



# Trustees' Annual Report

For the period from 6<sup>th</sup> April 2021 to 5<sup>th</sup> April 2022

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## Summary

JUSTICE IN MOTION is a professional Oxford-based physical theatre company, founded by Artistic Director Anja Meinhardt. It is dedicated to raising awareness about social injustice through a combination of captivating performances, workshops and talks, run in conjunction with partner organisations, and accessible, affordable classes for the local community.

Since 2013, we have been creating dynamic theatre about relevant social issues, such as human trafficking, poverty, migration, and sexual violence. Justice in Motion uses a combination of movement, theatre, music, parkour, aerial acrobatics, dance, spoken word and multimedia, to create spectacular performances that enrapture its audiences, and encourage debate and dialogue. We have found this approach to reaching communities and inspiring activism through performance, to be highly effective.

Justice in Motion is one of Oxford City's Cultural Partners, has been an Evolve Company at Oxford Playhouse, and has been supported by Arts Council England, Oxford City Council, The Chartered Institute of Building, Oxford Dance Forum, 101 Outdoor Arts Creation Space, and Out There Arts.

## Vision and Values

### **OUR VISION**

A standout physical theatre company powerfully changing lives

### **OUR MISSION**

To inspire people through the performing arts, to impact the world for the better

To advance our mission:

**1. WE CREATE HIGH QUALITY WORK ACROSS ARTFORMS**

We investigate, explore, and tell hidden stories predominately through the performing arts, inspired by true accounts of social injustice. Our work is exciting, engaging, thought-provoking, and always packs a punch.

**2. WE RAISE AWARENESS ABOUT HUMAN RIGHTS ISSUES**

We shine a light on things kept in the dark. We bring hope to a broken world and give a voice to those unheard. We reveal the uncomfortable reality of issues that concern our society and highlight areas of inequality with great sensitivity.

**3. WE ENGAGE, INSPIRE AND CONNECT**

We excite and challenge you through our performances, to become an advocate for social change. We provide facts and access to information through our research. We signpost to ways you can take action and find opportunities for conversations to continue.

**4. WE DEVELOP PERFORMING ARTS PRACTICE**

We provide high quality training as well as sharing opportunities, for artists and participants of all levels. These aid you in developing knowledge, gaining skills, and enhancing technique within the performing arts.

## **Year in Summary**

After a challenging year in 2020-21, with the restrictions through the pandemic curtailing our touring plans and requiring us to move much of our output onto digital channels, it was a relief to return to in-person activities in full during 2021-22.

The main focus of the year was our new national tour of ON EDGE, our outdoor parkour theatre show that explores issues around modern slavery. The tour was supported by Arts Council England, and was performed 14 times across 7 locations and festivals to a total live audience of 5,653. Further to this, we also delivered 2 live streams of the show through our partners at 101 Outdoor Arts and The Full Shebang Festival, Mansfield.

This year we have been able to establish our creative residency programme for schools, youth groups and colleges. This work commenced with a week-long parkour and physical theatre residency with performing arts students from MK College. The residency culminated in a student performance at the end of the week that was both inspiring and ambitious. The blueprint we developed for this residency has provided us with a bedrock to build future residency programmes, which are to become a regular feature of our activities from 2022-23 onwards.

After a pause due to the pandemic, we were also able to deliver the next edition of our MOVING TOGETHER programme which uses movement and music to alleviate loneliness and promote connectivity. This edition was delivered with the community at RAF Benson, and resulted in a series of short, choreographed dance films, cast studies and a new documentary exploring the impact of the work.

Our Artistic Director, Anja Meinhardt, also continued her work on raising awareness and advocating for the power of the arts to change lives and shine a light on injustice. Through the year she was invited to speak at events such as TEDx Oxford and the Ripples of Hope Festival. Anja was also shortlisted for the AWA Women in Dance Leadership award.

