

MKPUK&I

England & Wales · Charity number 1167983

Details

Other names	MANKIND PROJECT OF THE UNITED KINGDOM & IRELAND
Status	Registered
Legal form	CIO
Company number	04689723
Registered	2016-07-01
Register	View on the Charity Commission register

Contact

Address	36 Crown Rise Watford WD25 0NE
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Activities

Objects: THE PRESERVATION AND PROTECTION OF MENTAL HEALTH AND WELLBEING AMONG MEN IN THE UK AND IRELAND BY THE PROVISION OF SUPPORT, INFORMATION AND CARE OF MEN FACING MENTAL HEALTH AND WELLBEING CHALLENGES.

Activities: The preservation and protection of mental health and wellbeing among men in the UK and Ireland; by the provision of support, information and care of men facing mental health and wellbeing challenges.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£243,274	£255,145	-	-
2024-03-31	£259,873	£254,554	-	-
2023-03-31	£199,455	£217,126	-	-
2022-03-31	£147,920	£142,905	-	-
2021-03-31	£82,405	£93,584	-	-

Trustees

Name	Role	Appointed
Debbie Beauchamp		2024-12-04
Jason Denman		2024-11-09
Jonathan Hooker Chair		2017-05-13
Peter Mulhall		2020-10-03
Robert Buswell		2024-11-09

MKPUK&I

England & Wales - Charity number 1167983

Accounts

Charity registration number 1167983 (England and Wales)

MKPUK&I

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

MKPUK&I

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Debbie Beauchamp
Robert Buswell
Jason Denman
Jonathan Hooker
Peter Mulhall

Charity number

1167983

Principal address

36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Independent examiner

Gary Howard FCA
Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
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MKPUK&I

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The aim of this report from the trustees is to explain the charity's aims and how it is going about achieving them. The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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 (FRS 102) (effective 1 January 2019)".

Background

Statistics show us that the highest cause of death of men in the UK and Ireland is suicide. Digging deeper it is evident that most men have few male friendships and that loneliness and isolation play a significant role in causing men to end their own lives. What often makes a man's situation worse is that when we as men experience real difficulties we have been conditioned to believe we should be able to solve it on our own: this can lead men to isolate even more. So why is this happening and what can be done about it?

Understanding the Root Causes

The predominant system of values which operates in the UK and Ireland and which governs how men are conditioned growing up is commonly referred to as Patriarchy. The dictionary defines patriarchy as a social organisation marked by the supremacy of the father in the clan or family. It goes on to add Patriarchy is characterised by male domination and power. Noted authors such as John Bradshaw and Bell Hooks describe specific effects such as the repression of emotions other than fear, and the destruction of individual willpower. We are all socialised into this system because Patriarchy shapes the values of our culture. As boys growing up, men learn to experience pain and are denied their feelings. Another leading author Joy Justice explains that Patriarchy has two major effects; it continues and supports the oppression of women and it imposes rigid sex or gender roles that damages men every bit as much as it damages women. Bell Hooks notes that sadly it is often women as well as men that keep this patriarchy in place so the whole system of society perpetuates these values. Patriarchy turns men into emotional cripples who are unable to identify and express their emotions in a healthy way which can, and often does, lead to dominance through violence. In addition many men who have grown up in this patriarchy suffer from anxiety and depression and without the skills and habit of identifying and sharing their emotions they isolate and suffer in silence.

Contemporary research into happiness highlights five major causes. This is important as it helps to explain why the MKP UK&I work creates such powerful changes in men's lives. The first cause is having meaning in what we do, so that what we spend our time doing or our work has true meaning for us and feels like a contribution. The second is continuing to learn and grow which our personal development work supports and accelerates. Thirdly the quality of our relationships affects how happy we are, and belonging to the MKP UK&I community offers real connection and friendships of trust and openness. The fourth cause of happiness is what we do for others. In MKP UK&I the journey starts with our own personal development and transitions into the support we can offer others. The fifth and final cause is connection or contact with nature.

In many traditional tribal societies there were rites of passage that served to help their members transition from one stage of life to the next, by creating experiences that prepared them for the challenges and responsibilities they would face in the next stage they were entering. In our contemporary society in the UK and Ireland most of these rituals have all but disappeared. Perhaps the only surviving ritual would be the marriage ceremony to help the two intended individuals transition into a new reality and to demonstrate to their friends and family that this new reality was starting on this day; the wedding day. The loss of these rites of passage means that there are many males who are still 'boys at heart' walking around in adult bodies, but motivated by a boy or adolescent mindset. Boys are typically insecure with a strong need to prove themselves, especially to their peers. This results in fights outside pubs and clubs, excessive drinking and drug-taking and multiple sexual partners, all with the aim of proving one has become a man. A traditional rite of passage would teach the wisdom, knowledge, skills and responsibilities of an adult man and set challenges to prove these riches had been acquired successfully. Eventually after a challenging and life-changing experience each young man would be celebrated and welcomed into the world of adult men. This meant he had proven himself as worthy and no longer needed to do that. He had become comfortable in his own skin.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

So what can be done today in the UK and Ireland to support our male population in their transition into a healthy adulthood and be able to meet these challenges and responsibilities of being a grounded and healthy adult, able to become a supportive partner, parent and member of their community?

The Aims and Objectives of MKP UK&I

Our Vision

IS A WORLD WHERE ALL MEN:

- Show up as the best version of themselves, secure in their role and deeply committed to nurturing one another, their families, their communities and their planet;
- Are fully accountable and take responsibility for their decisions;
- Resolve conflicts peacefully and respectfully;
- Do not tolerate discrimination, torture, genocide, domestic violence and senseless wars;
- Are brothers in relationship with one another, committed to building a safer and more compassionate world today and for generations to come.

N.B. Our Vision is how we would like the world to be. Recognising that it is not like that now, our Mission, (or purpose for existing as an organisation) is to move the UK and Ireland towards that Vision of the future.

Our Mission

Is to support all men to establish and pursue their own life purpose and nurture their emotional wellbeing.

We do this by offering every man transformational experiences and supporting them in confidential peer facilitated men's groups.

In line with these statements the charitable purpose is summed up in our Constitution in this object statement:

We help to preserve and protect the mental health and well-being of men in the UK and Ireland by offering training opportunities for personal development and providing a platform for men to connect and communicate with each other in a healthy way.

What does this look like in Practice?

There is a **Theory of Change** which underpins our activities and the way they are delivered to men.

1. Men come to us or are directed to us when they feel they are lost, or need some support, or they feel something is missing in their lives. This stage is about **Self-realisation and Questioning**.
2. They may join a Connection Group to experience what a safe space in a men's group is like and to learn to share with, and listen to, others. Some choose to go straight onto one of the weekend training events, whilst others move onto that after experiencing the men's groups. This stage is about **Experience, Learning and Awareness**.
3. Having attended a weekend men often wish to staff weekends for other new men. This stage is about **Giving and Receiving Support, and Developing New Skills**.
4. As each man gains more skill and experience he is able to contribute more and gains confidence in his own ability to support others. This stage is about **Ongoing Personal Growth through Service to Others**.
5. Gradually a man develops his understanding of the real meaning of having a personal mission or purpose which is bigger than, and beyond, himself. This stage is about **Service to People, Communities and World Beyond MKP**.

It is important to mention that in becoming more aware of their actions, behaviours and motivations, men understand and see more clearly their impact on others and become better partners, better parents and better members of their communities.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Use of volunteers

The majority of the services provided by the charity are provided by volunteers working under the guidance of paid leaders. We are committed to ensuring that all volunteers adhere to the highest standards that safeguard the interests of all those who use our services. For the NWT weekend we aim to fill the training with 36 men and will have about 45 to 50 men staffing. Of those there will be four paid leaders and the majority of the rest will pay to staff and pay their own travel expenses. Adding in the time they take off from work, we estimate the volunteer value of a weekend to be in the region of at least £25k for each weekend. The size of the training is sometimes limited by the venue. For example the gateway trainings which are for minority groups, the maximum may be sixteen participants and twenty five to thirty staff men.

Public Benefit Statement

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and have ensured they are aligned to the charitable Aims & Objectives and Mission Statement.

