

EMBRACING AGE

Later life in all its fullness



EMBRACING AGE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31st DECEMBER, 2022

CHARITABLE INCORPORATED ORGANISATION

REGISTERED CHARITY NUMBER 1160400



EMBRACING AGE

Trustees Report and Financial Statements Contents

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EMBRACING AGE

Legal and Administrative Information For the Year Ended 31st December 2022

Objects

The objects of the Charity are to relieve older people who are in need by providing befriending, support and other services calculated to relieve the needs of such persons, in accordance with Christian principles and to relieve social isolation and loneliness amongst elderly people.

Trustees

Dr Jennifer Eades (Chair)
Matthew Harris (resigned March 2022)
Karen Block
Timothy Blair
Fiona Costa
Roderick Day (appointed January 2022)
João Paulo Henrich Tavares (appointed June 2022)

Staff

Tina English – Director
Sarah Waller – Communication and Impact Manager
Wendy Simeon – Richmond Co-ordinator
Rebecca Savage – Isle of Wight Co-ordinator
Joy Maycock – West Sussex Co-ordinator (appointed September 2022, resigned November 2022)

Key Management Personnel

Those in charge of planning, directing, controlling, running and operating the Charity, including those members of staff who are the senior management personnel to whom the trustees have delegated significant authority or responsibility in the day-to-day running of the charity particularly Tina English and Sarah Waller

Premises

The Registered Office of the Charity is 183 Lincoln Avenue, Twickenham TW2 6NL

Independent Examiner

Craig McDowell
56 The Bittoms
Kingston
KT1 2AP

Principal Bankers

The Cooperative Bank plc,
PO Box 250,
Delf House,
Skelmersdale, WN8 6WT

EMBRACING AGE

Trustees' Annual Report

For the Year Ended 31st December 2022

The Trustees submit their report and the financial statements of Embracing Age ("the Charity") for the year ended 31 December 2022. The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2015 (FRS102)) and the Financial Reporting Standard 102. The legal and administrative information set out earlier in this document forms part of this report.

Structure, Governance and Management

Status and Governing Document

Embracing Age is a CIO (Charitable Incorporated Organisation), registered charity number 1160400. Its governing document is a Constitution dated 11th November 2014 and Registered Charitable status was granted on 9th February 2015.

Governance and Internal Control

The day-to-day activities of the Charity are monitored by the Trustees, who all live locally. Board Meetings are held quarterly and informal discussions and meetings also take place.

New Trustees are appointed by existing Trustees.

Organisation

The Board of Trustees, which has a minimum of three members, administers the Charity. Certain tasks are delegated to the Director and other staff and volunteers.

Trustee Induction and Training

New Trustees are made aware of the seriousness of their responsibilities and obligations under charity law. They are given an induction pack and are able to understand their obligations by reading relevant Charity Commission publications. Trustees are aware of training courses and conferences and may extend their knowledge of matters pertaining to their role in the Charity.

Related Parties and cooperation with other organisations

The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any trustee and Charity employees or suppliers.

The Charity has good relationships with a number of local organisations which support the Charity's vision.

Pay policy

Staff pay rates are set by the Board of Trustees. Details of Trustees' expenses and related party transactions are disclosed in a note to the accounts.

Objectives and Activities for the Public Benefit

The aims and objectives of the Charity in 2022 as restrictions of the pandemic eased were:

- Care home residents, including those with dementia, will feel valued and connected, and experience improved wellbeing, and care home staff will feel supported.

EMBRACING AGE**Trustees' Annual Report**For the Year Ended 31st December 2022

- Informal carers will feel supported, spiritually nourished and connected with other carers
- Churches will be inspired and equipped to come alongside older people, including care home residents, those with dementia and carers.

