



Annual Report & Accounts

Year Ended 31st December 2023

Embracing Age
Charitable Incorporated Organisation



Charity Number 1160400

Trustees Report and Financial Statements

Contents

Introduction	1
Legal & Administrative Information	2
Report of the Trustees	3
Independent Examiner's Report to the Trustees	19
Statement of Financial Activities	20
Balance Sheet	21
Notes to the Accounts	22
Acknowledgements	26



Introduction

Message from our Founder, Tina

Welcome to our Annual Report and Accounts, a testament to the unwavering dedication of our volunteers and staff team. Within these pages, you'll find stories that showcase the power of human connection. You'll meet our amazing volunteers who give their time and hearts to build friendships, share experiences, and bring joy to care home residents and offer invaluable support to those caring for loved ones at home.

You'll also be able to read important details about how Embracing Age is run and our financial accounts for the year.

We are incredibly grateful for the support of our donors, volunteers, and partners who make this vital mission possible.

Thank you for being part of our journey and taking the time to read this report. Together, we can continue to build a future where older people are valued, connected and full of hope.

OUR MISSION

Embracing Age is a Christian charity working towards a world where older people are valued, connected and full of hope.

We do this by:

- Combatting loneliness
- Mobilising volunteers
- Equipping churches
- Speaking out

There's a section on each of these in this report. Names may have been changed for anonymity.

**"It makes me
feel alive.
I look forward to
Thursdays."**

A care home resident talking
about the visits from his
volunteer

Legal & Administrative Information

For the Year Ended 31st December 2023

TRUSTEES

Dr Jennifer Eades (Chair)
Karen Block
Timothy Blair
Fiona Costa
Roderick Day
João Paulo Henrich Tavares

STAFF

Tina English, **CEO**
Sarah Waller, **Comms & Impact Manager**
Rebecca Savage, **Isle of Wight Coordinator**
Zoe Jones, **Hampshire Coordinator**
Paul Crowther, **Development Manager**
Sarah Smith, **Carers Connected Coordinator**
June Morell, **Operations Manager**
Sarah Wood, **Hampshire Coordinator**
(Resigned December 2023)
Joanna Beadle, **Richmond Co-ordinator**
(Resigned October 2023)

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.

OBJECTS

The objects of Embracing Age 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.

The following pages outline how we do that in practice and the difference we make.

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 Co-operative Bank plc,
PO Box 250,
Delf House,
Skelmersdale, WN8 6WT

Trustees' Annual Report

For the Year Ended 31st December 2023

The Trustees submit their report and the financial statements of Embracing Age ("the Charity") for the year ended 31 December 2023. 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 & 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. Trustee Board meetings are held quarterly and additional 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 CEO 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 Co-operation 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 Organisations which support the Charity's vision.

Pay Policy

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

Trustees' Annual Report

For the Year Ended 31st December 2023

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The aims and objectives of the Charity in 2023 were that:

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

For the Year Ended 31st December 2023



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

- Coming alongside care home residents, bringing joy, hope and companionship
- Supporting informal carers through weekly Zoom gatherings, giving them the opportunity to chat and pray together
- Equipping churches in their ministry amongst older people, through webinars and workshops, and encouraging them to adopt their local care home

The activities related to these three strands are summarised in the diagram above and expanded in the following pages.

Pioneering in Hampshire

We launched our third area, Hampshire, in March 2023. By the end of 2023, under 10 months from starting from scratch, Embracing Age Hampshire grew to:

35 active volunteers

33 residents visited

500 residents supported by all projects



“Mary’s presence has really helped Jan settle in and feel at ease.”

An Activities Co-ordinator about a volunteer for a new resident who was finding it hard to adjust to her move into the care home

We have been blown away by the support from local communities in Hampshire and the openness of care home staff to our initiatives, which has enabled our projects to grow with such momentum.