Connection Groups

The simplest and easiest way for a man to experience a men's group or to receive support from other men is to go to our website and join an online Connection Group. These groups are free and open to anyone identifying as a man. In this group he will experience the creation of a safe space and will hear other men share through a simple check-in process. This is often as simple as: How I am feeling Physically at the moment, How I am feeling Mentally, How I am feeling Emotionally and How I am feeling Spiritually or Socially. After that there is usually some time to go into a slightly deeper check-in or to look at something which several men have mentioned. The men who come to these groups have often had no previous experience of personal development and our feedback from them has been overwhelmingly positive in terms of how they feel as a result of attending and hearing others and being heard. These groups do exactly what they claim to do, in that they provide men with a real feeling of connection. Men can attend as many of these groups as they wish and they are free of charge.

The New Warrior Training Adventure (NWT)

This is a weekend training for usually 36 men who are new to MKP UK&I. There are typically 50 staff men making this training happen and the majority pay a fee to come and give their time to the support of others. However they are also upskilling themselves and learning about the well-being benefits of supporting others. In other words, they are learning that real fulfilment in our lives comes from how much we contribute to others. Each weekend is meticulously planned with more experienced men taking on key roles which are governed by written protocols defining the needs of the role and with helpline numbers to more experienced men. MKP UK&I has a number of core values but underlying them all are the values of Integrity and Accountability. Men taking on these roles understand the importance of them and know they are taking on serious responsibility for the care and wellbeing of other men. They have all had that lived experience through their own weekend.

The Personal Integration Training (PIT)

Following the NWT weekend the majority of men continue into a nine week online integration training which gives them the opportunity to work in a smaller group (up to 12) to learn how to be part of a men's group and how to run a men's group - all done in a way which allows the men to continue their personal development. This is an online training of one evening per week for nine weeks.

Integration Groups (I- Groups)

Following the PIT many of the groups go on to form their own I-Group. Some men prefer to meet physically rather than online and may look for an I-Group which is geographically close to where they live or work and may apply to join an existing group. I-Groups may only be open to those who have completed the weekend, or the weekend and the PIT, and some are open to men from outside the community who have not done either. These activities show the path a man takes as he goes through the theory of change model. However, there are additional activities run by the charity to increase our outreach and support more men.

External Activities

These are activities that any man can join or drop into. In addition to the Connection Groups which are online, some of the more experienced men from the community run physical drop-in groups for men in their local areas.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Internal Activities

For men who have been through the NWT weekend there are additional internal activities such as **Deeper Sharing Circles**. (We use the terminology Circles in place of groups as men have been meeting in circles for thousands of years, and the reality of a circle is that no one sits at the head of the table. For this reason men's groups are often referred to as men's circles). Deeper Sharing Circles are when one or more men may choose to facilitate a deeper discussion on a particular topic which they are interested in and believe it will support others. Topics can be anything but examples have been: being a single parent, dealing with grief, dealing with shame, a circle for those who have been affected by suicide and what we can do to combat violence against women and girls.

Equality, Diversity and Inclusion

There have also been some activities to raise awareness of Diversity, Equality and Inclusion. One event called **Giving Voice** was for black and brown men to share their experience of growing up and living in the UK or Ireland. This was a one-way conversation in which the audience listened only. There have also been a number of events called **Crossing the Road**, in which men from different ethnic backgrounds meet and discuss racism and their experience of it and how they have understood their own racial bias received as a result of their upbringing. These have been extremely powerful events in raising awareness of the attendees of their own bias and how it can impact others.

Training and Development

There is a well administered Leadership Track which monitors and mentors men through their journey to leadership. There is an initial staff training which men must attend before they can staff for a fourth weekend. They must also attend a personal bias awareness training which is usually the National Coalition Building Initiative (NCBI) training.

There are three separate leadership trainings and men who are officially recognised as Leaders or Co-leaders have to recertify through peer review every two years.

Performance/Impact

Activities	Number of Events	Number of Attendances	Volunteer Hours Given	Income Raised if Applicable	Bursaries Awarded
NWTA	7	143	20,736	£133,934	£16,363
PIT	11	102	126	N/A	N/A
Connection Groups	Average of 3 per week for 48 weeks, 1 Black and brown men circle per month and 1 LGBTQ+ circle a month	Average of 6 attendees Average 10 men for both	6 hours per week = 290 hours per year 4 hours each per month = 50 hours per year	N/A	N/A
Deeper Sharing Circles	24	130	120	N/A	N/A
Morning Meditations	3 per week	Average 12 men	120	N/A	N/A

Funds Raised	2024 - 2025
Community Donations	£29,963
Fees Paid by Staff to volunteer on the weekends	£29,392

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial review

During the year ended 31 March 2025 total income was £243,274 (2024: £259,873), a decrease against the previous year of £16,599. Total expenditure was up by £590 at £255,144 (2024: £254,554).

The charity is committed to holding a minimum of £40,000 in unrestricted reserves, equivalent to six months' operational costs. The unrestricted reserves at the end of the year were £22,366 which is below that target, the trustees anticipate that the reserves can be brought back up to the preferred level in the forthcoming accounting period.

Principal sources of income and how expenditure meets objects

Through adherence to our Financial Control Policies and Procedures, the charity is committed to prudent financial management, transparency and the safeguarding of its assets, ensuring sufficient reserves to sustain the charity in the event of a temporary suspension of its activities, such as happened during Covid. The Board of Trustees has the overall responsibility for managing MKPUK&I funds; approving the budget, ensuring the accuracy of the accounting records, adherence to financial controls and policies, and timely preparation of financial statements. In practice, other than budget approval, the day-to-day responsibilities for these actions are overseen by the Treasurer with input from the Finance Action Circle.

Our primary source of income comes via the trainings we deliver (as described above). Each training is separately budgeted and an overall budget for the year is developed by the Training Manager and Finance Manager, assisted by the Treasurer, Finance Action Circle and the Training & Outreach Director, with Board of Trustees scrutiny.

As each separate training is budgeted, this allows the charity to make financial projections for the year ahead, and budget accordingly to ensure the charity meets its object. The weekend trainings this year will no longer cover the costs of our increased outreach activities and we will need to become more adept at fundraising.

Details of plans for future periods

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Risk factors and review

We have a robust financial risk management policy and procedures; a full risk assessment in relation to health and safety, accompanied by contingency plans and a comprehensive insurance policy. Our main risks are financial, reputational and IT related. We are in conformance with all legislation regarding GDPR and have described separately the financial controls and care.

Structure, governance and management

We have one part time employee, the Development and Outreach Director who is Laurence Johns. He is supported by two part-time contractors who are The Training Manager and the Enrolment Coordinator. In addition, there is a Finance Action Circle, an Operations Action Circle who meet weekly and make day to day decisions and have actions approved and overseen by a monthly trustee meeting. There is also a Equality, Diversity and Inclusion Action Circle. All these meetings are minuted and the minutes are open to the community. There are at least one or two trustees in each of these sub-groups.

One trustee is paid as a contractor to be the Enrolment Coordinator. He too has other income from other work and can choose to refuse work with MKP UK&I and is the best qualified candidate to fulfil this role given his mix of MKP experience, his IT capability, and his soft skills. He has transformed our enrolment processes. He is excluded from any Board discussions relating to his role. The board is aware of the Conflicts of Interest policy and openly declares the above arrangements having met the requirements as we have understood them.

Specialist work such as leadership of the adventure weekends, PITs and leadership trainings are undertaken by well-trained and experienced men working as contractors and supported by volunteers. Volunteering for Action Circles and to staff on weekend trainings is part of the ongoing development process men in the community can choose to take part in.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The MKPUK&I Board is Aware of, and familiar with, the **Charity Governance Code** and is working to ensure that we make full use of this tool to improve and refine our effectiveness as a board of trustees.

1 Organisational purpose

The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably. We have stayed focused on our core strengths and delivering the Vision and Mission of MKPUK&I.

2 Leadership

Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values. The board has stayed true to the strategy and it has focused on maintaining ongoing activities, improving Governance and financial systems.

3 Integrity

The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly. The board places high value on our values and the processes which facilitate their adoption. The board ensures conformance to charity commission guidelines.

4 Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored. Important work has been carried out this year to establish specialised sub-groups called Action Circles to carry out specialist activities and oversight and report back to the board.

5 Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. The board is more diverse now than before and represents a wider range of views about the charity and how to move forward. We continue to seek well-qualified and experienced individuals to cover all the important areas of expertise. We are not yet where we would like to be.

6 Equality, diversity and inclusion

The board's approach to diversity supports its effectiveness, leadership and decision-making. We have actively encouraged men from more diverse backgrounds to take on positions and roles of responsibility including the board, and our Equality Diversity and Inclusion Action Circle meet monthly.

