



# **Trustees Annual Report 2023/24**

## **Registered UK Charity 1161044**

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## **CHARITY DETAILS**

### **Trustees:**

Mr. G. Marsh - Chair  
Mr. J. Atkinson - Secretary  
Mr. D. Clarke - Trustee  
Mr. D. Murphy - Trustee

### **Registered office:**

15 Queens Road  
Fulwood  
Preston  
PR2 3EA

### **Principle office:**

The Annex  
Plungington Community Centre  
Brook Street  
Preston  
PR1 7NB

### **Independent examiner:**

Mr. K.R. Carey FCA/ICAEW  
Managing Director  
Mcdade and Roberts Accountants  
316 Blackpool Road  
Fulwood  
Preston  
PR2 3AE

**TRIBAL PROJECT TRUSTEES REPORT FOR THE YEAR ENDED**  
**31 MARCH 2024**

**Reference and administrative details of the charity.**

The charity is registered with the Charity Commission with number 1161044.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014.

The trustees who have served during the year are set out in this document.

**Structure, governance and management.**

The constitution of the organisation was adopted on 16th April 2014 and was last amended on 03rd March 2015.

Reporting to the Director, the charity has one part-time staff. Volunteers provide their time freely in a range of roles.

The trustees have examined the major strategic, business and operational risks which the charity faces and confirmed that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen the risks.

Trustees are recruited from the local communities which Tribal Project services, and as far as is practicable, recruitment is targeted to reflect both the skills that are needed and the diversity of the communities they serve. Induction training is provided to all trustees on appointment to familiarise them with the work of the organisation and

to ensure that they can make an immediate contribution to its strategic management.

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The charity applies salaries to all personnel commensurate with duties and that are consistent with the parameters of nationally agreed rates of pay. The Charity considers its key management personnel to be the Director.

### **Objectives and activities.**

Throughout this period, the primary objective of Tribal Project was to continue providing essential services to individuals facing substance misuse and associated mental health challenges within Preston and central Lancashire. We remained steadfast in our commitment to being a lifeline for those seeking recovery, offering a safe and supportive environment for anyone with a desire to change.

Our expanded operating hours, additional group sessions, and enhanced training opportunities ensured that we were accessible to more people than ever before. By breaking down barriers and reducing stigma, we empowered individuals to take the first steps toward a brighter future. Tribal Project remains deeply committed to meeting the evolving needs of our community, fostering resilience, and promoting long-term recovery for all.

Supported by The National Lottery Community Fund and Lloyds Bank Foundation for the past year, Tribal Project has continued to focus on meeting the needs of the individuals and communities we serve. We have witnessed an increased demand for our services and have adapted and expanded our offerings to ensure we address these needs effectively.

### **Tribal Project. Meeting our community's needs.**

#### **Substance Misuse Support:**

As Lancashire's largest independent substance misuse service, Tribal Project has remained a vital resource for individuals seeking recovery and support.

Over the past year, we have witnessed a significant increase in self-referrals

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from residents, reflecting greater awareness and trust in the help we provide. By actively working to break down the stigma surrounding substance misuse, we have fostered a safe and welcoming environment where individuals feel empowered to take the first steps toward recovery.

### **Enhanced Technological Connectivity:**

The importance of effective communication can not be overstated. Tribal Project has embraced technology to strengthen connections across our community. Our newly launched website has become a cornerstone of our digital presence, providing a professional and user-friendly platform for sharing information about our services, resources, and success stories.

In addition, we have introduced dedicated WhatsApp groups for staff, volunteers, and clients, which have proven to be invaluable tools for real-time communication. These groups allow us to share updates, coordinate activities, and provide timely support and guidance, fostering a stronger sense of community and collaboration. By leveraging these technological advancements, we are enhancing how we engage with those we support and ensuring everyone feels informed and connected.

### **Training and Education Advancements:**

Our Training and Education program has made significant strides, bolstered by partnerships with further education and adult learning organisations. This year, we expanded our offerings to include a range of accredited courses available throughout the year, complemented by online options for self-paced learning.

In addition to these courses, we introduced practical workshops focusing on employment skills, financial literacy, and essential first aid training, including the use of our new Automated External Defibrillator (AED). These sessions have been instrumental in equipping individuals with life-saving skills and enhancing their readiness for future opportunities.