With live events back in play, we were also able to secure bookings for our parkour park, our open access parkour playground that acts as a valuable community engagement tool. We ran the park at events in Didcot and Mansfield in 2022.

After a period of hiatus, we also recommenced dance workshops this year, but changed the format to running a series of one-off workshop days rather than weekly classes. These workshop days were centred on health and wellbeing and used dance and yoga in a retreat-style setting. They have proved very popular and will continue to be part of our ongoing activities.

This year, we were also able to secure funding from OxLEP to support a branding and organisational 'tone of voice' project with consultant Miki Lentin. This project reviewed our missions, values and the way we write and talk about the company to improve the

quality and consistency of our messaging. These outcomes from this work are currently being implemented into ongoing communications and branding activities.

Further funding successes this year included raising over £8,000 from a Big Give Christmas Challenge crowdfunding campaign; confirming a 3-year deal with Oxford City Council to continue to be a community/cultural partner of the city, securing £3K and becoming a partner to deliver engagement work with young people for the Oxfordshire Feeling Safe programme, and most notably being successful with a £40K grant from the Arts Council /DCMS Cultural Recovery Fund to support ongoing core costs of the organisation in 2022.

As the year finished, we were working up plans for our new outdoor show CODE, which we are planning to tour nationally in 2023. Alongside this we are planning further creative residencies programmes and widening our overall education and engagement offer.

## **Financial Review**

Review of the charity's financial position at the end of the period.

6th April 2021 - 5th April 2022

Note 1: Income increased from £113,357 to £211,584. This increase in revenues was a direct result of a return to touring after the hiatus in 2020-21 of the COVID-19 pandemic and the receipt of Cultural Recovery Funds from Arts Council England.

Note 2: Expenditure increased from £97,881 to £196,642. This increase in expenditure is largely as a result of project costs incurred through touring work and other activities re-starting after the hiatus caused by COVID-19 restrictions in 2020-21.

Funds at the start of the year were £15,862 and increased to £30,804 at the end of the year.

Justice in Motion	Charity No		1166800		
	Company No				
Annual accounts for the period					
Period start date	06/04/2021	To	Period end date	05/04/2022	

### Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity	Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
<b>Income (Note 1)</b>		F01	F02	F03	F04	F05
<b>Income and endowments from:</b>						
Donations and grants		73,665	76,064	-	149,729	104,107
Fees for charitable services				-	-	-
Other trading activities		5,093		-	5,093	9,250
Other Income		12,706			12,706	
Performance Fees		285	43,771	-	44,056	-
<b>Total</b>		<b>91,749</b>	<b>119,835</b>	<b>-</b>	<b>211,584</b>	<b>113,357</b>
<b>Expenditure (Note 2)</b>						
<b>Expenditure on:</b>						
Core Freelancers and Contractors		38,419	21,563	-	59,982	45,825
Insurance		447		-	447	1,491
Project Costs - On Edge			101,866		101,866	969
Project Costs - Moving Together			12,482		12,482	19,632
Project Costs - MKCF			3,191		3,191	-
Dance Classes - Direct Costs		1,450			1,450	6,633
Office Expenditure		3,814			3,814	7,994
Marketing		972			972	2,864
Venue Hire		4,086			4,086	3,690
Production Costs		2,230	1,252		3,482	7,183
Professional Fees		4,870			4,870	1,600
Entertainment					-	-
Assets					-	-
Other				-	-	-
<b>Total</b>		<b>56,288</b>	<b>140,354</b>	<b>-</b>	<b>196,642</b>	<b>97,881</b>
<b>Net income/(expenditure) before tax for the reporting period</b>		35,461	(20,519)	0	14,942	15,476
Tax payable		0	0	0	0	0
<b>Net income/(expenditure) after tax before investment gains/(losses)</b>		35,461	(20,519)	0	14,942	15,476
Net gains/(losses) on investments		0	0	0	0	0
<b>Net income/(expenditure)</b>		35,461	(20,519)	0	14,942	15,476
<b>Extraordinary items</b>		0	0	0	0	
<b>Transfers between funds</b>		(19,669)	19,669	0	0	0
<b>Other recognised gains/(losses):</b>						
Gains and losses on revaluation of fixed assets for the charity's own use		0	0	0	0	0
Other gains/(losses)		0	0	0	0	0
<b>Net movement in funds</b>		15,792	(850)	0	14,942	15,476
<b>Reconciliation of funds:</b>						
Total funds brought forward		6,512	9,350	0	15,862	386
<b>Total funds carried forward</b>		<b>22,304</b>	<b>8,500</b>	<b>0</b>	<b>30,804</b>	<b>15,862</b>