Public Benefit

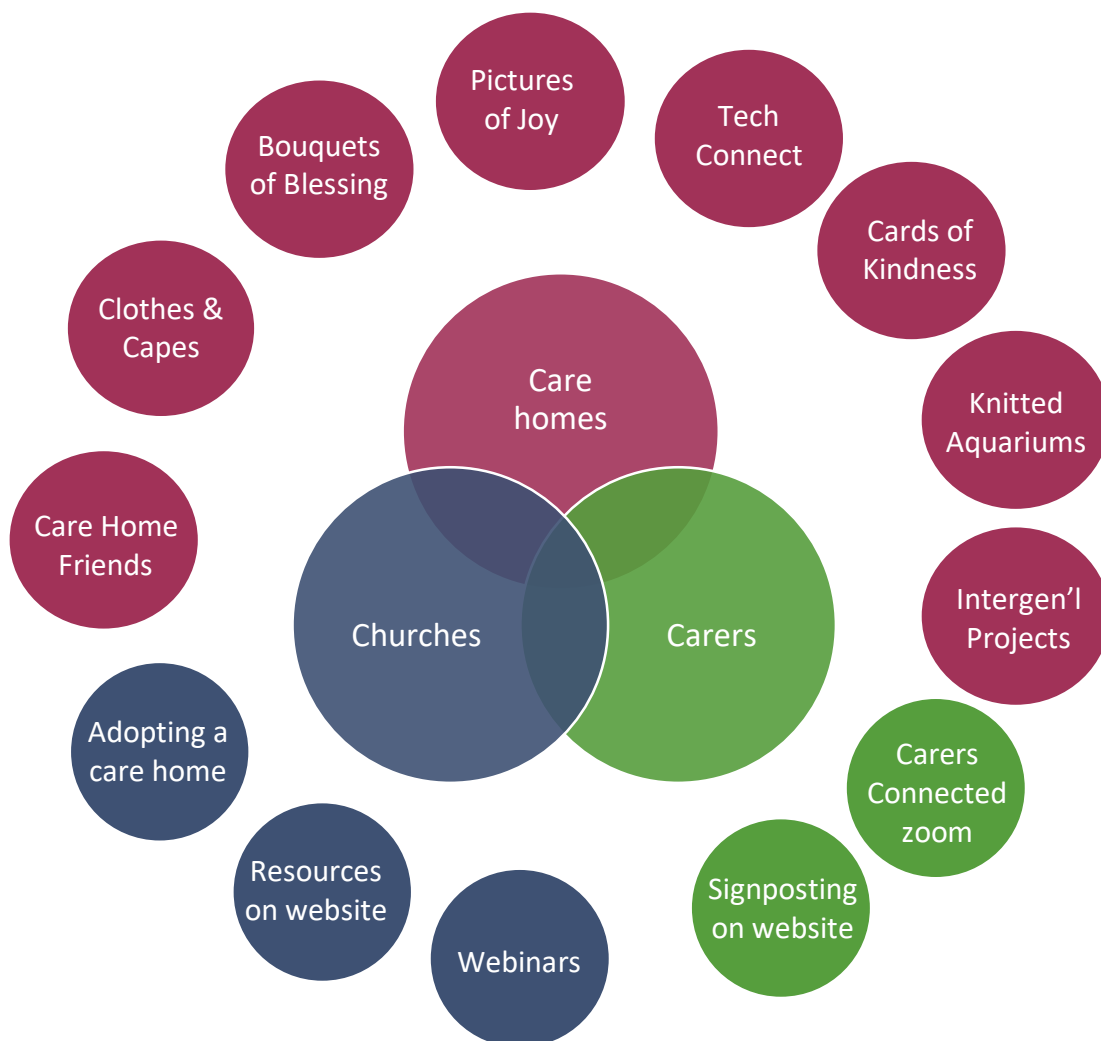
The trustees have considered the guidance of the Charity Commission on public benefit. The provision of public benefit is given at no charge and is made available to all people including those on low incomes.

An Overview of our Activities

There are three main strands of our work, all for the public benefit:

- Befriending and bringing joy to care home residents
- Supporting informal carers
- Equipping churches in their work amongst older people

The activities related to these three strands are summarised in the diagram below.

**1. Befriending and bringing joy to care home residents:**

EMBRACING AGE**Trustees' Annual Report**For the Year Ended 31st December 2022

Covid has continued to disrupt our work. Although national restrictions eased, care homes still closed when there were “outbreaks”. Care home staff have remained under high pressure, with recruitment challenges and high staff turnover.

Where volunteers have been allowed to visit we have continued to facilitate this, recruiting and training new volunteers.

Whilst care home visiting has still been restricted we have continued to bring joy to residents and help them feel connected to their community through:

- Letters and cards
- Knitted aquariums
- Flower bouquets to care homes on the Isle of Wight
- Connected care home residents and their loved ones with Alexa devices
- Helping to set up an intergenerational gardening project between a primary school and a local care home.
- Emergency clothing packs to residents admitted in emergencies and comforting knitted bed capes and shawls

2. Supporting informal carers

We have continued our weekly zoom gathering on Thursday afternoons for informal carers, and started an evening gathering in January 2023 for those unavailable during the day. Carers value highly the opportunity to chat and pray with other carers, and are very supportive of one another.