Our huge thanks to all the individuals and organisations who have embraced our vision so passionately, including:

- the 19 care homes working with us
- befriending, craft & other volunteers
- libraries facilitating Cards of Kindness
- church groups
- brownies, schools and other groups creating connections with their local care home

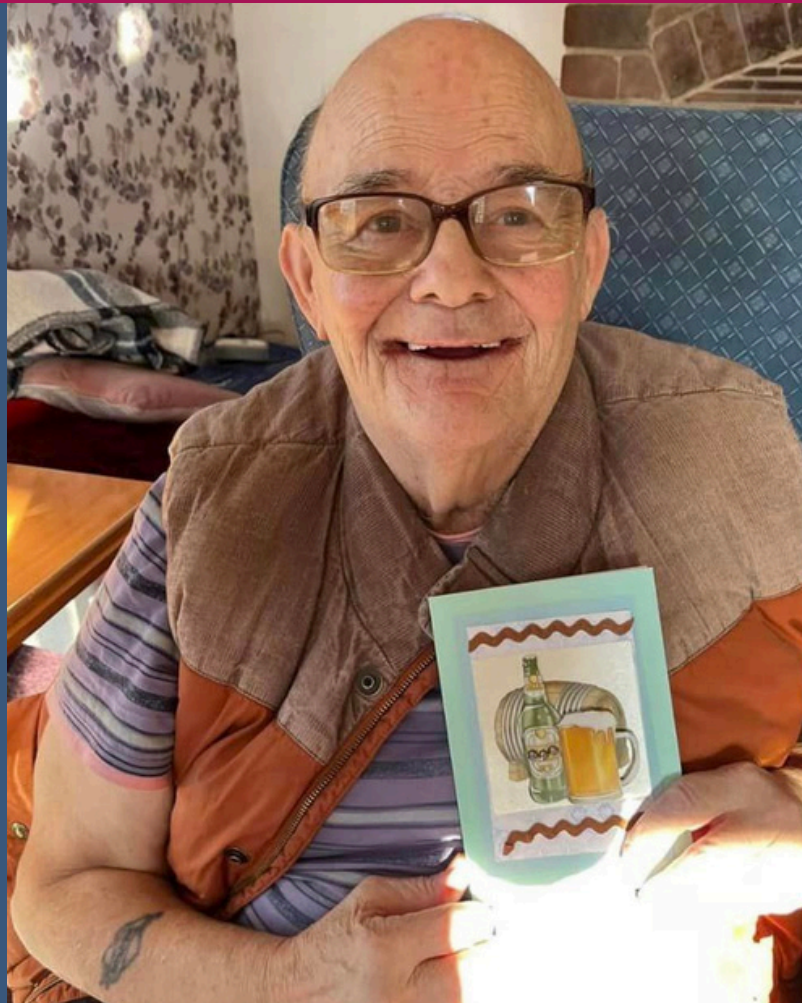
Care Home Residents

1599

care home residents
benefitted in total from our
area projects, including
through befriending, cards,
gifts, flowers and more

"The residents feel more alive and
part of the real world and that
someone cares about them. That
they are not just shut away and
forgotten. He brings the outside in."

Care Home Wellbeing
Co-ordinator



Cards and Gifts

2636

handmade Cards of Kindness
sent to residents

Our cards are chosen specifically for that individual where we know their interests and, if they are on the dementia pathway or partially-sighted, they will be sent a more tactile card for them to enjoy.

"To spend time with residents opening and reading the cards is a privilege and keeps a sense of connection to our community, especially for those who are nursed in bed."



"Our residents want to say thank you for the beautiful cards - they enjoy reading them and it gives them great pleasure once a month to think that someone they don't even know is thinking of them."