The success and growing demand for these programs have been remarkable, empowering individuals to build confidence, acquire valuable skills, and pursue

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personal and professional growth. This advancement reflects our commitment to providing holistic support and fostering independence among the people we serve.

#### **Staff and Volunteer Support:**

A year after restructuring, Tribal Project is thriving with a dynamic and effective staffing model that reflects our mission and values. Central to this model is the employment of part-time support workers who have successfully navigated their own recovery journeys with Tribal Project. Their lived experience and understanding bring invaluable insight and empathy to their roles, creating a profound connection with those currently in recovery.

These support workers are helped by a dedicated team of volunteers actively participating in our CBT-based recovery program. This structure not only enhances peer support but also provides opportunities for volunteers to gain experience, develop skills, and take steps toward employment or further education.

Guided by a strong Director and a committed board of five trustees, this model ensures a cohesive and supportive environment for both staff and service users. Together, we are fostering a culture of empowerment, recovery, and community impact.

#### **Social Events:**

Over the past year, Tribal Project's monthly social events have continued to thrive, becoming a cherished part of our community calendar. Thanks to the enthusiasm and dedication of our volunteers, these events provide a welcoming space where individuals can come together, build connections, and experience a sense of belonging.

Funded by Tribal Project, these activities play a crucial role in promoting community cohesion and encouraging positive engagement beyond recovery. Each event has brought joy and strengthened bonds.

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These social events underline our commitment to supporting not only recovery but also the social well-being of the people we serve, helping them reconnect with their community in meaningful and uplifting ways.

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## **Looking back, learning from and celebrating some of Tribal Project's highlights 2023-24.**

The past year has been a pivotal chapter in the story of Tribal Project, defined by remarkable progress and a renewed sense of purpose. We have not only overcome challenges but have also embraced opportunities to innovate and expand, further strengthening our commitment to supporting individuals on their recovery journeys.

### **Building Strength and Momentum:**

This year has underscored the resilience of Tribal Project as we adapted and evolved to better serve our community. The expansion of our services to six days a week, the addition of new group sessions, and the successful implementation of enhanced training programs have been embraced by the community we serve. These efforts have enabled us to reach more individuals, empower our volunteers, and support their progression into new opportunities.

### **A Unified Vision for Growth:**

Guided by a strong and capable board, a dedicated director, and a committed team of staff and volunteers, we have laid the foundation for sustainable growth. The launch of our new website and the integration of digital tools, such as WhatsApp groups for enhanced connectivity, have further amplified our impact, ensuring Tribal Project remains accessible, visible, and ready to support those in need.

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As we reflect on this transformative period, we celebrate the achievements that have strengthened our role as a vital lifeline in Preston and central Lancashire. We look ahead with a clear vision shared by all stakeholders.

### **Community Recognition and Increased Respect:**

More people than ever know about our substance misuse service in Lancashire. As a result, we have gained increased recognition and respect from the community and our peers. Our unwavering commitment to our mission has cultivated a deeper understanding of the work we do and the invaluable support we provide. This recognition has strengthened our position as a trusted and respected organisation within the community.

### **Breaking Down Stigma:**

We have made significant strides in breaking down the stigma associated with substance misuse within the local community. By fostering open and honest conversations, promoting awareness campaigns, and implementing targeted initiatives, we have successfully challenged negative perceptions and created an environment of empathy and support. Our efforts have empowered individuals to seek help and support, leading to an increase in self-referrals from local residents.

### **Expanded Services:**

In April 2023, Tribal Project took a significant step forward by expanding our services to operate six days a week and introducing an additional group session each week. This expansion has brought tangible benefits, both to the individuals we support and the broader community.

Operating six days a week has increased accessibility, ensuring that more people can engage with our services at times that suit them. The added group session has provided vital extra capacity, creating opportunities for deeper engagement and allowing us to reach more individuals on their recovery journey.

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For the community, this expansion has strengthened Tribal Project's presence as a dependable resource, promoting healthier and more connected neighbourhoods. For the charity, it has solidified our commitment to addressing the growing demand for support, showcasing our adaptability and focus on meeting the needs of those we serve.