7 Openness and accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. The board works to share information that is appropriate to share and involves others in decision-making where possible and appropriate.

Charity constitution

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of trustees and directors' interests

The recruitment process is open and transparent, offering the roles to the MKPUK&I community but also actively reaching out to a wider cohort. We did this by advertising widely throughout the MKP UK&I network, encouraging members to nominate and recommend possible trustees with the necessary skills, assessing applications through specific selection criteria, shortlisting and interview process.

As with many smaller charities the trustees are involved in moving forward and overseeing the work of many of the Action Circles. In addition, the Training and Outreach Director meets weekly with the Operating Circle which includes the Enrolment Coordinator, and Training Manager, this group reports to the whole board monthly.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Induction and training of trustees

All new Trustees are given an induction pack, outlining their duties and responsibilities to the charity. Details of available training to enhance their skills and knowledge in relation to their trustee roles are disseminated prior to a formal introductory meeting. We then hold introductory forums for the Trustees whereby a presentation on the work of MKP UK&I is delivered by the Development & Outreach Director and the Trustees are given the space and time to get to know each other and to engage in 'question and answer' sessions. All new trustees are paired-up with an existing trustee so that the new trustees have a mentor and close point of contact whilst finding their feet. In addition, we found a Trustee training course run by Buzzacott which is a requirement of all new Trustees to attend this, or an equivalent, training within the first six months of their tenure. These courses are also a good forum to search for new potential trustees. The NCVO is also a great source of material and is helping us to improve our overall governance.

Organisational structure

The charity is governed by a Board of Trustees with responsibility for legal compliance, good governance processes, policies and procedures and oversight of the work of the Development & Outreach Director, together with part-time contractors working to develop the charity or who are responsible for the day to day running of the charity. Monthly board meetings are scheduled in advance with reporting procedures in place to ensure the charity is achieving its charitable aims and objectives. The Action Circles meet monthly, or on an as required basis, and report to the board with the exception of the Operations Circle which meets weekly. The weekend training leader body is one circle that has special responsibility for developing training leadership.

Relationship with wider network

We have built a range of relationships, not only with the wider MKP international network, but also with closely aligned organisations such as A Band of Brothers, Journeyman, Woman Within, Women in Power, The National Coalition Building Institute (NCBI), Mental Health First Aid (England) and the Men and Boys Coalition.

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Jonathan Hooker - Chair (from 28 August 2024)
Barnaby Reason - Treasurer (Retired 26 May 2024)
Robert Buswell - Treasurer (Appointed 09 November 2024)
Debbie Beauchamp (Appointed 04 December 2024)
Paula Chinnery (Retired 09 November 2024)
Jason Denman (Appointed 09 November 2024)
Deborah Gale (Retired 30 April 2024)
Royston John (Retired 09 November 2024)
Peter Mulhall (Enrolment Coordinator)

Disclosure of interests

One of the trustees are paid for contracted services one as Enrolment Coordinator. The rate is assessed as the going rate for the role and he is excluded from any discussions which affect that role. The Training Manager, Enrolment Coordinator and Development and Outreach Director and also training leaders and are excluded from discussions affecting the leaders role or situation.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.

Jonathan Hooker

Jonathan Hooker

Trustee

Dated: 24 February 2026

MKPUK&I

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MKPUK&I

I report to the trustees on my examination of the financial statements of MKPUK&I (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

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



Gary Howard FCA

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE
16 March 2026

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income and endowments from:							
Donations and legacies	3	27,227	15,000	42,227	20,952	-	20,952
Charitable activities	4	196,776	580	197,356	207,677	29,994	237,671
Other trading activities	5	750	-	750	750	-	750
Investments	6	708	-	708	500	-	500
Other income	7	2,233	-	2,233	-	-	-
Total income		<u>227,694</u>	<u>15,580</u>	<u>243,274</u>	<u>229,879</u>	<u>29,994</u>	<u>259,873</u>
Expenditure on:							
Raising funds	8	20	-	20	-	-	-
Charitable activities	9	229,110	26,015	255,125	250,223	4,331	254,554
Total expenditure		<u>229,130</u>	<u>26,015</u>	<u>255,145</u>	<u>250,223</u>	<u>4,331</u>	<u>254,554</u>
Net income/(expenditure) and movement in funds		(1,436)	(10,435)	(11,871)	(20,344)	25,663	5,319
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>32,419</u>	<u>25,663</u>	<u>58,082</u>	<u>52,763</u>	<u>-</u>	<u>52,763</u>
Fund balances at 31 March 2025		<u>30,983</u>	<u>15,228</u>	<u>46,211</u>	<u>32,419</u>	<u>25,663</u>	<u>58,082</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

MKPUK&I

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	14	20,264		11,835	
Cash at bank and in hand		66,583		96,734	
		<u>86,847</u>		<u>108,569</u>	
Creditors: amounts falling due within one year	15	(40,636)		(50,487)	
Net current assets			46,211		58,082
			<u>46,211</u>		<u>58,082</u>
Income funds					
Restricted funds	17		15,228		25,663
<u>Unrestricted funds</u>					
Designated funds	19	8,617		7,173	
General unrestricted funds		22,366		25,246	
		<u>30,983</u>		<u>32,419</u>	
			46,211		58,082
			<u>46,211</u>		<u>58,082</u>

The financial statements were approved by the Trustees on 24 February 2026

Jonathan Hooker

Jonathan Hooker
Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

MKPUK&I is a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, direct expenditure and activity levels.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and voluntary income

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Donations	15,687	15,000	30,687	9,629
Membership fees	11,540	-	11,540	11,323
	<u>27,227</u>	<u>15,000</u>	<u>42,227</u>	<u>20,952</u>
For the year ended 31 March 2024	<u>20,952</u>	<u>-</u>	<u>20,952</u>	<u>20,952</u>

4 Training and education

	2025	2024
	£	£
Training income	196,776	207,677
Grants receivable	580	29,994
	<u>197,356</u>	<u>237,671</u>
Analysis by fund		
Unrestricted funds	196,776	207,677
Restricted funds	580	29,994
	<u>197,356</u>	<u>237,671</u>
Grants receivable		
Other	580	29,994
	<u>580</u>	<u>29,994</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	750	750

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	708	500

7 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Reimbursed expenses	2,233	-

8 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Advertising	20	-

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Expenditure on charitable activities

	Training and education 2025 £	Training and education 2024 £
Direct costs		
Staff costs	42,309	44,130
Bursaries	16,364	14,008
Site rental	66,379	64,897
Insurance	2,566	2,392
Certified leaders fees	51,422	47,173
Materials and supplies	49,202	39,725
Computer and IT	3,685	-
Travel and subsistence	-	115
Office costs	2,278	4,239
Legal and professional costs	10,712	27,721
Telephone	1,449	1,593
Bank charges and other finance costs	6,059	6,221
Governance costs	2,700	2,340
	<u>255,125</u>	<u>254,554</u>
Analysis by fund		
Unrestricted funds	229,110	250,223
Restricted funds	26,015	4,331
	<u>255,125</u>	<u>254,554</u>

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	<u>2,700</u>	<u>2,340</u>

11 Trustees

During the year, one Trustee, Peter Mulhall received fees of £14,928 and was reimbursed expenses of £1,976. None of the other Trustees received remuneration or reimbursement of expenses during the year.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Employed Operations	1	1
Self Employed Operations	2	2
	<u>3</u>	<u>3</u>

Employment costs

	2025 £	2024 £
Employed operations	20,814	22,095
Self employed operations	20,871	21,411
Other pension costs	624	624
	<u>42,309</u>	<u>44,130</u>

There were no employees whose annual remuneration was £60,000 or more.

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	-	4,996
Prepayments and accrued income	20,264	6,839
	<u>20,264</u>	<u>11,835</u>

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Other creditors	33,146	31,468
Accruals and deferred income	7,490	19,019
	<u>40,636</u>	<u>50,487</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

16 Retirement benefit schemes	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	624	624
	<u> </u>	<u> </u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Movement in funds			Balance at 31 March 2025 £
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	
Equality, Diversity and Inclusion Fund	-	20,000	(2,040)	17,960	580	(4,200)	14,340
Northern Ireland Community Fund	-	9,994	(2,291)	7,703	-	(6,815)	888
Bursary Fund	-	-	-	-	15,000	(15,000)	-
	<u>-</u>	<u>29,994</u>	<u>(4,331)</u>	<u>25,663</u>	<u>15,580</u>	<u>(26,015)</u>	<u>15,228</u>

Equality, Diversity and Inclusion Fund is a project funded by The National Lottery Community Fund to promote equality, diversity and inclusion in our activities.

