



TalkFIRST

Family Mediation



Registered charity no. 1162110



Annual Report
2021



Whilst the dark days of “Lockdown” seem a world away from the lively activity back at the office as we prepare this Trustees Report, the TalkFIRST year 20/21 is one we won’t forget in a hurry.

As many funders shifted focus toward Covid emergency assistance, the funding landscape rapidly transformed becoming even tougher and more challenging than ever as the rule book for many funders was re-written overnight.

Those grey skies were not without their silver linings however as we learned new ways to work capitalising on the benefits of technology as our mediators zoomed into virtual mode, serving our beneficiaries through online platforms.

What doesn’t break you makes you stronger they say and thanks to those perhaps darker “Lockdown” days TalkFIRST has not only refined our funding strategies, but we have also developed additional earning potential beyond the immediate geographical boundaries we once knew. Through the success of our Zoom mediation service, the Charity developed an additional income stream that offers a first step toward the building blocks of financial independence.

Such determination and strategic thinking empowered TalkFIRST and enabled the Charity through its mediation services to support more children, young people and their families at a time when risks of family conflict, relationship breakdown and other anti-social behaviour were greater than ever. Building on those successes we look ahead with excitement, taking those strategy lessons learned in Lockdown and building on them so that we can expand our mediation services for future generations.



- Martine Delaney

On behalf of the trustees of TalkFIRST, we are pleased to present this year's annual report. This is intended to give an overview of the trading and functioning of the charity, presenting a fair and balanced view of TalkFIRST's structure, objectives, activities and financial performance.



Martine Delaney
Chair



Emma Klieve
Trustee



Joe Shaw
Trustee



Damon Musgrove
Trustee



Brian Rees
Trustee



Shirley Martland
Financial Responsibility

Dean Owens-Cooper
Trustee - removed June 2021



Tracy Sheppard
Manager & Mediator



David Coghlin
Mediator



Christine Boydell
Administrator



Shirley Maddocks
BBR Worker

About Us

TalkFIRST was established as a Charitable Incorporated Organisation (CIO) in June 2015 and was operational immediately. The CIO is a development of its predecessor Resolutions, a Community Interest Company, set up in 2012, operational from 2013.

All work, finances and staff were seamlessly transferred into the CIO. We are based in a central location in the borough, offering easy access from all areas.

Governance

The Trustees understand their legal obligations under charity law. They are committed to the integrity of TalkFIRST, ensuring legal compliance, that the organisation remains solvent, and uphold all aspects of our constitution. As with the policies that inform the charity's practice, the constitution is reviewed annually.

Trustees board meetings have taken place monthly, all meetings have been minuted to ensure transparency.

TalkFIRST charitable objectives, activities, purpose and benefits

Our charitable objectives are:

To support children, young people and their families who are at risk of family conflict, anti-social behaviour, criminal activities or relationship breakdown, through the provision of family mediation, family support and group work activities.