By offering these additional opportunities for recovery and growth, we have not only enhanced the range of our support but have also reinforced our role as a leader in innovative, community-focused recovery services.

### **Website Build and Launch:**

In December 2023, Tribal Project proudly launched our new website, a transformative step forward in how we connect with our community and showcase our work. The build began in May 2023, and thanks to the generosity and expertise of Giant Digital—who funded and delivered the project free of charge—we now have a modern, professional online presence that reflects the heart of our charity.

The new website not only makes us look good but also significantly enhances how we communicate our mission, services, and successes. It provides an engaging platform for those seeking support, potential volunteers, and funders to learn more about our work and connect with us. By expanding our digital reach, this website helps us build awareness, strengthen our relationships with the community, and lay

the groundwork for future opportunities, including the monetisation of our recovery resources.

We extend our heartfelt gratitude to Giant Digital for their invaluable contribution, which has allowed us to take this critical step in growing our visibility and impact.

### **Training and Education:**

Over the past year, Tribal Project has significantly expanded its training and educational workshops, providing individuals with valuable skills to support

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their recovery and personal development. These workshops have included access to employment support, financial literacy sessions, and essential first aid training, equipping participants with practical tools to navigate everyday challenges and seize new opportunities.

A highlight of this year's efforts was the introduction of training on our brand-new Automated External Defibrillator (AED). By offering lifesaving first aid skills, we not only empower individuals but also contribute to the safety and well-being of our wider community.

These workshops reflect our commitment to fostering growth, confidence, and self-sufficiency among the people we support. By addressing both immediate and long-term needs, we are helping individuals build brighter futures and reinforcing Tribal Project's role as a catalyst for positive change.

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### **Our Biggest Challenges Next Year**

As we look toward the coming year, Tribal Project is excited to continue building on our progress and expanding our impact, but we are also aware of the significant challenges ahead. While our

commitment to the community remains unwavering, we acknowledge that there are key hurdles we must navigate as we grow and strengthen our services.

### **Financial Sustainability and Diversification**

One of the most pressing challenges for Tribal Project is ensuring ongoing financial sustainability. As demand for our services grows, particularly with our expanded hours and additional group sessions, we must secure funding to match this growth. To ensure we are not overly reliant on any one source, we will continue to explore diverse income streams, including partnerships with charitable foundations, local businesses, and community fundraising. Our goal is to build stronger relationships with funders and create a more diversified funding base to support our long-term growth.

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### **Adapting to Economic Uncertainty**

The current economic climate presents both challenges and opportunities for Tribal Project. Economic uncertainty can affect funding streams, increase operational costs, and impact the wider social landscape. We are determined to stay agile, adapting our strategies to secure funding, expand our partnerships, and ensure our work continues to reach those most in need. We will focus on maintaining financial resilience by exploring new ways to sustain our operations, including digital monetisation opportunities like our substance misuse recovery guide.

### **Rising Demand for Services**

As awareness of our services continues to grow, so does the demand for the support we offer. The need for substance misuse recovery services and associated mental health support is more urgent than ever in our community. To meet this rising demand, we will need to be resourceful and strategic, balancing our staffing capacity with the increasing number of individuals seeking our help. We will invest in developing new initiatives, including community outreach, to ensure we reach as many individuals as possible while maintaining the high quality of service that defines Tribal Project.

### **Strengthening Governance and Compliance**

As we expand, maintaining robust governance and compliance remains critical. The charity sector is under increasing scrutiny, and we must ensure that we are adhering to all legal and regulatory requirements, from safeguarding and data protection to financial transparency. We will continue to build on the solid foundation we established last year, strengthening our governance structures and staying ahead of changes in legislation. We aim to not only meet regulatory expectations but to lead the way in best practices, maintaining the trust of our stakeholders and ensuring that we operate with the highest level of integrity.

While these challenges are significant, we are confident in our ability to overcome them. With the support of our dedicated team, volunteers, and partners, we are ready to face the future with optimism and determination.

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Tribal Project is poised for another year of growth, innovation, and positive impact, and we are excited to continue serving our community with purpose and passion.