As of 5th April 2022

Justice in Motion

Charity No 1166800

Company No

**Section B Balance sheet**

	Unrestricted funds	Restricted income funds	Endowment funds	Total to P12 - 5 Apr 2022	Total to P12 - 5 Apr 2021
	£	£	£	£	£
	F01	F02	F03	F04	F05
<b>Fixed assets</b>					
Intangible assets	-	-	-	-	-
Tangible assets	-	-	-	-	-
Heritage assets	-	-	-	-	-
Investments	-	-	-	-	-
<i>Total fixed assets</i>	-	-	-	-	-
<b>Current assets</b>					
Stocks	-	-	-	-	-
Debtors	486	4,375	-	4,861	-
Investments	-	-	-	-	-
Cash at bank and in hand	22,304	8,500	-	30,804	15,862
<i>Total current assets</i>	22,790	12,875	-	35,665	15,862
<b>Creditors: amounts falling due within one year</b>	2,400	-	-	2,400	-
<i>Net current assets/(liabilities)</i>	20,390	12,875	-	33,265	15,862
<i>Total assets less current liabilities</i>	20,390	12,875	-	33,265	15,862
<b>Creditors: amounts falling due after one year</b>	-	-	-	-	-
Provisions for liabilities	-	-	-	-	-
<i>Total net assets or liabilities</i>	20,390	12,875	-	33,265	15,862
<b>Funds of the Charity</b>					
Endowment funds	-	-	-	-	-
Restricted income funds		12,875		12,875	2,715
Unrestricted funds	20,389	-	-	20,389	13,147
Revaluation reserve				-	-
Fair value reserve					
<i>Total funds</i>	20,389	12,875	-	33,264	15,862

### **Additional information**

Justice in Motion's principal sources of funds come from

*Arts Council England*

*Trusts & Foundations*

*Private Donations*

*Corporate Social Responsibility*

*Earned income through classes, workshops, and performances*

*Commission Fees*

*Performance Fees / Box Office Splits*

## **Structure, Governance and Management**

### **Constitution**

Charitable Incorporated Organisation – 27th April 2016

### **Organisational policy**

The day-to-day administration is carried out by the Artistic Director of Justice in Motion, and appointed Producer, on freelance contracts. A Marketer and a Social Media Manager are also employed on a freelance contract, with increased engagement during project periods. The Producer, Marketer and Social Media Manager have been selected through an interview process.

Artists and Collaborators (designers, composers, production manager, stage manager and technicians) are also employed on freelance contracts based on Equity rates, during a specified project period. Performers are also employed on freelance contracts based on Equity rates, and mostly selected via a rigorous auditioning process. Dance teachers are



further employed on a freelance basis. All selection processes are based on an Equal Opportunities Policy.

The trustees meet four times a year, in February, May, August and November, to review all relevant aspects of the CIO's affairs. The main meeting is in August and generally this meeting will review the Business Plan and Strategies going forwards.

## **Appointment of Trustees**

Trustees are nominated by the then existing trustees. Every charity trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

## **Trustee Induction & Training**

The trustees deal appropriately as regards induction and training of any new trustees appointed. This includes awareness of a trustee's responsibilities, the governing document, administrative procedures, and the history and philosophical approach of the charity. New trustees receive access to the previous year's accounts and minutes of recent trustee meetings. Appropriate training is offered to current trustees as and when required.