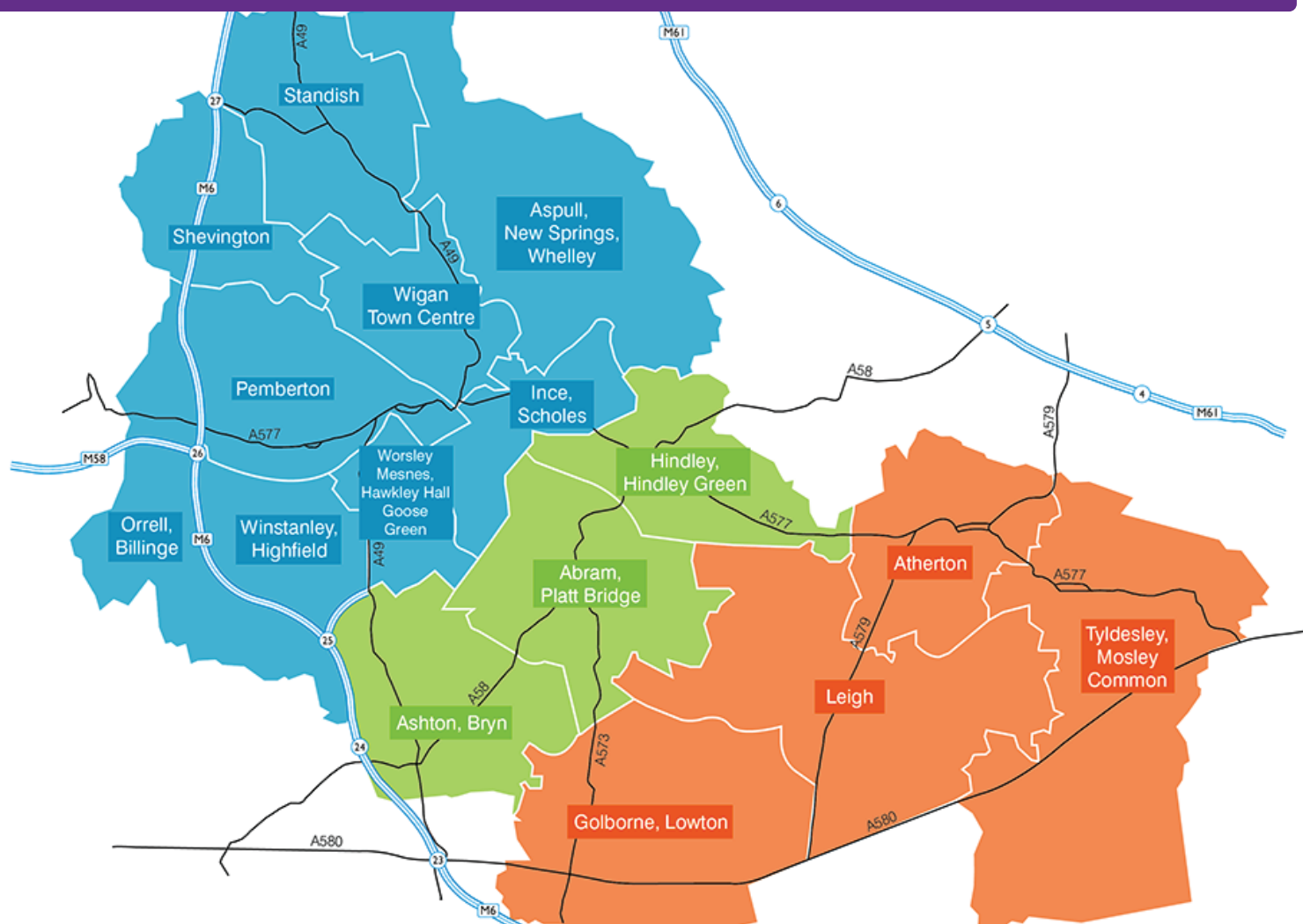
Our Mission Statement: *"empowering families, in all their forms, to build better relationships in a way that is right for them"*

To achieve our Charitable Objectives, guided by our Mission Statement, we provide person-centred relationship-based services for families. The term 'family', refers to none-blood, inter-generational, extended and step families of all ages.

A recent grant funding award, means this service will continue and develop, in Wigan, enabling struggling families experiencing conflict and relationship problems the opportunity to alleviate their difficulties by working with our new Building Better Relationships programme.

The provision of family mediation through the Family Mediation Council (FMC) Accreditation programme enables separating couples to work with a FMC Accredited Mediator to resolve child issues or address financial and property matters resultant from separation and divorce.

Our services predominantly benefit the residents and communities of the Wigan Borough, with a smaller number of beneficiaries from further afield.



Our Work

Towards the end of this financial year, we were delighted to be awarded almost £170,000 by the National Lottery Community Fund to kick-start our new Building Better Relationships programme, the culmination of much hard work in evaluating our previous work, consulting with many stakeholders and planning a new strategy for supporting struggling families with relationships and communication.

We recruited a new member of staff in addition to Dave, and our 2nd Building Better Relationships Worker, Shirley, joined us soon after.

Funding

In addition to the huge boost the Lottery Community Fund gave us, we were fortunate to benefit from a range of other funders

Tesco's Bags of Help, Cheshire Community Foundation, CAF Bank, The Charity Services and Awards for All (part of the Community Lottery Fund).



Building Better Relationships (BBR)

Our Building Better Relationships programme supports families in the Wigan Borough, where difficult relationships, conflict and poor communication impact on family wellbeing, in particular that of children and young people. The aim is to help families adapt their approaches to difficult situations, improve their understanding of the needs of the relationship and each other, and develop better ways of communicating. Building Better Relationships is funded by The Lottery Community Fund. The start of this programme coincided with the start of this financial year, but we were very pleased with the uptake following the new digital marketing campaign, and the hard work of the BBR staff in visiting schools, Wigan Council Start Well Centres, and community groups to introduce themselves and the new project. and made a strong start – and the impetus has continued since.