Care Home Manager

766

care home residents on the Isle of Wight and across Hampshire received Christmas gifts, many handmade by our volunteers

"It was a very heartwarming Christmas gift. I loved the card and it's still on display in my room. The warmers were just what I need. I usually sit in my chair and relax and to have them covering my hands is perfect. Thank you to whoever made the card and knitted the hand warmers. You made my day!" Resident

Flowers & Clothes

35

flower bouquets of blessing gifted to care home residents

"We would like to say a great big thank you for the most beautiful, colourful flower arrangements we received for Easter.

It was so very kind, we really appreciated receiving them.

Our heartfelt thanks go out to you all."

Care Home Manager



"I'm astounded for someone to take the time to make this bouquet for me, it's so wonderful!"

Resident

749

items of clothing given to residents in emergency clothing packs

"The clothes package was an excellent contribution towards this gentleman's personal care and presentation in daily care. He is very happy and grateful for this kind gesture.

We appreciate the support and effort of the team at Embracing Age in maintaining the quality of life for those who are really in need."

Care Home Manager

Connecting the Generations

36

connections between schools, nurseries, clubs and libraries for children to bring joy to local care home residents including handcrafted gifts; visits by school choirs; and over 550 handmade cards.

"The residents were delighted to receive cards from our local preschool and had an enjoyable morning making cards to send back to the children with beautiful messages inside."

Activities Co-ordinator

Dear friend
Thinking of you this
Christmas. I ~~hope~~ hope you're
alright and have a nice
Christmas. Merry Christmas
and a happy new year.

From
Isabelle, age 7
St Mary's School

"Thank you all so
much for your
continued support.
You are making such
a positive
impact on our
residents' lives."

Activity Co-ordinator



“The Old Boys’ Club”



“It’s fantastic as we have our own Gentlemen’s Group. He makes me feel part of community. Going to the pub took us out of ourselves with real people.”

Mike - Resident

Paul, a befriender volunteer, has formed a weekly men’s social group with residents Mike, Colin and John, who live in a care home on the Isle of Wight.

“I usually visit every Thursday morning for a couple of hours,” Paul said. “We’ve done several quizzes and I take pictures on a theme (including famous landmarks, breeds of dogs and famous actors). My friend lent me her 1960s scrapbook which provoked lots of memories. We’ve also been for a pub lunch and went for a Christmas lunch. I have taken my dog Alf on a couple of occasions too.”

Mike said “We do quizzes, talk and socialise, and went to the pub with Paul and Lesley. It’s nice to share with men for a change - we did not know each other before. Now I feel part of the gang, respected.”

“It’s nice to meet someone outside the house” said Colin, who’s nicknamed the group “The Old Boys Club ” laughing that he didn’t consider himself a gentleman.

“They are uplifted, happier, communicate more and the things they do with Paul are good for brain work for their memory and reminiscing. It’s important to them; they feel special and valued. They feel more alive and part of the real world, and that someone cares about them. That they are not just shut away and forgotten,” said Lesley, the Wellbeing Co-ordinator at the care home.

Tech Connect

14

residents enabled to connect
with their relatives via Alexa

We completed our pilot project on the Isle of Wight in partnership with Auris and Oakray Homes enabling residents to use voice assisted technology.

Using an Alexa Echo Show, residents can have video calls and enjoy other features without the complications experienced with other communication methods. This will now be rolled out on the IOW and across Hampshire.

“I drop in
on them as often as I
can. I have found it to
be really helpful as it
enables me to at least
feel part of their life.”

Son of an Alexa user

“The smile that swept
across Susan’s face lit
up the room. She usually
only communicates in
yes & no answers, but
started to chat and ask
questions. It had a
significant positive
impact on her emotional
wellbeing
that day.”

Care home manager



Claire's Story

Claire became a befriender volunteer in August 2023.

She shares about the friendships she's building and how it's given her something to look forward to, just as much as the residents she visits.

"I was touched when she told me that my visits give her hope."

"I felt quite nervous before my first visit to the care home, although I had already received a warm welcome from the staff. However, the lovely ladies soon put me at ease and I've developed a particular rapport with three residents I visit each week.