3. Equipping churches in their work amongst older people

We have continued to deliver regular webinars to church groups on the four subjects below, with positive feedback:

- Developing a strategy for ministry amongst older people
- Coming alongside people living with dementia
- Supporting informal carers
- Being a blessing to care home residents

In 2023 we have also started in person workshops alongside the webinars and are developing training sessions in other topics that churches have told would help to equip them in their work with older people.

Financial Review

A summary of the financial results and the work of the Charity are set out in the accounts. The Charity's income was £60,511. (2021: £89,073)

EMBRACING AGE**Trustees' Annual Report**For the Year Ended 31st December 2022

Risk Assessment

The major risks to which the Charity has been exposed, as identified by the Trustees, have been reviewed and systems have been established to mitigate those risks.

Going Concern

Taking into account reserves and anticipated income, the Trustees are confident that the Charity remains a going concern for at least twelve months from the date of approval of these accounts.

Reserves

The charity has unrestricted accumulated reserves of £32,625 (2021: £27,321). The Trustees aim is to have 3 months of unrestricted reserves and they consider that the fund reserves at the year-end were adequate but not excessive.

Independent Examiner

The Trustees intend to ask the Independent Examiner Craig McDowell to undertake the examination of the Charity's accounts.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity 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 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and
- preparing the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

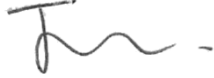
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the Charity and enable them to ensure that the financial statements comply with charity law. They are also responsible for safeguarding the assets of the Charity and hence to take 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 in the Charity's website.

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Trustees' Annual Report

For the Year Ended 31st December 2022

The Report was approved by the Trustees, who are also the members of the Charity, on 24th April 2023 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'Jenny Eades', with a horizontal line extending to the right.

Jenny Eades
Chair of Trustees

EMBRACING AGE**Independent Examiner's Report to The Trustees of Embracing Age
For the Year Ended 31st December 2022**

I have examined the accounts for the year ended 31st December, 2022 on pages 8 to 14 following which have been prepared on the basis of the accounting policies set out on page 10 & 11.

Respective Responsibilities of Trustees and Examiner

The Trustees of the Charity are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but they have requested an independent examination. I have been appointed to conduct an Independent Examination under section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit and to report to the Trustees,

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

- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011 and in accordance with the General Directions given by the Charity Commissioners. 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 a review of the accounts and making such enquiries as are necessary for the purpose of this report. 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.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect,

- accounting records have not been kept in accordance with section 130 of the Charities Act 2011, or
- the accounts presented do not accord with those records, or
- comply with the accounting requirements of the Charities Act 2011.

No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.



Craig McDowell
27 April 2023

EMBRACING AGE

Statement of Financial Activities
For the Year Ended 31st December 2022

| | | Unrestricted Funds 2022 | Restricted Funds 2022 | TOTAL FUNDS 2022 | Unrestricted Funds 2021 | Restricted Funds 2021 | TOTAL FUNDS 2021 |
|------------------------------------|-------|--|--------------------------------------|---------------------------------|--|--------------------------------------|---------------------------------|
| | Note | £ | £ | £ | £ | £ | £ |
| INCOME from: | | | | | | | |
| Donations | 2 | 23,153 | 29,800 | 52,953 | 8,489 | 79,515 | 88,004 |
| Fundraising activity | | 4,079 | 0 | 4,079 | 969 | 0 | 969 |
| Charitable activities | | 3,479 | 0 | 3,479 | 100 | 0 | 100 |
| Investment income - interest | | 0 | 0 | 0 | | | |
| Total Income | | 30,711 | 29,800 | 60,511 | 9,558 | 79,515 | 89,073 |
| EXPENDITURE on: | | | | | | | |
| Charitable expenditure | | 23,992 | 51,998 | 75,991 | 10,808 | 63,705 | 74,513 |
| Fundraising | | 1,414 | 0 | 1,414 | 692 | 0 | 692 |
| Total Expenditure | 3 & 4 | 25,407 | 51,998 | 77,405 | 11,500 | 63,705 | 75,205 |
| Net Income | | 5,304 | -22,198 | -16,894 | -1,942 | 15,810 | 13,868 |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 27,321 | 42,799 | 70,120 | 29,263 | 26,989 | 56,252 |
| Total funds carried forward | | 32,625 | 20,601 | 53,226 | 27,321 | 42,799 | 70,120 |

All the above results derive from continuing activities. All gains and losses recognised in the year are included above.

The notes on pages 10 to 14 form part of these accounts.