Northern Ireland Community Fund is a project funded by The National Lottery Community Fund to build our community in Northern Ireland.

The Bursary fund was a donation to provide bursaries to assist men in attending the training weekends.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Current assets/(liabilities)	30,983	15,228	46,211
	<u>30,983</u>	<u>15,228</u>	<u>46,211</u>
	<u>30,983</u>	<u>15,228</u>	<u>46,211</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Current assets/(liabilities)	32,419	25,663	58,082
	<u>32,419</u>	<u>25,663</u>	<u>58,082</u>
	<u>32,419</u>	<u>25,663</u>	<u>58,082</u>

19 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 April 2023 £	Transfers £	Balance at 1 April 2024 £	Movement in funds		Balance at 31 March 2025 £
				Incoming resources £	Resources expended £	
Elders Fund	3,155	463	3,618	7,155	(5,656)	5,117
LKS Fund	2,428	1,127	3,555	1,350	(1,405)	3,500
	<u>5,583</u>	<u>1,590</u>	<u>7,173</u>	<u>8,505</u>	<u>(7,061)</u>	<u>8,617</u>

20 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

MKPUK&I

England & Wales - Charity number 1167983

Accounts

Charity registration number 1167983

MKPUK&I
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

MKPUK&I

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Debbie Beauchamp
Robert Buswell
Jason Denman
Jonathan Hooker
Peter Mulhall

Charity number

1167983

Principal address

36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Independent examiner

Gary Howard FCA
Howard Wilson Chartered Accountants
36 Crown Rise
Watford
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MKPUK&I

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MKPUK&I

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The aim of this report from the trustees is to explain the charity's aims and how it is going about achieving them. The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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 (FRS 102) (effective 1 January 2019)".

Background

Statistics show us that the highest cause of death of men in the UK and Ireland is suicide. Digging deeper it is evident that most men have few male friendships and that loneliness and isolation play a significant role in causing men to end their own lives. What often makes a man's situation worse is that when we as men experience real difficulties we have been conditioned to believe we should be able to solve it on our own: this can lead men to isolate even more. So why is this happening and what can be done about it?

Understanding the Root Causes

The predominant system of values which operates in the UK and Ireland and which governs how men are conditioned growing up is commonly referred to as Patriarchy. The dictionary defines patriarchy as a social organisation marked by the supremacy of the father in the clan or family. It goes on to add Patriarchy is characterised by male domination and power. Noted authors such as John Bradshaw and Bell Hooks describe specific effects such as the repression of emotions other than fear, and the destruction of individual willpower. We are all socialised into this system because Patriarchy shapes the values of our culture. As boys growing up, men learn to experience pain and are denied their feelings. Another leading author Joy Justice explains that Patriarchy has two major effects; it continues and supports the oppression of women and it imposes rigid sex or gender roles that damages men every bit as much as it damages women. Bell Hooks notes that sadly it is often women as well as men that keep this patriarchy in place so the whole system of society perpetuates these values. Patriarchy turns men into emotional cripples who are unable to identify and express their emotions in a healthy way which can, and often does, lead to dominance through violence. In addition many men who have grown up in this patriarchy suffer from anxiety and depression and without the skills and habit of identifying and sharing their emotions they isolate and suffer in silence.

Contemporary research into happiness highlights five major causes. This is important as it helps to explain why the MKP UK&I work creates such powerful changes in men's lives. The first cause is having meaning in what we do, so that what we spend our time doing or our work has true meaning for us and feels like a contribution. The second is continuing to learn and grow which our personal development work supports and accelerates. Thirdly the quality of our relationships affects how happy we are, and belonging to the MKP UK&I community offers real connection and friendships of trust and openness. The fourth cause of happiness is what we do for others. In MKP UK&I the journey starts with our own personal development and transitions into the support we can offer others. The fifth and final cause is connection or contact with nature.

In many traditional tribal societies there were rites of passage that served to help their members transition from one stage of life to the next, by creating experiences that prepared them for the challenges and responsibilities they would face in the next stage they were entering. In our contemporary society in the UK and Ireland most of these rituals have all but disappeared. Perhaps the only surviving ritual would be the marriage ceremony to help the two intended individuals transition into a new reality and to demonstrate to their friends and family that this new reality was starting on this day; the wedding day. The loss of these rites of passage means that there are many males who are still 'boys at heart' walking around in adult bodies, but motivated by a boy or adolescent mindset. Boys are typically insecure with a strong need to prove themselves, especially to their peers. This results in fights outside pubs and clubs, excessive drinking and drug-taking and multiple sexual partners, all with the aim of proving one has become a man. A traditional rite of passage would teach the wisdom, knowledge, skills and responsibilities of an adult man and set challenges to prove these riches had been acquired successfully. Eventually after a challenging and life-changing experience each young man would be celebrated and welcomed into the world of adult men. This meant he had proven himself as worthy and no longer needed to do that. He had become comfortable in his own skin.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

So what can be done today in the UK and Ireland to support our male population in their transition into a healthy adulthood and be able to meet these challenges and responsibilities of being a grounded and healthy adult, able to become a supportive partner, parent and member of their community?

The Aims and Objectives of MKP UK&I

Our Vision

IS A WORLD WHERE ALL MEN:

- Show up as the best version of themselves, secure in their role and deeply committed to nurturing one another, their families, their communities and their planet;
- Are fully accountable and take responsibility for their decisions;
- Resolve conflicts peacefully and respectfully;
- Do not tolerate discrimination, torture, genocide, domestic violence and senseless wars;
- Are brothers in relationship with one another, committed to building a safer and more compassionate world today and for generations to come.

N.B. Our Vision is how we would like the world to be. Recognising that it is not like that now, our Mission, (or purpose for existing as an organisation) is to move the UK and Ireland towards that Vision of the future.

Our Mission

Is to support all men to establish and pursue their own life purpose and nurture their emotional wellbeing.

We do this by offering every man transformational experiences and supporting them in confidential peer facilitated men's groups.

In line with these statements the charitable purpose is summed up in our Constitution in this object statement:

We help to preserve and protect the mental health and well-being of men in the UK and Ireland by offering training opportunities for personal development and providing a platform for men to connect and communicate with each other in a healthy way.

What does this look like in Practice?

There is a **Theory of Change** which underpins our activities and the way they are delivered to men.

1. Men come to us or are directed to us when they feel they are lost, or need some support, or they feel something is missing in their lives. This stage is about **Self-realisation and Questioning**.
2. They may join a Connection Group to experience what a safe space in a men's group is like and to learn to share with, and listen to, others. Some choose to go straight onto one of the weekend training events, whilst others move onto that after experiencing the men's groups. This stage is about **Experience, Learning and Awareness**.
3. Having attended a weekend men often wish to staff weekends for other new men. This stage is about **Giving and Receiving Support, and Developing New Skills**.
4. As each man gains more skill and experience he is able to contribute more and gains confidence in his own ability to support others. This stage is about **Ongoing Personal Growth through Service to Others**.
5. Gradually a man develops his understanding of the real meaning of having a personal mission or purpose which is bigger than, and beyond, himself. This stage is about **Service to People, Communities and World Beyond MKP**.

It is important to mention that in becoming more aware of their actions, behaviours and motivations, men understand and see more clearly their impact on others and become better partners, better parents and better members of their communities.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Use of volunteers

The majority of the services provided by the charity are provided by volunteers working under the guidance of paid leaders. We are committed to ensuring that all volunteers adhere to the highest standards that safeguard the interests of all those who use our services. For the NWT weekend we aim to fill the training with 36 men and will have about 45 to 50 men staffing. Of those there will be four paid leaders and the majority of the rest will pay to staff and pay their own travel expenses. Adding in the time they take off from work, we estimate the volunteer value of a weekend to be in the region of at least £25k for each weekend. The size of the training is sometimes limited by the venue. For example the gateway trainings which are for minority groups, the maximum may be sixteen participants and twenty five to thirty staff men.

Public Benefit Statement

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and have ensured they are aligned to the charitable Aims & Objectives and Mission Statement.