One of them, Betty, had recently been in hospital and was unable to go home to live on her own. Betty had been taken away from everything familiar to her, including her home, community and friends. Her only son lives on the other side of the world. Understandably she was upset and confused, and had none of her own belongings with her. On top of this, Betty is very deaf. On that first visit Betty told me all about her situation, and during our weekly chats I have learnt quite a lot about her life. She often expresses anger and frustration at her situation, however, she also has a dry sense of humour, and has started to feel comfortable enough with me to tease me! I think it makes a difference to Betty to know that I listen to her and visit regularly. I was particularly touched when she told me that my visits give her hope.

The last four years in my paid employment have proved very challenging, and I feel I have been unable to contribute to any great extent. This has caused me to lose confidence and self-esteem. Volunteering and befriending the residents, and feeling that I can help, has helped me regain confidence. I've never been particularly talkative, so I've surprised myself by chatting away with my lovely ladies! I think of them often during the week, and look forward to Thursday mornings."

The care home manager told us that the quality of life of the residents Claire visits has improved and they feel more connected to the community, adding "she's a valued volunteer, always very professional and caring. We're happy to have her as part of our team."

Supporting Carers

34

informal carers supported through Carers Connected, including two weekly Zoom gatherings and private Facebook group

"I like the informality of it, it's just friends having a chat. You feel accepted very quickly and become friends."

"Carers Connected is heart-warming, it's a family that supports us when in need, and it provides a social arena for those who are isolated. It's so limiting being a carer."

Quotes from carers

42

people accessed the Supporting Carers course

In July, we published this free course developed in partnership with Robin Thomson, with input from caregivers, doctors and church leaders.

The course aims to equip churches in supporting carers of those living with dementia, through 4 short sessions with videos and discussion questions.

It's freely available under "For Churches" on our website.

"I felt so serene after the first time I attended Carers Connected, with the prayer at the end. That's what I'd been looking for."

Carer



Equipping Churches



31

people downloaded free booklets on how churches can adopt a care home and mobilise volunteers to befriend care home residents.

30

people accessed our new free bank of tried and tested care home service plans

"The best workshop I've ever been on ... your experience and passion shone through.

I was so inspired, I immediately bought our local care home flowers and we're thinking how we develop that relationship."

Webinar participant

207

people attending the 19 webinars, workshops and conferences we delivered to church groups

on developing a strategy for ministry amongst older people, reimagining care home ministry, coming alongside people living with dementia, supporting informal carers and having supportive conversations.

6 Speaking Out

200+

entries to our Hope in Ageing poetry competition

And the publication of the winning and shortlisted entries in an anthology

"I bought the book for my Aunt to read aloud to my Uncle (both in their 80s). She's found them very inspiring and they've both thoroughly enjoyed the positivity the poems bring to what can otherwise be a rather negative subject."

Anthology purchaser's review

HOPE *in Ageing*



POETRY COLLECTION

foreword by

Pam Rhodes

80

downloads of our Making Moments booklets

Resources to help people in coming alongside people living with dementia and enjoy special moments together.

7 Looking ahead

Our aims over the next 3 years

1

new large area project each year, in areas with high concentrations of care homes

Each large area has a paid project co-ordinator to mobilise volunteers and start other projects to connect care homes with their local community.

20

new churches each year adopting their local care home

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

1

new Carers Connected zoom gathering each year on different days and times

so that informal carers will feel supported, spiritually nourished and connected with other carers.

12

churches equipped through webinars and workshops each year

inspiring and equipping churches to come alongside older people, including care home residents, those with dementia and carers.

Trustees' Annual Report continued

For the Year Ended 31st December 2023

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 £192,693. (2022: £60,511)

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 £40,805 (2022: £32,625). The Trustees aim is to have 3-6 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.