EMBRACING AGE

Balance Sheet

As at 31st December 2022

| | | Unrestricted Funds 2022 | Restricted Funds 2022 | Total Funds 2022 | Total Funds 2021 |
|---------------------------------------|------|------------------------------------|--------------------------------------|---------------------------------|-----------------------------|
| | Note | £ | £ | £ | £ |
| FIXED ASSETS | 5 | 240 | 0 | 240 | 360 |
| | | | | | |
| CURRENT ASSETS | | | | | |
| Cash at bank | | 32,065 | 20,601 | 52,666 | 67,399 |
| Debtors | | 320 | 0 | 320 | 3,231 |
| | | 32,385 | 20,601 | 52,986 | 70,630 |
| | | | | | |
| CREDITORS: AMOUNT DUE WITHIN ONE YEAR | | 0 | 0 | 0 | 870 |
| | | | | | |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 32,625 | 20,601 | 53,226 | 70,120 |
| | | | | | |
| FUNDS | | | | | |
| Unrestricted Funds | | 32,625 | 0 | 32,625 | 27,321 |
| Restricted Funds | | 0 | 20,601 | 20,601 | 42,799 |
| | | | | | |
| TOTAL CHARITY FUNDS | | 32,625 | 20,601 | 53,226 | 70,120 |

The accounts approved by the trustees and signed on their behalf on 24th April 2023



Jennifer Eades - Trustee



Karen Block - Trustee

The notes on pages 10 to 14 form part of these accounts.

EMBRACING AGE

Notes to The Accounts
For The Year Ended 31st December 2022

1. ACCOUNTING POLICIES**(a) Basis of preparation**

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 Charity 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 note(s).

The Charity is a Going Concern.

A summary of the most important accounting policies, which have been applied consistently, are set out below.

(b) Funds Structure

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.

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 specific purposes. The aim and use of each restricted fund is set out in the notes to the accounts.

(c) Income

All income is included in the SOFA when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. No amounts have been included in the accounts for gifts in kind or for services donated by volunteers.

(d) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources, using time spent on each activity as a guide.

Grants payable are included in the accounts where there is a legal or constructive liability.

The costs of charitable activities are those costs incurred directly in relation to the objects of the Charity.

Governance costs are incurred in connection with the administration of the Charity and compliance with constitutional and statutory requirements. These tasks are undertaken by unpaid trustees.

Irrecoverable VAT is charged against the category of resources for which it was incurred.

(e) Fixed Assets

EMBRACING AGE

Notes to The Accounts
For The Year Ended 31st December 2022

The cost of the office equipment, less any expected residual value is depreciated on a straight line basis over the effective useful life of the assets which has been estimated as four years. Office equipment items are initially included at cost and depreciated as stated. The carrying values are reviewed at the year-end for impairment if circumstances indicate that the full carrying value may not be recoverable.

(f) Taxation

The Charity is a Registered Charity and is therefore exempt from taxation under the Income and Corporation Taxes Acts.

2. DONATIONS

Donations comprise the following:

| | 2022 | 2021 | 2020 |
|-------------------------------|---------------|---------------|----------------|
| | £ | £ | £ |
| Grants from Charitable Trusts | 29,800 | 79,250 | 86,186 |
| Grants from companies | 365 | 823 | 4,240 |
| Individual donations | 19,023 | 3,031 | 11,434 |
| Other organisations | 3,765 | 4,899 | 2,706 |
| Total | 52,953 | 88,003 | 104,566 |

3. CHARITABLE EXPENDITURE

Charitable expenditure comprises the following:

| | 2022 | 2021 | 2020 |
|---------------------------------------|---------------|---------------|---------------|
| | £ | £ | £ |
| Salaries, pension & staff costs | 61,968 | 56,705 | 54,436 |
| Volunteer costs, including DBS checks | 419 | 257 | 631 |
| Supporting gifts | 4,012 | 9271 | 33,923 |
| Publicity and development | 1,133 | 355 | 183 |
| Office and Sundries | 8,220 | 4743 | 3,170 |
| Equipment | 23 | 810 | 40 |
| Insurance, legal and professional | 941 | 850 | 570 |
| Other Fundraising | 244 | 812 | 0 |
| Other costs | 445 | 532 | 131 |
| Independent examination | 0 | 870 | 0 |
| Total | 77,405 | 75,205 | 93,084 |

EMBRACING AGENotes to The Accounts
For The Year Ended 31st December 2022

4. SALARIES, TRUSTEES' REMUNERATION AND TRUSTEES' EXPENSES

The Charity paid £58,127 (2021 - £53,025) to 5 individuals in the year (2021 – 5). Employer pension contributions were £3,194 (2021 - £1,394).