Connection Groups

The simplest and easiest way for a man to experience a men's group or to receive support from other men is to go to our website and join an online Connection Group. These groups are free and open to anyone identifying as a man. In this group he will experience the creation of a safe space and will hear other men share through a simple check-in process. This is often as simple as: How I am feeling Physically at the moment, How I am feeling Mentally, How I am feeling Emotionally and How I am feeling Spiritually or Socially. After that there is usually some time to go into a slightly deeper check-in or to look at something which several men have mentioned. The men who come to these groups have often had no previous experience of personal development and our feedback from them has been overwhelmingly positive in terms of how they feel as a result of attending and hearing others and being heard. These groups do exactly what they claim to do, in that they provide men with a real feeling of connection. Men can attend as many of these groups as they wish and they are free of charge.

The New Warrior Training Adventure (NWT)

This is a weekend training for usually 36 men who are new to MKP UK&I. There are typically 50 staff men making this training happen and the majority pay a fee to come and give their time to the support of others. However they are also upskilling themselves and learning about the well-being benefits of supporting others. In other words, they are learning that real fulfilment in our lives comes from how much we contribute to others. Each weekend is meticulously planned with more experienced men taking on key roles which are governed by written protocols defining the needs of the role and with helpline numbers to more experienced men. MKP UK&I has a number of core values but underlying them all are the values of Integrity and Accountability. Men taking on these roles understand the importance of them and know they are taking on serious responsibility for the care and wellbeing of other men. They have all had that lived experience through their own weekend.

The Personal Integration Training (PIT)

Following the NWT weekend the majority of men continue into a nine week online integration training which gives them the opportunity to work in a smaller group (up to 12) to learn how to be part of a men's group and how to run a men's group - all done in a way which allows the men to continue their personal development. This is an online training of one evening per week nine weeks.

Integration Groups (I- Groups)

Following the PIT many of the groups go on to form their own I-Group. Some men prefer to meet physically rather than online and may look for an I-Group which is geographically close to where they live or work and may apply to join an existing group. I-Groups may only be open to those who have completed the weekend, or the weekend and the PIT, and some are open to men from outside the community who have not done either. These activities show the path a man takes as he goes through the theory of change model. However, there are additional activities run by the charity to increase our outreach and support more men.

External Activities

These are activities that any man can join or drop into. In addition to the Connection Groups which are online, some of the more experienced men from the community run physical drop-in groups for men in their local areas.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Internal Activities

For men who have been through the NWT weekend there are additional internal activities such as **Deeper Sharing Circles**. (We use the terminology Circles in place of groups as men have been meeting in circles for thousands of years, and the reality of a circle is that no one sits at the head of the table. For this reason men's groups are often referred to as men's circles). Deeper Sharing Circles are when one or more men may choose to facilitate a deeper discussion on a particular topic which they are interested in and believe it will support others. Topics can be anything but examples have been: being a single parent, dealing with grief, dealing with shame, a circle for those who have been affected by suicide and what we can do to combat violence against women and girls.

There have also been some activities to raise awareness of Diversity, Equality and Inclusion. One event called **Giving Voice** was for black and brown men to share their experience of growing up and living in the UK or Ireland. This was a one-way conversation in which the audience listened only. There have also been a number of events called **Crossing the Road**, in which men from different ethnic backgrounds meet and discuss racism and their experience of it and how they have understood their own racial bias received as a result of their upbringing. These have been extremely powerful events in raising awareness of the attendees of their own bias and how it can impact others.

Training and Development

There is a well administered Leadership Track which monitors and mentors men through their journey to leadership. There is an initial staff training which men must attend before they can staff for a fourth weekend. They must also attend a personal bias awareness training which is usually the National Coalition Building Initiative (NCBI) training.

There are three separate leadership trainings and men who are officially recognised as Leaders or Co-leaders have to recertify through peer review every two years.

Performance

Activities	Number of Events	Number of Attendances	Volunteer Hours Given	Income Raised if Applicable	Bursaries Awarded
NWTA	8	213	27,936+	£170,043	£14,008
PIT	16	180	1,760	N/A	N/A
Connection Groups	190	Ave 10	3,390	N/A	N/A
Deeper Sharing Circles	24	130	120	N/A	N/A
Morning Meditations	201	Ave 10	120	N/A	N/A

Funds Raised	2023 - 2024
Community Donations	£20,877
Fees Paid by Staff to volunteer on the weekends	£23,626

Financial review

During the year ended 31 March 2024 total income was £259,873 (2023: £199,455), an increase against the previous year of £60,418. Total expenditure was up by £37,428 at £254,554 (2023: £217,126).

The charity is committed to holding a minimum of £40,000 in reserves, equivalent to six months' operational costs. The reserves at the end of the year were £58,082 which is in excess of that target, the trustees consider this to be a satisfactory position for the charity.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Principal sources of income and how expenditure meets objects

Through adherence to our Financial Control Policies and Procedures, the charity is committed to prudent financial management, transparency and the safeguarding of its assets, ensuring sufficient reserves to sustain the charity in the event of a temporary suspension of its activities, such as happened during Covid. The Board of Trustees has the overall responsibility for managing MKPUK&I funds; approving the budget, ensuring the accuracy of the accounting records, adherence to financial controls and policies, and timely preparation of financial statements. In practice, other than budget approval, the day-to-day responsibilities for these actions are overseen by the Treasurer and delegated to the Finance Manager with input from the Finance Action Circle.

Our primary source of income comes via the trainings we deliver (as described above). Each training is separately budgeted and an overall budget for the year is developed by the Training Manager and Finance Manager, assisted by the Treasurer, Finance Action Circle and the Training & Outreach Director, with Board of Trustees scrutiny.

As each separate training is budgeted, this allows the charity to make financial projections for the year ahead, and budget accordingly to ensure the charity meets its object. The resumption of weekend trainings this year has allowed us to begin to recover financially, however the trainings will no longer cover the costs of our increased outreach activities and we will need to become more adept at fundraising.

Details of plans for future periods

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Risk factors and review

We have a robust financial risk management policy and procedures; a full risk assessment in relation to health and safety, accompanied by contingency plans and a comprehensive insurance policy. Our main risks are financial, reputational and IT related. We are in conformance with all legislation regarding GDPR and have described separately the financial controls and care. The trustees propose to work more carefully through the risk register which was established this year, during the next annual cycle.

Structure, governance and management

We have one part time employee, the Development and Outreach Director who is Laurence Johns. He is supported by three part-time contractors who are the Finance Manager, The Training Manager and the Enrolment Coordinator. In addition, there is a Finance Action Circle, an Operations Action Circle who meet weekly and make day to day decisions and have actions approved and overseen by a monthly trustee meeting. There is also a Equality, Diversity and Inclusion Action Circle. All these meetings are minuted and the minutes are open to the community. There are at least two and usually three trustees in each of these sub-groups.

One trustee is paid as a contractor to be the Enrolment Coordinator. He too has other income from other work and can choose to refuse work with MKP UK&I and is the best qualified candidate to fulfil this role given his mix of MKP experience, his IT capability, and his soft skills. He has transformed our enrolment processes. He is excluded from any Board discussions relating to his role. The board is aware of the Conflicts of Interest policy and openly declares the above arrangements having met the requirements as we have understood them.

Specialist work such as leadership of the adventure weekends, PITs and leadership trainings are undertaken by well-trained and experienced men working as contractors and supported by volunteers. Volunteering for Action Circles and to staff on weekend trainings is part of the ongoing development process men in the community can choose to take part in.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The MKPUK&I Board is Aware of, and familiar with, the **Charity Governance Code** and is working to ensure that we make full use of this tool to improve and refine our effectiveness as a board of trustees.

1 Organisational purpose

The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably. We have discussed and revised the Vision and Mission of MKPUK&I and shared it widely with the community.

2 Leadership

Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values. The board developed the strategy and it has quarterly targets and progress is reported monthly at the board meetings.

3 Integrity

The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly. The board places high value on our values and the processes which facilitate their adoption. The board ensures conformance to charity commission guidelines.

4 Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored. Important work has been carried out this year to establish specialised sub-groups called Action Circles to carry out specialist activities and oversight and report back to the board. Risk Assessment and Management is now included on every board agenda and we are undertaking a thorough review of all risks.

5 Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. The board is more diverse now than before and represents a wider range of views about the charity and how to move forward. We continue to seek well-qualified and experienced individuals to cover all the important areas of expertise. We are not yet where we would like to be.

6 Equality, diversity and inclusion

The board's approach to diversity supports its effectiveness, leadership and decision-making. We have actively encouraged men from more diverse backgrounds to take on positions and roles of responsibility including the board, and our Equality Diversity and Inclusion Action Circle meet monthly.