Whilst BBR was a new project, started in July 2021, there was work with families ongoing prior to this point, that underpinned the BBR project, and in the year to 31 August, we received 101 referrals for family work, with just over half, (57) engaging in parent support, and family mediation.

Following their work with us, our beneficiaries reported the following outcomes:

Less parental stress and worry

89

Better parent – child relationships

72

Improved communication and reduced family conflict

69

Happier, more settled children/young people

59

Family Mediation

This year , **101 mediation referrals** culminated in **76 families have taken part in family mediation.** These have been separated parents who wanted to improve the way they co-parented and arrangements around their children. As a result, **114 children and young people will have happier family life as part of a separated family.** Parents experiencing less stress and worry, and able to communicate more amicably with the other parent.

Not everyone who enquires can, or wants to mediate. Our records tell us that **a further 79 people have spoken with someone at TalkFIRST about their family issues** and have left the conversation better informed about their choices and having benefited from 'a listening ear' and someone with whom they could share their experiences and worries. **We believe that everyone who comes into contact with us, should benefit whether they work with us , or not.**



Case Study - Building Better Relationships

At the beginning Mum, Joanne came to us after a referral by a council early intervention team member, who recognized their role with the family was limited, with a more specialist approach needed.

The presenting situation was that Jake (10) no longer wishing to see his mum and was now residing with his dad and his and step mum fulltime. Mum did not understand the breakdown in the relationship and felt shut out with no communication; further deterioration came due to breakdown in the wider family relationships. Jake felt fearful about being in a relationship with mum and no longer wished to see her.

What we did

Every aspect of Building Better Relationships is considered, and becomes of identifying the way forward, whether informal and impartial mediation, further support for parents around the age and stage of a child's development, or communication skills – a creative approach is best.

This occasion was no different.

It was very slow to get off the ground to begin with as there were several parties involved with mum, dad, step mum and Jake, and a number of aspects to consider.

I had met with each party to understand their perspective on what had happened and how we could find a way forward, before agreeing a 'plan of action', and a point of contact with step mum enabling me to get to know Jake. I also liaised with school on a couple of occasions and attended meetings there. This was valuable as I was able to gain further information that would support my work with the family, to offer the vital support needed once their referrer had closed their case.

Initially all communication was strained and difficult between mum and Jake so by speaking with them both individually and identifying the issues I was able to establish what the blocks were and how to help mum to move past them so that she could benefit from re engaging with her son, and how she could communicate in a way that would see him being more responsive, rather than shutting down and backing further away.

They had someone to talk to, someone to listen and someone to trust with the sharing of their information.

The changes

Mum and son are now able to sit in the same room and have engaged in the mediation process, where as previously, Jake was too scared at the prospect. We have worked through the issues that sit between them, and they now look towards the future at the goals they have highlighted as wanting to achieve.

They went from having no trust, and communication being sporadic, strained and confrontational, to a place where mum now communicates with Jake every day. They look forward to seeing each other and enjoy their time together.

I am proud of this piece of work, considering it's starting place. It has taken time and patience and building of trusting relationships. I have received regular feedback by both parties that I have been the one constant there for them and someone they could turn to. They now feel hopeful and happy for the future. At one point things were looking very dismal and lost for all involved.

Just by being able to reach out to this project they have felt the positive benefits of having the structure and stability to slowly begin to rebuild on a new relationship and have an awareness of why things went wrong to begin with and how they can now communicate to each other when the need arises.

(*Work on-going)

Shirley Building Better Relationships Worker



A note from Tracy, CEO and Project Manager

Hearing in our regular supervision meetings, about the work Shirley and the family have done together, reminds me why BBR was established.

Work with struggling family's needs to be at their pace. This case demonstrates how a creative approach blended with patience, understanding, a 'listening ear' makes a real difference.

There is much evidence to show the huge benefit to the mental health and overall outcome for children who enjoy a stable loving relationship with their parent. Further, the improved mental health of parents who better understand their children, and their own situations and strive to develop and maintain the stable loving relationship has far reaching effects.