The key management personnel compensation was £20,637 (2021 - £23,702).

Trustees were paid no salaries or expenses.

5. FIXED ASSETS

| FIXED ASSETS | Office Equipment £ |
|---------------------|-----------------------|
| Cost | |
| At 1 January 2022 | 480 |
| Additions | |
| Disposals | |
| | <hr/> 480 <hr/> |
| Depreciation | |
| At 1 January 2022 | 120 |
| Charge for the year | 120 |
| Disposals | 0 |
| | <hr/> 240 <hr/> |
| Net Book Value | <hr/> 240 <hr/> |

6. DEBTORS

| | 2022 | 2021 |
|----------------|------|------|
| | £ | £ |
| Sundry debtors | 320 | 3231 |

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2022 | 2021 |
|----------|------|------|
| | £ | £ |
| Accruals | 0 | 870 |

EMBRACING AGE

Notes to The Accounts
For The Year Ended 31st December 2022

8. RESTRICTED FUNDS

2022 Restricted funds:

| Purpose | At 1 January 2022 | Income | Expenditure | At 31 December 2022 |
|----------------------------|------------------------------|---------------|--------------------|------------------------------------|
| National CHF | 5474 | 0 | 5474 | 0 |
| Flowers of Blessing | 322 | 0 | 229 | 92 |
| IOW gift boxes/cards | 652 | 0 | 652 | 0 |
| ALexa on the Isle of Wight | 3625 | 0 | 2499 | 1126 |
| National CHF Replication | 5000 | 0 | 5000 | 0 |
| New Large area CHF | 15000 | 0 | 3908 | 11092 |
| LBRUT CHF | 0 | 8000 | 8000 | 0 |
| IOW gift boxes/cards | 60 | 0 | 60 | 0 |
| LBRUT CHF | 0 | 8000 | 8000 | 0 |
| IOW | 12667 | 0 | 12667 | 0 |
| IOW | 0 | 7500 | 5080 | 2420 |
| Pictures of Joy | 0 | 1000 | 428 | 572 |
| Making Moments | 0 | 300 | 0 | 300 |
| Care Home Friends | 0 | 5000 | 0 | 5000 |
| Total | 42800 | 29800 | 51998 | 20602 |

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Notes to The Accounts
For The Year Ended 31st December 2022

8. RESTRICTED FUNDS (continued)**2021 Restricted funds:**

| Organisation | Purpose | At 1 January 2021 | Income | Expenditure | At 31 December 2021 |
|-------------------------------|---------------------|----------------------------------|---------------|--------------------|------------------------------------|
| Sobell | National CHF | 6,467 | 13,000 | 19,467 | 0 |
| Joseph Rank | National CHF | 0 | 10,000 | 4,526 | 5,474 |
| Garfield Weston | IoW CHF | 4,330 | | 4,330 | 0 |
| HiWCF | Wight Mask Ask | 1,562 | | 1,562 | 0 |
| Mary Pittis Trust | Flowers of Blessing | 2,000 | | 1,679 | 322 |
| Allchurches Trust | Carers Connected | 3,722 | | 3,722 | 0 |
| Mary Pittis Trust | IOW gifts/cards | 1,542 | | 890 | 652 |
| Crowdfunding | CH Connections | 1,136 | | 1,136 | 0 |
| Mary Pittis Trust | Alexa on IoW | | 4,000 | 375 | 3,625 |
| Hollyhock Foundation | National CHF | | 5,000 | 0 | 5,000 |
| Hollyhock Foundation | Carers Connected | | 2,500 | 2,500 | 0 |
| Hollyhock Foundation | CHF new area | | 15,000 | 0 | 15,000 |
| The Hampton Fund | LBRUT CHF | | 8,000 | 8,000 | 0 |
| individuals | IOW gifts/cards | | 60 | 0 | 60 |
| Richmond Parish Lands Charity | LBRUT CHF | | 8,000 | 8,000 | 0 |
| HIWCF | IOW CHF | 6,231 | | 6,231 | 0 |
| The Steel Charitable Fund | IOW CHF | | 13,750 | 1,083 | 12,667 |
| Individuals - gift aid | LBRuT gift boxes | | 205 | 205 | 0 |
| TOTALS | | 26,990 | 79,515 | 63,705 | 42,800 |

9. RELATED PARTY TRANSACTIONS

There were no related party transactions.