## **Statement of Trustees Responsibilities**

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the guidance issued by the Charity Commission on public benefit. In preparing these accounts, the trustees confirm that:

- suitable accounting policies have been consistently applied;
- appropriate methods and principles have been observed in the Charities SORP;
- judgments and estimates have been made that are reasonable and prudent;

- applicable accounting standards have been followed;
- accounts have been prepared on a going concern basis.

## **Related Parties Statement**

Our constitution has provisions, agreed with the Charity Commission, to allow any charity trustee or connected person to enter into a contract for the supply of services or of goods that are supplied in connection with the provision of services, to the CIO, where that is permitted in accordance with, and subject to the conditions in, section 185 to 188 of the Charities Acts 2011.

Under this provision, our founding trustee Anja Meinhardt provides services to the Charity as Artistic Director.

## **Reserves policy**

The policy of the Charity is, by means of prudent financial management, to maintain the unrestricted funds at such a level to enable the Charity to carry out its future activities. The Trustees believe that the minimum level of reserves should be no less than three months running costs and are currently seeking ways to build the reserves up to this level.

## **The beneficiaries of the CIO are the following:**

**THEATRE AUDIENCES** – those interested in dance, physical theatre, parkour, and contemporary circus that appreciate seeing high quality theatre.

**SOCIAL SECTOR & INDUSTRIES** - those interested in or working within social justice (churches, students, societies, think tanks, organisations, policy makers, researchers), as well as industries related to the productions themselves.

**EDUCATIONAL SECTOR** – schools, universities, and educational institutions, those interested in aspects of social injustice, but also those interested in learning new skills intrinsic to our work i.e., dance, aerial acrobatics, physical theatre, parkour etc.

**AFFECTED COMMUNITIES** - such as vulnerable women, survivors of sexual abuse, forced labour and trafficking, communities in countries of origin, those experiencing loneliness and struggles with their mental health first-hand.

## **Reference and Administrative details**

**Charity name:**

Justice in Motion

**Other name used in conjunction with the Charity:**

IN.MOTION for contemporary dance classes

**Registered charity number:**

1166800

**Charity's principal address:**

Unit 8, The Gallery  
54 Marston Street  
Oxford. OX4 1LF

**Charities principal Bankers:**

Reliance Bank Limited / Faith House, 23-24 Lovat Lane, London EC3R 8EB



**Names of the charity trustees who manage the charity:**

Name	Role	Date of Appointment
Anja Christina Meinhardt	Trustee	26 April 2016
Matthew James Francis	Chair	30 November 2020
Brian Wilkinson	Trustee	26 April 2016
Anna Louise Barker	Trustee	11 February 2019
Hannah Hartley	Trustee	30 November 2020

**Declarations:**

The trustees present their report and declare that they have approved the Trustees' Report and accounts for the year ended 5th April 2022 above.

**Signed on behalf of the charity's trustees:**

Signature(s)		
Full Name(s)	Matthew James Francis	Anja Christina Meinhardt
Position	Chair	Secretary

Date	2 <sup>nd</sup> February 2023
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Section A

Independent Examiner's Report

Report to the trustees/  
members of

Charity Name  
Justice in Motion

On accounts for the year  
ended

5<sup>th</sup> April 2022

Charity no  
(if any)

1166800

Set out on pages

(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 **05 / 04 / 2022**.

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:

Robert Couser

Date: 01/02/2023

Name:

Robert Couser

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

ICAEW - ACA

Address:

162 Kingsquarter

Maidenhead

SL6 1AW

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.**

# Justice in Motion - Trustees & Annual Report 2021-22

Final Audit Report

2023-02-02

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By:	Darren Walter (darrenwalter@gmail.com)
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 Signer matt@mjfrancis.co.uk entered name at signing as M J Francis

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 Document e-signed by M J Francis (matt@mjfrancis.co.uk)

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