Case Study - Family Mediation

Zoe and Jake are young parents and have a 7 year old son, Joe, who resides with his dad fulltime, due to mum's health issues, now much improved. Joe spent some time with his mum overnight stays. The relationship between mum and dad was hostile with no communication. Their own parents were taking charge of all communication around arrangements for Joe,

Jake withheld Joe from seeing Zoe after a family argument, where the police were involved. Zoe came to mediation with a wish to rectify the contact issues, and address the lack of communication between parents.

Though Jake initially reluctant to the idea of mediating with Zoe, he agreed to a MIAM, by which time he had given much thought to their situation and readily agreed, though was clear that a family court application would be needed afterwards.

Zoe and Jake hadn't spoken directly for several years, and communication between had ceased, yet by the time they came to mediation they had already made contact and spoken about their wishes. The initial mediation was used well by the parents to talk about the issues that had gone before, consider Joe's need to have a consistent relationship with his mum, and live in a family without hostility.

An interim arrangement was made for Joe and Zoe, and agreement reached about the parents taking responsibility for all arrangements and communication and how this would be dealt with, with their mums.

Their second mediation was short and sweet. They had worked hard and stuck to their agreed plan. Both experienced less stress and anxiety and were co-parenting amicably. Joe now saw mum and dad talking to each other on hand-over. Extended family issues were on the way to being resolved too.

The parents decided they were able to manage the situation between them, and the decision was taken that the application to the family courts was not needed, so reducing the stress and expenditure, further demonstrating their commitment to work together.

The Ministry of Justice Family Mediation Voucher Scheme

At TalkFIRST, we know times are tough financially for many families, so we were delighted when the Ministry of Justice introduced their scheme to contribute £500 towards mediation costs for parents needing to negotiate child issues. With the scheme starting in March 2021, we offered the vouchers to every applicant and respondent. For some, this has meant the difference between mediating and not, and for others it has made the process less stressful, given the additional financial burden mediation would have meant.



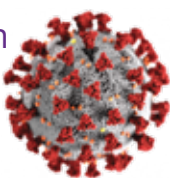
COVID-19

As for all organisations in the voluntary sector, the arrival of the global pandemic came as a shock and necessitated we re-think our service delivery and staffing, at a time when we had no idea what the impact would be.

For a time, the phones stopped ringing, as people got used to social distancing, restricted access to family and community, as well as the concerning nature of the news. We furloughed staff, with just one remaining working from home.

Understandably, many grant funders turned their attention to funding COVID emergency response projects. For a time left us concerned for the financial sustainability of the charity, should the situation be a long term one, especially as for some time, far fewer people were approaching us for mediation that would be paid for. However, the foresight of some grant-makers who recognised the potential risks posed to the sector, meant we were very fortunate to receive some money that would see us through the drought.

Soon, it seemed that the predicted detrimental impact on families and relationships that social distancing, enforced time together or apart through the periods of lockdown was upon us and the numbers of people needing support increased. Conversations using Zoom and Microsoft Teams became the norm, though once it was assessed as safe following government guidance and all necessary precautions taken, we were happy to welcome people back to the office, to have those all-important in-person conversations.



Vision

TalkFIRST is at an exciting point – collaboration with new partner agencies to generate new avenues of work, and a new fulltime family mediator coming on board – which will double the capacity for working with separating and separated couples over child arrangements and financial settlement.

We are making inroads into forging links with the health sector, and developing a new strategy to look at how we can increase the positive impact we have by increasing our reach into other geographical areas, and how the focus on relationship breakdown at an early intervention stage could reduce homelessness, and improve outcomes for veterans and ex-prisoners.



We're really looking forward to what the next 12 months brings!

Reserves policy

The reserve parameters identified aim to provide financial stability and the means for the development of our principal activities.

To protect TalkFIRST and its beneficiaries and employees, TalkFIRST intends to establish and maintain reserves at a level sufficient to cover approximately six months running costs plus requisite redundancy considerations.

Reserves will be utilised in the following manner:-

1. In the event of a drop in income; to protect against short-term fluctuations
2. In the event of a drop in income to make provision for necessary redundancy payments should the organisation find it is unable to sustain staffing levels
3. To allow TalkFIRST to take advantage of new opportunities aligned with its aims.

To achieve this, we will aim to put £5k per year into reserves from unrestricted (mediation) income until that level is achieved.

Requisite reserve figures will be reviewed annually in accordance with current staffing and other relevant responsibilities to ensure that they are adequate to fulfil our continuing obligations.