7 Openness and accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. The board works to share information that is appropriate to share and involves others in decision-making where possible and appropriate.

Charity constitution

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of trustees and directors' interests

The recruitment process is open and transparent, offering the roles to the MKPUK&I community but also actively reaching out to a wider cohort. We did this by advertising widely throughout the MKP UK&I network, encouraging members to nominate and recommend possible trustees with the necessary skills, assessing applications through specific selection criteria, shortlisting and interview process.

As with many smaller charities the trustees are involved in moving forward and overseeing the work of many of the Action Circles. In addition, the Training and Outreach Director meets weekly with the Operating Circle which includes the Enrolment Coordinator, and Training Manager, this group reports to the whole board monthly.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Induction and training of trustees

All new Trustees were given an induction pack, outlining their duties and responsibilities to the charity. Details of available training to enhance their skills and knowledge in relation to their trustee roles are disseminated prior to a formal introductory meeting. We then hold introductory forums for the Trustees whereby a presentation on the work of MKP UK&I is delivered by the Development & Outreach Director and the Trustees are given the space and time to get to know each other and to engage in 'question and answer' sessions. All new trustees are paired-up with an existing trustee so that the new trustees have a mentor and close point of contact whilst finding their feet. In addition, we found a Trustee training course run by Buzzacott which is a requirement of all new Trustees to attend this, or an equivalent, training within the first six months of their tenure. These courses are also a good forum to search for new potential trustees. The NCVO is also a great source of material and is helping us to improve our overall governance.

Organisational structure

The charity is governed by a Board of Trustees with responsibility for legal compliance, good governance processes, policies and procedures and oversight of the work of the Training & Outreach Director, together with part-time contractors working to develop the charity or who are responsible for the day to day running of the charity. Monthly board meetings are scheduled in advance with reporting procedures in place to ensure the charity is achieving its charitable aims and objectives. The Action Circles meet monthly, or on an as required basis, and report to the board with the exception of the Operations Circle which meets weekly.

Relationship with wider network

We have built a range of relationships, not only with the wider MKP international network, but also with closely aligned organisations such as A Band of Brothers, Journeyman, Woman Within, Women in Power, The National Coalition Building Institute (NCBI), Mental Health First Aid (England) and the Men and Boys Coalition.

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Jonathan Hooker - Chair (from 28 August 2024)
Yvette Forbes – Chair (Retired 27 August 2024)
Mark Powley - Vice Chair (Retired 27 August 2024)
Barnaby Reason - Treasurer (Retired 26 May 2024)
Robert Buswell - Treasurer (Appointed 09 November 2024)
Debbie Beauchamp (Appointed 04 December 2024)
Paula Chinnery (Retired 09 November 2024)
Jason Denman (Appointed 09 November 2024)
Deborah Gale (Retired 30 April 2024)
Royston John (Retired 09 November 2024)
Robert Jumps (Retired 24 February 2024)
Peter Mulhall (Enrolment Coordinator)
Daniel Perry (Retired 26 September 2023)
Tony Wilkinson (Retired 26 September 2023)

Disclosure of interests

One of the trustees are paid for contracted services one as Enrolment Coordinator. The rate is assessed as the going rate for the role and he is excluded from any discussions which affect that role. The Training Manager, Enrolment Coordinator and Development and Outreach Director and also training leaders and are excluded from discussions affecting the leaders role or situation.

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.

Jonathan Hooker

Jonathan Hooker

Trustee

Dated: 28 January 2025

MKPUK&I

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MKPUK&I

I report to the trustees on my examination of the financial statements of MKPUK&I (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Gary Howard FCA

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 30 January 2025

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total Unrestricted funds 2024 £	Total Unrestricted funds 2023 £
<u>Income from:</u>					
Donations and voluntary income	3	20,952	-	20,952	24,451
Training and education	4	207,677	29,994	237,671	173,598
Other trading activities	5	750	-	750	1,350
Investments	6	500	-	500	56
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		229,879	29,994	259,873	199,455
		<hr/>	<hr/>	<hr/>	<hr/>
<u>Expenditure on:</u>					
Training and education	7	250,223	4,331	254,554	217,126
		<hr/>	<hr/>	<hr/>	<hr/>
Net (expenditure)/income for the year/ Net movement in funds		(20,344)	25,663	5,319	(17,671)
Fund balances at 1 April 2023		52,763	-	52,763	70,434
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 31 March 2024		32,419	25,663	58,082	52,763
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

MKPUK&I

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	11	11,835		11,386	
Cash at bank and in hand		96,734		83,857	
		<u>108,569</u>		<u>95,243</u>	
Creditors: amounts falling due within one year					
	12	<u>(50,487)</u>		<u>(42,480)</u>	
Net current assets			<u>58,082</u>		<u>52,763</u>
Income funds					
Restricted funds	14		25,663		-
<u>Unrestricted funds</u>					
Designated funds	15	7,173		5,583	
General unrestricted funds		<u>25,246</u>		<u>47,180</u>	
			<u>32,419</u>		<u>52,763</u>
			<u>58,082</u>		<u>52,763</u>

The financial statements were approved by the Trustees on 28 January 2025

Jonathan Hooker

Robert Buswell

Jonathan Hooker
Trustee

Robert Buswell
Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

MKPUK&I is a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, direct expenditure and activity levels.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and voluntary income

	2024	2023
	£	£
Donations	9,629	11,435
Membership fees	11,323	13,016
	<u>20,952</u>	<u>24,451</u>

4 Training and education

	2024	2023
	£	£
Training income	207,677	173,598
Grants receivable	29,994	-
	<u>237,671</u>	<u>173,598</u>
Analysis by fund		
Unrestricted funds	207,677	173,598
Restricted funds	29,994	-
	<u>237,671</u>	<u>173,598</u>
Grants receivable		
Other	29,994	-
	<u>29,994</u>	<u>-</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Advertising income	750	1,350
	<u>750</u>	<u>1,350</u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Interest receivable	500	56
	<u>500</u>	<u>56</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Training and education

	2024 £	2023 £
Staff and operations costs	44,130	47,618
Bursaries	14,008	12,124
Site rental	64,897	65,014
Insurance	2,392	2,392
Certified leaders fees	47,173	39,905
Materials and supplies	39,725	23,701
Network fees	-	1,093
Travel and subsistence	115	497
Office costs	4,239	3,055
Legal and professional costs	27,721	12,649
Telephone	1,593	1,315
Bank charges and other finance costs	6,221	5,243
Governance costs	2,340	2,520
	<u>254,554</u>	<u>217,126</u>
Analysis by fund		
Unrestricted funds	250,223	217,126
Restricted funds	4,331	-
	<u>254,554</u>	<u>217,126</u>

Governance costs comprise fees paid to the independent examiners.

8 Trustees

Peter Mulhall, Tony Wilkinson and Royston John, who were trustees for at least part of the accounting period were in receipt of payments for services provided and related expenses of £21,814 (2023: £26,280) and 4 trustees were reimbursed other expenses totalling £7,540 during the year.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Employed Operations	1	1
Self Employed Operations	2	2
	<u>3</u>	<u>3</u>

Employment costs

	2024 £	2023 £
Employed operations	22,095	26,867
Self employed operations	21,411	19,945
Other pension costs	624	806
	<u>44,130</u>	<u>47,618</u>

There were no employees whose annual remuneration was £60,000 or more.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	4,996	2,849
Other debtors	-	105
Prepayments and accrued income	6,839	8,432
	<u>11,835</u>	<u>11,386</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	-	85
Other creditors	31,468	34,684
Accruals and deferred income	19,019	7,711
	<u>50,487</u>	<u>42,480</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

13 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £624 (2023 - £806).

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds			
	Balance at 1 April 2022 £	Incoming resources £	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Equality, Diversity and Inclusion Fund	-	-	-	20,000	(2,040)	17,960
Northern Ireland Community Fund	-	-	-	9,994	(2,291)	7,703
	<u>-</u>	<u>-</u>	<u>-</u>	<u>29,994</u>	<u>(4,331)</u>	<u>25,663</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>29,994</u>	<u>(4,331)</u>	<u>25,663</u>

Equality, Diversity and Inclusion Fund is a project funded by The National Lottery Community Fund to promote equality, diversity and inclusion in our activities.