Trustees' Annual Report continued

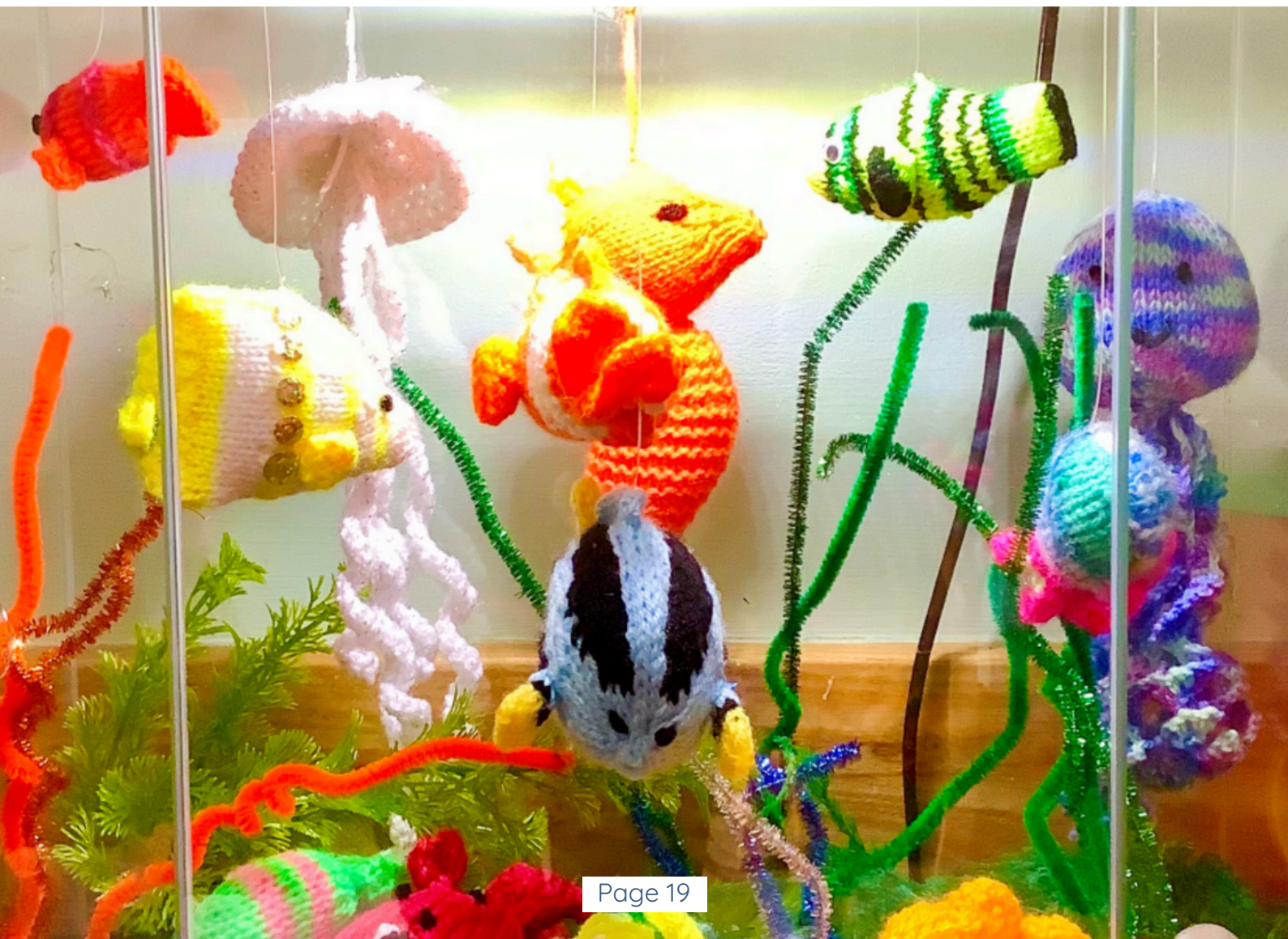
For the Year Ended 31st December 2023

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.