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### **Looking Forward:**

At Tribal Project, we are excited about the future and the opportunities that lie ahead to further expand our services, increase employment and volunteer opportunities, and strengthen our community connections. Despite the challenges we face, we are committed to continued innovation, collaboration, and growth to make a lasting impact on the lives of those affected by substance misuse.

### **Expanding Employment and Volunteer Opportunities**

One of our key strategic goals for the upcoming year is to continue expanding employment and volunteer opportunities for individuals who are accessing our services. We believe that recovery is not only about

overcoming addiction but also about creating new opportunities for individuals to rebuild their lives. Through our expanded workforce model, we will provide more part-time roles for those who have successfully navigated recovery, offering them the chance to give back to their community while developing new skills. These individuals, in turn, will be supported by volunteers currently progressing through our Cognitive Behavioural Therapy (CBT) program, creating a nurturing and collaborative environment for personal and professional growth.

### **The Hub and Spoke Model for Greater Reach**

In line with our vision of expanding access to services, we will introduce a 'hub and spoke' model to serve five different communities across Preston and

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central Lancashire. This model will allow us to maintain a central office while establishing satellite sessions in surrounding towns to ensure we are meeting the needs of individuals who may have previously found it difficult to access support. By bringing our services directly into these communities, we will reduce barriers such as travel and increase engagement in our recovery programs. This strategic expansion will enhance our ability to provide timely and effective support, ultimately helping more people on their recovery journey.

### **Monetisation of the "Hitchhiker's Guide to Recovery"**

A key milestone in our growth strategy is the publication and monetisation of our bespoke recovery guide, the "Hitchhiker's Guide to Recovery." This guide, developed by Tribal Project, offers practical advice and support for individuals on their recovery journey. By making this guide available both online and in print, we aim to expand our reach and create a new revenue stream that will support our ongoing services. We believe this initiative has the potential to create a lasting impact, not only providing valuable resources for those in recovery but also generating income that will allow us to reinvest in the charity's future.

### **Building Strategic Partnerships:**

Our ability to overcome challenges in the year ahead will rely on strengthening partnerships with local businesses, philanthropic foundations, and community organisations. By expanding our network of supporters, we will be able to secure diverse funding opportunities and further enhance the scope and reach of our programs. We are particularly excited about exploring collaborative initiatives with organisations that share our values and are committed to tackling the complex issues of substance misuse and mental health.

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### **Embracing Technology for Enhanced Service Delivery:**

We recognise the importance of staying ahead in the digital age. The launch of our new website in December 2023 has already improved the accessibility of our services, making it easier for individuals to find information and access support. Going forward, we will continue to explore how technology can enhance our service delivery and help us reach a broader audience. Whether through digital support platforms, secure communication channels, or data analytics, we aim to use technology to streamline our operations and connect more effectively with our service users.

### **Continuous Learning and Adaptation:**

As we look to the future, we are committed to regularly evaluating our programs and services to ensure they remain relevant, effective, and responsive to the evolving needs of our community. We will continue to involve our service users, staff, and volunteers in the process of evaluation and improvement, ensuring that feedback is actively sought and incorporated into our planning. This commitment to learning and adaptation will allow us to remain flexible and agile as we navigate the

services and continue to provide the best possible support for those who need it.

**Grant funding 23/24 was secured with thanks from:**

TNL Awards for All

Lloyds Bank Foundation

**Reserves policy**

It is the policy of the charity to maintain sufficient funds to cover management and administration costs for a minimum of six months. At the end of this year 16 weeks costs were reserved.

This report was agreed by the Trustee's on 18<sup>th</sup> December 2024 and

signed on their behalf by:

A handwritten signature in black ink, appearing to be 'G. Marsh', written over a horizontal line.

Mr. G. Marsh - Chair



Section A

Independent Examiner's Report

Report to the trustees/  
members of

Charity Name  
Tribal Projects

On accounts for the year  
ended

31<sup>st</sup> March 2024

Charity no  
(if any) 1161044

Set out on pages

3 & 4

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

Responsibilities and basis of  
report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's  
statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

Date:

28/5/24.