Northern Ireland Community Fund is a project funded by The National Lottery Community Fund to build our community in Northern Ireland.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds					Balance at 31 March 2024 £
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 1 April 2023 £	Transfers £	
Elders Fund	2,347	5,315	(4,507)	3,155	463	3,618
LKS Fund	1,210	4,260	(3,042)	2,428	1,127	3,555
	<u>3,557</u>	<u>9,575</u>	<u>(7,549)</u>	<u>5,583</u>	<u>1,590</u>	<u>7,173</u>

16 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total Unrestricted funds	
			2024 £	2023 £
Fund balances at 31 March 2024 are represented by:				
Current assets/(liabilities)	32,419	25,663	58,082	52,763
	<u>32,419</u>	<u>25,663</u>	<u>58,082</u>	<u>52,763</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).












MKPUKI 2024 Final Accounts

Final Audit Report

2025-01-30

Created:	2025-01-30
By:	Campbell Wilson (campbell@howardwilson.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAY_ADcTBTawaLNAie8attR20TyzM5N654

"MKPUKI 2024 Final Accounts" History

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-  Document e-signed by Gary Howard (gary@howardwilson.co.uk)
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2025-01-30 - 4:58:06 PM GMT

MKPUK&I

England & Wales - Charity number 1167983

Accounts

Charity registration number 1167983

MKPUK&I
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

MKPUK&I

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Yvette Forbes
Barnaby Reason
Paula Chinnery
Deborah Gale
Jonathan Hooker
Royston John
Robert Jump
Peter Mulhall
Daniel Perry
Mark Powley
Tony Wilkinson

Charity number

1167983

Principal address

36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Independent examiner

Gary Howard FCA
Howard Wilson Chartered Accountants
36 Crown Rise
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WD25 0NE

MKPUK&I

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The aim of this report from the trustees is to explain the charity's aims and how it is going about achieving them. The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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 (FRS 102) (effective 1 January 2019)".

Background

Statistics show us that the highest cause of death of men in the UK and Ireland is suicide. Digging deeper it is evident that most men have few male friendships and that loneliness and isolation play a significant role in causing men to end their own lives. What often makes a man's situation worse is that when we as men experience real difficulties we have been conditioned to believe we should be able to solve it on our own: this can lead men to isolate even more. So why is this happening and what can be done about it?

Understanding the Root Causes

The predominant system of values which operates in the UK and Ireland and which governs how men are conditioned growing up is commonly referred to as Patriarchy. The dictionary defines patriarchy as a social organisation marked by the supremacy of the father in the clan or family. It goes on to add Patriarchy is characterised by male domination and power. Noted authors such as John Bradshaw and Bell Hooks describe specific effects such as the repression of emotions other than fear, and the destruction of individual willpower. We are all socialised into this system because Patriarchy shapes the values of our culture. As boys growing up, men learn to experience pain and are denied their feelings. Another leading author Joy Justice explains that Patriarchy has two major effects; it continues and supports the oppression of women and it imposes rigid sex or gender roles that damages men every bit as much as it damages women. Bell Hooks notes that sadly it is often women as well as men that keep this patriarchy in place so the whole system of society perpetuates these values. Patriarchy turns men into emotional cripples who are unable to identify and express their emotions in a healthy way which can, and often does, lead to dominance through violence.

It is also true to say that in many traditional tribal societies there were rites of passage that served to help their members transition from one stage of life to the next, by creating experiences that prepared them for the challenges and responsibilities they would face in the next stage they were entering. It is fair to say that in our contemporary society in the UK and Ireland most of these rituals have all but disappeared. Perhaps the only surviving ritual would be the marriage ceremony to help the two intended individuals transition into a new reality and to demonstrate to their friends and family that this new reality was starting on this day; the wedding day.

The loss of these rites of passage can often result in a situation where we have many males who are still 'boys at heart' walking around in adult bodies, but motivated by a boy or adolescent mindset. Boys are typically insecure with a strong need to prove themselves, especially to their peers. This results in fights outside pubs and clubs, excessive drinking and drug-taking and multiple sexual partners, all with the aim of proving one has become a man. A traditional rite of passage would teach the wisdom, knowledge, skills and responsibilities of an adult man and set challenges to prove these riches had been acquired successfully. Eventually after a challenging and life-changing experience each young man would be celebrated and welcomed into the world of adult men. This meant he had proven himself as worthy and no longer needed to do that. He had become comfortable in his own skin. So what can be done today in the UK and Ireland to support our men who still need to meet these challenges and feel the pressure to do so?

MKPUK&I

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

The Aims and Objectives of MKP UK&I

Our Vision

IS A WORLD WHERE ALL MEN:

- Show up as the best version of themselves, secure in their role and deeply committed to nurturing one another, their families, their communities and their planet;
- Are fully accountable and take responsibility for their decisions;
- Resolve conflicts peacefully and respectfully;
- Do not tolerate discrimination, torture, genocide, domestic violence and senseless wars;
- Are brothers in relationship with one another, committed to building a safer and more compassionate world today and for generations to come.

N.B. Our Vision is how we would like the world to be. Recognising that it is not like that now, our Mission, (or purpose for existing as an organisation) is to move the UK and Ireland towards that Vision of the future.

Our Mission

Is to support all men to establish and pursue their own life purpose and nurture their emotional wellbeing.

We do this by offering every man transformational experiences and supporting them in confidential peer facilitated men's groups.

In line with these statements the charitable purpose is summed up in our Constitution in this object statement:

We help to preserve and protect the mental health and well-being of men in the UK and Ireland by offering training opportunities for personal development and providing a platform for men to connect and communicate with each other in a healthy way.

What does this look like in Practice?

There is a **Theory of Change** which underpins our activities and the way they are delivered to men.

1. Men come to us or are directed to us when they feel they are lost, or need some support, or they feel something is missing in their lives. This stage is about **Self-realisation and Questioning**.
2. They may join a Connection Group to experience what a safe space in a men's group is like and to learn to share with, and listen to, others. Some choose to go straight onto one of the weekend training events, whilst others move onto that after experiencing the men's groups. This stage is about **Experience, Learning and Awareness**.
3. Having attended a weekend men often wish to staff weekends for other new men. This stage is about **Giving and Receiving Support, and Developing New Skills**.
4. As each man gains more skill and experience he is able to contribute more and gains confidence in his own ability to support others. This stage is about **Ongoing Personal Growth through Service to Others**.
5. Gradually a man develops his understanding of the real meaning of having a personal mission or purpose which is bigger than, and beyond, himself. This stage is about **Service to People, Communities and World Beyond MKP**.

It is important to mention that in becoming more aware of their actions, behaviours and motivations, men understand and see more clearly their impact on others and become better partners, better parents and better members of their communities.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Use of volunteers

The majority of the services provided by the charity are provided by volunteers working under the guidance of paid leaders. We are committed to ensuring that all volunteers adhere to the highest standards that safeguard the interests of all those who use our services. For the NWT weekend we aim to fill the training with 36 men and will have about 45 to 50 men staffing. Of those there will be four paid leaders and the majority of the rest will pay to staff and pay their own travel expenses. Adding in the time they take off from work, we estimate the volunteer value of a weekend to be in the region of at least £25k for each weekend.

Public Benefit Statement

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and have ensured they are aligned to the charitable Aims & Objectives and Mission Statement.

Connection Groups

The simplest and easiest way for a man to experience a men's group or to receive support from other men is to go to our website and join an online Connection Group. These groups are free and open to anyone identifying as a man. In this group he will experience the creation of a safe space and will hear other men share through a simple check-in process. This is often as simple as: How I am feeling Physically at the moment, How I am feeling Mentally, How I am feeling Emotionally and How I am feeling Spiritually or Socially. After that there is usually some time to go into a slightly deeper check-in or to look at something which several men have mentioned. The men who come to these groups have often had no previous experience of personal development and our feedback from them has been overwhelmingly positive in terms of how they feel as a result of attending and hearing others and being heard. These groups do exactly what they claim to do, in that they provide men with a real feeling of connection. Men can attend as many of these groups as they wish and they are free of charge.

The New Warrior Training Adventure (NWT)

This is a weekend training for usually 36 men who are new to MKP UK&I. There are typically 50 staff men making this training happen and the majority pay a fee to come and give their time to the support of others. However they are also upskilling themselves and learning about the well-being benefits of supporting others. In other words, they are learning that real fulfilment in our lives comes from how much we contribute to others. Each weekend is meticulously planned with more experienced men taking on key roles which are governed by written protocols defining the needs of the role and with helpline numbers to more experienced men. MKP UK&I has a number of core values but underlying them all are the values of Integrity and Accountability. Men taking on these roles understand the importance of them and know they are taking on serious responsibility for the care and wellbeing of other men. They have all had that lived experience through their own weekend.