The Report was approved by the Trustees, who are also the members of the Charity, on 14th May 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'T Blair', with a horizontal line underneath.

Timothy Blair
Chair of Trustees



Independent Examiner's Report to The Trustees of Embracing Age

For the Year Ended 31st December 2023

I have examined the accounts for the year ended 31st December, 2023 on pages 20 to 24 following which have been prepared on the basis of the accounting policies set out on page 23 & 24.

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

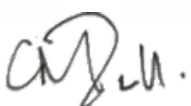
This report is in respect of an examination carried out under section 145 of the Charities Act 2011 and in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented 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
21st May 2024

Statement of Financial Activities

For the Year Ended 31st December 2023

		Unrestricted Funds 2023	Restricted & Designated Funds 2023	TOTAL FUNDS 2023	Unrestricted Funds 2022	Restricted & Designated Funds 2022	TOTAL FUNDS 2022
	Notes	£	£	£	£		
INCOME from:							
Donations	2	25,065	153,302	178,367	23,153	29,800	52,953
Fundraising activity		9,359	0	9,359	4,079	0	4,079
Charitable activities		4,967	0	4,967	3,479	0	3,479
Investment income - interest		0	0	0	0	0	0
Total Income		39,391	153,302	192,693	30,711	29,800	60,511
EXPENDITURE on:							
Charitable expenditure	3&4	27,647	77,052	104,699	23,992	51,998	75,991
Fundraising		3,564	0	3,564	1,414	0	1,414
Total Expenditure		31,211	77,052	108,263	25,407	51,998	77,405
Net Income		8,180	76,250	84,430	5,304	-22,198	-16,894
Reconciliation of funds							
Total funds brought forward		32,625	20,601	53,226	27,321	42,799	70,120
Total funds carried forward		40,805	96,851	137,656	32,625	20,601	53,226

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

The notes on pages 22 to 25 form part of these accounts.



Balance Sheet

As at 31st December 2023

		Unrestricted Funds 2023	Restricted & Designated Funds 2023	Total Funds 2023	Total Funds 2022
	Notes	£	£	£	£
FIXED ASSETS	5	480	0	480	240
CURRENT ASSETS					
Cash at bank		39,905	96,851	136,756	52,666
Debtors	6	420	0	420	320
		40,325	96,851	137,176	52,986
CREDITORS: AMOUNT DUE WITHIN ONE YEAR	7	0	0	0	0
TOTAL ASSETS LESS CURRENT LIABILITIES		40,805	96,851	137,656	53,226
CREDITORS: AMOUNT DUE AFTER ONE YEAR		0	0	0	0
TOTAL ASSETS LESS LIABILITIES		40,805	96,851	137,656	53,226
FUNDS					
Unrestricted Funds		40,805	0	40,805	32,625
Restricted Funds		0	96,851	96,851	20,601
TOTAL CHARITY FUNDS		40,805	96,851	137,656	53,226

The accounts approved by the trustees and signed on their behalf on 14th May 2024



Timothy Blair - Chair of Trustees



Karen Block - Trustee

The notes on pages 23 to 26 form part of these accounts

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.

Notes to the Accounts

For the Year Ended 31st December 2023

(e) Fixed Assets

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:

	2023	2022	2021
	£	£	£
Grants from Charitable Trusts	168,305	29,800	79,250
Grants from companies	0	365	823
Individual donations	8,257	19,023	3,031
Other organisations	1,805	3,765	4,899
Total	178,367	52,953	88,003

3. CHARITABLE EXPENDITURE

Charitable expenditure comprises the following:

	2023	2022	2021
	£	£	£
Salaries, pensions and staff costs	88,820	61,968	56,705
Volunteer costs, including DBS checks	361	419	257
Charitable activities	1,474	4,012	9,271
Publicity and development	0	1,133	355
Office and sundries	11,243	8,220	4,743
Equipment	54	23	810
Insurance, legal and professional	1,395	941	850
Other fundraising	5	244	812
Other costs	1,346	445	532
Independent examination	0	0	870
Total	104,699	77,405	75,205

Notes to the Accounts

For the Year Ended 31st December 2023

4. SALARIES, TRUSTEES' REMUNERATION AND TRUSTEES' EXPENSES

The Charity paid £85,815 (2022 - £58,127) to 8 individuals in the year (2022 - 5). Employer pension contributions were £3,194 (2022 - £1,394).