Income £89305

Expenditure £81588



TALK FIRST

Trustees' Report and Financial Statements
For the year ended 31 August 2021

Registered number: CE003520

Charity number: 1162110

TALK FIRST
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FOR THE YEAR ENDED 31 AUGUST 2021

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TALK FIRST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2021

Trustees

M. Delaney (Chair)
D. Owens-Cooper – resigned 15/06/2021
E. Klieve
S. Powell – resigned 24/09/2020
J. Shaw – appointed 24/09/2020
B. Rees – appointed 02/08/2021
S. Martland – appointed 02/08/2021
D. Musgrove – appointed 02/08/2021

Company Registered Number – CE003520

Charity Registered Number - 1162110

Registered Office

1st Floor
Ashland House
Dobson Park Way
Ince in Makerfield
Wigan
WN2 2DX

Accountants

Bloomfield's
Bloomfield Court
76 Factory Street West
Atherton, Manchester
M46 0EF

**TALK FIRST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021**

Reference and Administration Information

The Trustees, who are also the directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005 and updated May 2008.

Talk First is a company limited by guarantee and a charity registered with the Charity Commission for England and Wales under number 1162110. The Trustees of the charity and the principle advisers of the charity are listed on page 1.

Structure, Governance and Management

The report was prepared in accordance with the special provisions within part 15 of the Companies Act 2006.

Objectives and Activities of the Charity

The main objectives of the charity are to support children, young people and their families who are at risk of family conflict, anti-social behavior, criminal activity or relationship breakdown, through the provision of family mediation, family support and group work activities.

Results

A summary of the results of the year's activities is incorporated in the Statement of Financial Activities.

All revenue from the charitable activities are restricted and applied for the charitable objectives of the company.

Directors and Trustees

The directors and trustees during the year were as follows:-

M. Delaney (Chair)	J. Shaw
D. Owens-Cooper	B. Rees
E. Klieve	S. Martland
S. Powell	D. Musgrove

Statement of Directors' and Trustees' Responsibilities

The directors and trustees are required by law to prepare the financial statements for each financial year which give a true and fair view of the financial activities of the charity and of its financial position at the end of the year. In preparing those financial statements the directors and trustees are required to:-

- Select suitable accounting policies and then apply them consistently;

**TALK FIRST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021**

- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors and trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Status

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees and the Directors

M. Delaney
Chair

Date_____2022

TALK FIRST
INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS AND TRUSTEES OF
TALK FIRST

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purpose of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

The trustees have acknowledged, on the balance sheet, their responsibilities for ensuring that the company keeps accounting records which comply with section 396 of the Companies Act 2006, and for preparing financial statements which give a true and fair view of the state of affairs of the company and of its surplus/(deficit) for the financial year.

In accordance with the instructions, we have prepared the financial statements on pages 7 – 12 from the accounting records of the company and on the basis of information and explanations we have been given.

It is my responsibility to:

- Examine the accounts (under section 145 of the Charities Act)
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- To state whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. Which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements:
 - To keep accounting records in accordance with section 130 of the Charities Act and S386 of the Companies Act 2006; and
 - To prepare accounts which accord with the accounting records and comply with the accounting requirement of Section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities.; or
2. To which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.

TALK FIRST
INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS AND TRUSTEES OF
TALK FIRST

K Bloomfield CPAA

For and on behalf of
Bloomfield's Accountants Limited
Bloomfield Court
76 Factory Street West
Atherton
Manchester
M46 0EF

Date:.....

TALK FIRST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

		Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
	Note			
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary Income	2	<u>85,345</u>	<u>85,345</u>	<u>89,305</u>
TOTAL INCOMING RESOURCES		<u>85,345</u>	<u>85,345</u>	<u>89,305</u>
RESOURCES EXPENDED				
Costs of generating funds				
Charitable activities	3	<u>88,154</u>	<u>88,154</u>	<u>81,588</u>
TOTAL RESOURCES EXPENDED		<u>88,154</u>	<u>88,154</u>	<u>81,588</u>
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS		<u>(2,809)</u>	<u>(2,809)</u>	<u>7,717</u>
NET MOVEMENT IN FUNDS		<u>(2,809)</u>	<u>(2,809)</u>	<u>7,717</u>
Fund balances at 1 September 2020		<u>49,803</u>	<u>49,803</u>	<u>42,086</u>
FUND BALANCES AT 31 August 2021		<u>46,994</u>	<u>46,994</u>	<u>49,803</u>

