-	-
Tangible assets		-	-
Heritage assets		-	-
Investments		-	-
Total fixed assets		-	-
Current assets			
Stocks		-	-
Debtors	6	117	3,493
Investments		61,555	81,473
Cash at bank and in hand	8	79,320	51,211
Total current assets		140,992	136,177
Creditors: amounts falling due within one year	7	47,722	37,311
Net current assets/(liabilities)		93,270	98,866
Total assets less current liabilities		93,270	98,866
Creditors: amounts falling due after one year	7	-	-
Provisions for liabilities			
Net assets		93,270	98,866
Funds of the Charity			
Endowment funds			
Unrestricted funds	9	69,285	87,554
Restricted income funds	9	23,985	11,312
Revaluation reserve		-	-
Total funds		93,270	98,866
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
31/10/2022

DR SARAH GREAVES

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 2021	Total 12 months to 31 Dec 2020
Donations and legacies:	£	£	£	£
Donations and gifts	-	30,000	30,000	28,000
Gift Aid	-	7,000	7,000	7,000
General grants provided by government/other charities	-	15,000	15,000	-
Total	-	52,000	52,000	35,000
Charitable activities:				
WildLearning Delivery	93,658	-	93,658	82,625
Total	93,658	-	93,658	82,625
Income from investments:				
Interest income	82	-	82	350
Total	82	-	82	350
Other:				
Total	-	-	-	-
TOTAL INCOME	93,740	52,000	145,740	117,975

Analysis of resources expended

Note 2 - Analysis of expenditure				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2021	Total 12 months to 31 Dec 2020
Analysis			£	£
Incurred seeking donations	5,941	2,086	8,027	8,006
Incurred seeking grants	5,941	2,086	8,027	8,006
Support costs associated with raising funds	974	-	973	1,798
Total expenditure on raising funds	12,856	4,171	17,027	17,810
WildLearning Delivery	90,700	31,320	122,020	128,298
Support costs associated with WildLearning	8,453	3,836	12,289	16,901
Total expenditure on charitable activities	99,153	35,156	134,309	145,199
Total	112,009	39,327	151,336	163,009
Support costs have been apportioned across raising funds and charitable activities.				

Support Costs

Note 3 - Support Costs			
	Raising funds	WildLearning Delivery	Grand total
Support cost (detail)	£	£	£
Staff salaries	871	7,565	8,436
Pensions	13	110	123
Governance	48	415	463
All other	384	3,331	3,714
Total	1,316	11,421	12,736
<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 2021	Total 12 months to 31 Dec 2020
	£	£
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 2021	Total 12 months to 31 Dec 2020
	£	£
Salaries and wages	133,654	140,207
Social security costs	8,324	9,210
Pension costs	2,069	2,214
Other employee benefits	-	-
Total staff costs	144,047	151,631

5.2 Average head count in the year	Total funds 12 months to 31 Dec 2021	Total funds 12 months to 31 Dec 2020
	Number	Number
Fundraising	0.5	0.4
Charitable Activities	3.8	3.7
Support Costs	0.3	0.4
Total	4.5	4.5

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 2021.

Debtors

Note 6 - Debtors and prepayments		
6.1 Analysis of debtors	As at 31 Dec 2021	As at 31 Dec 2020
	£	£
Trade debtors	-	2,744
Prepayments and accrued income	117	749
Total	117	3,493

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 2021	As at 31 Dec 2020	As at 31 Dec 2021	As at 31 Dec 2020
	£	£	£	£
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	-	-	-	-
Accruals and deferred income	48,290	37,311	-	-
Taxation and social security	-	-	-	-
Other creditors	- 568	-	-	-
Total	47,722	37,311	-	-
7.2 Deferred income				
<i>Movement in deferred income account</i>			As at 31 Dec 2021	As at 31 Dec 2020
			£	£
Balance at the start of the reporting period				
Amounts added in current period			47,722	37,311
Amounts released to income from previous periods				
Balance at the end of the reporting period			47,722	37,311

Cash in hand

Note 8 - Cash at bank and in hand		
	As at 31 Dec 2021	As at 31 Dec 2020
	£	£
Short term cash investments	-	-
Short term deposits	61,555	81,473
Cash at bank and on hand	79,320	51,211
Other	-	-
Total	140,875	132,684

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 2021				
Movement of major funds	Fund balances brought forward 1 Jan 2021	Incoming resources	Outgoing resources	Fund balances carried forward 31 Dec 2021
	£	£	£	£
Unrestricted				
General (inc WildLearning unres)	87,554	93,740	112,009	69,285
Restricted				
TigerTeam project	11,312	2,000	427	12,883
WildLearning project	-	15,000	3,900	11,100
WildHub project	-	35,000	35,000	-
Total Restricted	11,312	52,000	39,327	23,985
Total Funds	98,866	145,740	151,336	93,270
Analysis of net assets between funds				
		Unrestricted	Restricted	Balances carried forward 31 Dec 2021
Cash & current investments		76,258	63,985	140,243
Other current/(liabilities)		- 6,973	- 40,000	- 46,973
Total Funds		69,285	23,985	93,270

9.2 Details of material funds held and movements during the PREVIOUS 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