The key management personnel compensation was £26,482 (2022 - £20,637).

Trustees were paid no salaries or expenses.

5. FIXED ASSETS

		Office Equipment
Cost		£
At 1 January 2023		480
Additions		480
Disposals		
		960
Depreciation		
At 1 January 2023		240
Charge for the year		240
Disposals		0
		480
Net Book Value		480

6. DEBTORS

	2023	2022
	£	£
Sundry Debtors	420	320

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Accruals	0	0

Notes to the Accounts

For the Year Ended 31st December 2023

8. RESTRICTED FUNDS

2023 Restricted Funds

Projects	Brought Forward	Restricted received in 2023	Designated in 2023	Total Restricted & Designated	Total Spent in 2023	Carried Forward
Richmond	0	18,250	0	18,250	18,250	0
Hampshire	11,092	1,000	15,000	27,092	22,287	4,805
IOW	7,420	18,500	3,996	29,916	21,629	8,288
Care Home Friends	0	18,055	0	18,055	2,320	15,735
Alexa IOW	1,126	0	0	1,126	0	1,126
Flowers of Blessing	92	0	0	92	0	92
Adopt a Care Home	0	12,000	35,000	47,000	5,812	41,188
Christmas Gifts	0	1,500	0	1,500	1,269	231
Pictures of Joy	572	0	0	572	572	0
Making Moments	300	0	0	300	300	0
Carers Connected	0	0	10,000	10,000	4,613	5,387
New Area	0	0	20,000	20,000	0	20,000
Total	20,602	69,305	83,996	173,904	77,051	96,852

2022 Restricted Funds

Projects	At 1 January 2022	Income	Expenditure	At 31 December 2022
Richmond	0	16,000	16,000	0
Hampshire	15,000	0	3,908	11,092
IOW	13,379	12,500	18,459	7,420
Care Home Friends	10,474	0	10,474	0
Alexa IOW	3,625	0	2,499	1,126
Flowers of Blessing	322	0	229	92
Pictures of Joy	0	1,000	428	572
Making Moments	0	300	0	300
Total	42,800	29,800	51,998	20,602

9. RELATED PARTY TRANSACTIONS

There were no related party transactions.

Acknowledgements

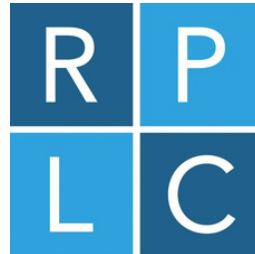
None of this would be possible without:

1. Our amazing army of volunteers who contribute in so many ways:

Befriending care home residents
Making cards & crafty gifts
Creating Pictures of Joy photographs
Distributing clothes
Creating flower bouquets
Creating & distributing Christmas gifts
Helping set up Alexa devices
Liaising with schools
Facilitating Carers Connected zooms
Selling secondhand books
Organising fundraising events
Doing book keeping
Helping with admin, design & other roles
Enabling us to set up a new IT system
Trustees
Ambassadors

2. The individuals, funders and organisations who have generously contributed to our work. Some are shown opposite.

3. Our staff team who give above and beyond.



McCARTHY STONE
FOUNDATION

Thank you all for your
time, dedication and
incredible support.

Embracing Age
ETNA Community Centre
13 Rosslyn Road, Twickenham TW1 6AR
020 3778 0035
embracingage.org.uk
info@embracingage.org.uk