Name:

Kevin R Carey FCA

Relevant professional  
qualification(s) or body (if  
any):

ICAEW

Address:

McDade Roberts Accountants Limited

|                               |
|-------------------------------|
| 316, Blackpool Road, Fulwood, |
| Preston, PR2 3AE              |

**Section B****Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

None Found



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Tribal Projects

No (if any)

1161044

## Receipts and payments accounts

CC16a

For the period  
from

Period start date

01/04/2023

To

Period end date

31/03/2024

### Section A Receipts and payments

|                                                       | Unrestricted<br>funds<br>to the nearest<br>£ | Restricted<br>funds<br>to the nearest £ | Endowment<br>funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|-------------------------------------------------------|----------------------------------------------|-----------------------------------------|----------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                    |                                              |                                         |                                        |                                 |                               |
| Lloyds Foundation                                     | 25,000                                       | -                                       | -                                      | 25,000                          | 27,250                        |
| National Lottery                                      | 40,000                                       | -                                       | -                                      | 40,000                          | 50,000                        |
| Other income including Donations                      | 63                                           | -                                       | -                                      | 63                              | 6,282                         |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total (Gross income for AR)</b>                | 65,063                                       | -                                       | -                                      | 65,063                          | 83,532                        |
| <b>A2 Asset and investment sales, (see table).</b>    |                                              |                                         |                                        |                                 |                               |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Total receipts</b>                                 | 65,063                                       | -                                       | -                                      | 65,063                          | 83,532                        |
| <b>A3 Payments</b>                                    |                                              |                                         |                                        |                                 |                               |
| Rent, Rates & Insurance                               | 5,199                                        | -                                       | -                                      | 5,199                           | 5,199                         |
| Computer Etc                                          | 610                                          | -                                       | -                                      | 610                             | 1,154                         |
| Wages & Pension                                       | 47,800                                       | -                                       | -                                      | 47,800                          | 70,222                        |
| Sundry                                                | 3,368                                        | -                                       | -                                      | 3,368                           | 2,391                         |
| Professional Fees                                     | 1,724                                        | -                                       | -                                      | 1,724                           | 1,288                         |
| Motor & Travel                                        | 986                                          | -                                       | -                                      | 986                             | 1,338                         |
| Redundancy                                            | 24,000                                       | -                                       | -                                      | 24,000                          | -                             |
| Bank Charges                                          | 61                                           | -                                       | -                                      | 61                              | 61                            |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | 83,748                                       | -                                       | -                                      | 83,748                          | 81,653                        |
| <b>A4 Asset and investment purchases, (see table)</b> |                                              |                                         |                                        |                                 |                               |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Total payments</b>                                 | 83,748                                       | -                                       | -                                      | 83,748                          | 81,653                        |
| <b>Net of receipts/(payments)</b>                     | - 18,685                                     | -                                       | -                                      | - 18,685                        | 1,879                         |
| <b>A5 Transfers between funds</b>                     | -                                            | -                                       | -                                      | -                               | -                             |
| <b>A6 Cash funds last year end</b>                    | 47,547                                       | -                                       | -                                      | 47,547                          | 45,668                        |
| <b>Cash funds this year end</b>                       | 28,862                                       | -                                       | -                                      | 28,862                          | 47,547                        |

## Section B Statement of assets and liabilities at the end of the period

| Categories           | Details                                                | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|----------------------|--------------------------------------------------------|------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b> | Bank & Cash                                            | 28,862                             | -                                | -                               |
|                      |                                                        | -                                  | -                                | -                               |
|                      |                                                        | -                                  | -                                | -                               |
|                      | <b>Total cash funds</b>                                | 28,862                             | -                                | -                               |
|                      | (agree balances with receipts and payments account(s)) | OK                                 | OK                               | OK                              |

|                                 | Details | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| <b>B2 Other monetary assets</b> |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |

|                             | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |         |                             | -               | -                        |
|                             |         |                             | -               | -                        |
|                             |         |                             | -               | -                        |
|                             |         |                             | -               | -                        |
|                             |         |                             | -               | -                        |

|                                                     | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charity's own use</b> |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |
|                                                     |         |                             | -               | -                        |

|                       | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |

Signed by one or two trustees on behalf of all the trustees

| Signature | Print Name | Date of approval |
|-----------|------------|------------------|
|           |            |                  |
|           |            |                  |