TALK FIRST
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	£	2021	£	£	2020	£
CURRENT ASSETS							
Cash and bank in hand			<u>49,543</u>			<u>55,497</u>	
			49,543			55,497	
CREDITORS: Amounts falling due within one year							
	4		<u>(500)</u>			<u>(500)</u>	
Net current assets	5			<u>49,043</u>			<u>54,997</u>
TOTAL ASSETS LESS CURRENT LIABILITIES							
			49,043			54,997	
CREDITORS: Amounts falling due after one year							
	4		<u>(2,049)</u>			<u>(5,194)</u>	
NET ASSETS							
			<u>46,994</u>			<u>49,803</u>	
CHARITY FUNDS							
Restricted funds				<u>46,994</u>			<u>49,803</u>

The directors and trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of S.480 of the Companies Act 2006.

No notice from the members under S.476 of the Companies Act 2006 requiring the company to have an audit has been deposited with the company.

The directors and trustees acknowledge their responsibility for ensuring that the company keeps accounting records which comply with S.386 of the Companies Act 2006, and for preparing accounts, which give a true and fair view of the state of the affairs of the company at 31st August 2021 and of its net expenditure for the year then ended in accordance with the requirements of S.396, but which otherwise comply with the requirements of the Act relating to the accounts so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

**TALK FIRST
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	£	2021	£	£	2020	£
CURRENT ASSETS							
Cash and bank in hand			<u>49,543</u>			<u>55,497</u>	
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CREDITORS: Amounts falling due within one year	4		<u>(500)</u>			<u>(500)</u>	
Net current assets	5			<u>49,043</u>			<u>54,997</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			49,043			54,997	
CREDITORS: Amounts falling due after one year	4		<u>(2,049)</u>			<u>(5,194)</u>	
NET ASSETS			<u>46,994</u>			<u>49,803</u>	
CHARITY FUNDS							
Restricted funds				<u>46,994</u>			<u>49,803</u>

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The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

**TALK FIRST
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2021**

These financial statements were approved by the Trustees on 2022 and signed on their behalf, by:

M. DELANEY
Chair

Date _____ 2022

The notes on pages 9 to 10 form part of these financial statements.

Company number CE003520

TALK FIRST
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

These accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities.

The accounts have been prepared in compliance with the Statement of Recommended Practice on Charity Accounts.

Income and Expenditure is recognised in the accounts on the accruals basis at the date on which an asset is recognised or a liability incurred.

The company has taken advantage of the exemption in Financial Reporting Standard No. 1 from the requirement to produce a cashflow statement on the grounds that it is a small company.

1.2 Income

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount be quantified with reasonable accuracy.

1.3 Taxation

The company is exempt from Taxation on income arising from activities in carrying out, and investment income applied only for, the company's main charitable purpose.

2. INCOMING RESOURCES FROM GENERATED FUNDS

	Grants 2021 £	Other income 2021 £	Total 2021 £	Total 2020 £
Voluntary Income	<u>71,733</u>	<u>13,612</u>	<u>85,345</u>	<u>89,305</u>

3. COSTS OF GENERATING FUNDS

	Support costs 2021 £	Total 2021 £	Total 2020 £
Charitable activities			
Charitable expenditure	<u>88,154</u>	<u>88,154</u>	<u>81,588</u>

4. CREDITORS:

	2021 £	2020 £
Amounts falling due within one year:		
Other Creditors	<u>500</u>	<u>500</u>
	<u>500</u>	<u>500</u>
Amounts falling due over one year		
Loans	<u>2,049</u>	<u>5,194</u>

TALK FIRST
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Net current assets/(liabilities)	49,043	49,043	54,997
Creditors: Due after one year	<u>(2,049)</u>	<u>(2,049)</u>	<u>(5,194)</u>
Total	<u>46,994</u>	<u>46,994</u>	<u>49,803</u>

6. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a Share Capital. Each member gives a guarantee to contribute a sum not exceeding £10 to the company should it be wound up.

At 31st August 2021 there were 6 members.

f talkfirstmed

www.talkfirst.org



College of Mediators



TalkFirst
1st Floor
Ashland House
Dobson Park Way
Ince-in-Makerfield
WN2 2DX



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Tracy@talkfirst.org