The Personal Integration Training (PIT)

Following the NWT weekend the majority of men continue into a nine week online integration training which gives them the opportunity to work in a smaller group (up to 12) to learn how to be part of a men's group and how to run a men's group - all done in a way which allows the men to continue their personal development. This is an online training of one evening per week nine weeks.

Integration Groups (I- Groups)

Following the PIT many of the groups go on to form their own I-Group. Some men prefer to meet physically rather than online and may look for an I-Group which is geographically close to where they live or work and may apply to join an existing group. I-Groups may only be open to those who have completed the weekend, or the weekend and the PIT, and some are open to men from outside the community who have not done either. These activities show the path a man takes as he goes through the theory of change model. However, there are additional activities run by the charity to increase our outreach and support more men.

External Activities

These are activities that any man can join or drop into. In addition to the Connection Groups which are online, some of the more experienced men from the community run physical drop-in groups for men in their local areas.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Internal Activities

For men who have been through the NWT weekend there are additional internal activities such as **Deeper Sharing Circles**. (We use the terminology Circles in place of groups as men have been meeting in circles for thousands of years, and the reality of a circle is that no one sits at the head of the table. For this reason men's groups are often referred to as men's circles). Deeper Sharing Circles are when one or more men may choose to facilitate a deeper discussion on a particular topic which they are interested in and believe it will support others. Topics can be anything but examples have been: being a single parent, dealing with grief, dealing with shame, a circle for those who have been affected by suicide and what we can do to combat violence against women and girls.

There have also been some activities to raise awareness of Diversity, Equality and Inclusion. One event called **Giving Voice** was for black and brown men to share their experience of growing up and living in the UK or Ireland. This was a one-way conversation in which the audience listened only. There have also been a number of events called **Crossing the Road**, in which men from different ethnic backgrounds meet and discuss racism and their experience of it and how they have understood their own racial bias received as a result of their upbringing. These have been extremely powerful events in raising awareness of the attendees of their own bias and how it can impact others.

Training and Development

There is a well administered Leadership Track which monitors and mentors men through their journey to leadership. There is an initial staff training which men must attend before they can staff for a fourth weekend. They must also attend a personal bias awareness training which is usually the National Coalition Building Initiative (NCBI) training.

There are three separate leadership trainings and men who are officially recognised as Leaders or Co-leaders have to recertify through peer review every two years.

Performance

Activities	Number of Events	Number of Attendees	Volunteer Hours Given	Income Raised if Applicable
NWTA	6	165	17,568	24,300
PIT	20	160	1,800	N/A
Connection Groups	192	Ave 8	3,400	N/A
Deeper Sharing Circle	24	130	120	N/A
Morning Meditations	250	Ave 10	150	N/A

Funds Raised	2022 - 2023
Community Donations	21,451
Gift Aid	4,500
Fees Paid by Staff to volunteer on the weekends	21,500

Financial review

During the year ended 31 March 2023 total income was £199,455 (2022: £147,920), an increase against the previous year of £51,535. Total expenditure was up by £74,221 at £217,126 (2022: £142,905).

The charity is committed to holding a minimum of £40,000 in reserves, equivalent to six months' operational costs. The reserves at the end of the year were £52,763 which is in excess of that target, the trustees consider this to be a satisfactory position for the charity.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Principal sources of income and how expenditure meets objects

Through adherence to our Financial Control Policies and Procedures, the charity is committed to prudent financial management, transparency and the safeguarding of its assets, ensuring sufficient reserves to sustain the charity in the event of a temporary suspension of its activities, such as happened during Covid. The Board of Trustees has the overall responsibility for managing MKPUK&I funds; approving the budget, ensuring the accuracy of the accounting records, adherence to financial controls and policies, and timely preparation of financial statements. In practice, other than budget approval, the day-to-day responsibilities for these actions are overseen by the Treasurer and delegated to the Finance Manager with input from the Finance Action Circle.

Our primary source of income comes via the trainings we deliver (as described above). Each training is separately budgeted and an overall budget for the year is developed by the Training Manager and Finance Manager, assisted by the Treasurer, Finance Action Circle and the Training & Outreach Director, with Board of Trustees scrutiny.

As each separate training is budgeted, this allows the charity to make financial projections for the year ahead, and budget accordingly to ensure the charity meets its object. The resumption of weekend trainings this year has allowed us to begin to recover financially, however the trainings will no longer cover the costs of our increased outreach activities and we will need to become more adept at fundraising.

Details of plans for future periods

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Risk factors and review

We have a robust financial risk management policy and procedures; a full risk assessment in relation to health and safety, accompanied by contingency plans and a comprehensive insurance policy. Our main risks are financial, reputational and IT related. We are in conformance with all legislation regarding GDPR and have described separately the financial controls and care. The trustees propose to work more carefully through the risk register which was established this year, during the next annual cycle.

Structure, governance and management

We have one part time employee, the Development and Outreach Director who is Laurence Johns. He is supported by three part-time contractors who are the Finance Manager, The Training Manager and the Enrolment Coordinator. In addition, there is a Finance Action Circle, an Operations Action Circle who meet weekly and make day to day decisions and have actions approved and overseen by a monthly trustee meeting. There is also a Equality, Diversity and Inclusion Action Circle. All these meetings are minuted and the minutes are open to the community. There are at least two and usually three trustees in each of these sub-groups.

One trustee is paid as a contractor to be the Enrolment Coordinator. He too has other income from other work and can choose to refuse work with MKP UK&I and is the best qualified candidate to fulfil this role given his mix of MKP experience, his IT capability, and his soft skills. He has transformed our enrolment processes. He is excluded from any Board discussions relating to his role. The board is aware of the Conflicts of Interest policy and openly declares the above arrangements having met the requirements as we have understood them.

Specialist work such as leadership of the adventure weekends, PITs and leadership trainings are undertaken by well-trained and experienced men working as contractors and supported by volunteers. Volunteering for Action Circles and to staff on weekend trainings is part of the ongoing development process men in the community can choose to take part in.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The MKPUK&I Board is Aware of, and familiar with, the **Charity Governance Code** and is working to ensure that we make full use of this tool to improve and refine our effectiveness as a board of trustees.

1 Organisational purpose

The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably. We have discussed and revised the Vision and Mission of MKPUK&I and shared it widely with the community.

2 Leadership

Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values. The board developed the strategy and it has quarterly targets and progress is reported monthly at the board meetings.

3 Integrity

The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly. The board places high value on our values and the processes which facilitate their adoption. The board ensures conformance to charity commission guidelines.

4 Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored. Important work has been carried out this year to establish specialised sub-groups called Action Circles to carry out specialist activities and oversight and report back to the board. Risk Assessment and Management is now included on every board agenda and we are undertaking a thorough review of all risks.

5 Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. The board is more diverse now than before and represents a wider range of views about the charity and how to move forward. We continue to seek well-qualified and experienced individuals to cover all the important areas of expertise. We are not yet where we would like to be.

6 Equality, diversity and inclusion

The board's approach to diversity supports its effectiveness, leadership and decision-making. We have actively encouraged men from more diverse backgrounds to take on positions and roles of responsibility including the board, and our Equality Diversity and Inclusion Action Circle meet monthly.

7 Openness and accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. The board works to share information that is appropriate to share and involves others in decision-making where possible and appropriate.

Charity constitution

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of trustees and directors' interests

The recruitment process was open and transparent, offering the roles to the MKPUK&I community but also actively reaching out to a wider cohort. We did this by advertising widely throughout the MKP UK&I network, encouraging members to nominate and recommend possible trustees with the necessary skills, assessing applications through specific selection criteria, shortlisting and interview process.

As with many smaller charities the trustees are involved in moving forward and overseeing the work of many of the Action Circles. In addition, the Training and Outreach Director meets weekly with the Operating Circle which includes the Enrolment Coordinator, and Training Manager, this group reports to the whole board monthly.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Induction and training of trustees

All new Trustees were given an induction pack, outlining their duties and responsibilities to the charity. Details of available training to enhance their skills and knowledge in relation to their trustee roles were disseminated prior to a formal introductory meeting. We then held introductory forums for the Trustees whereby a presentation on the work of MKP UK&I was delivered by the Training & Outreach Director and the Trustees were given the space and time to get to know each other and to engage in 'question and answer' sessions. All new trustees were paired-up with an existing trustee so that the new trustees had a mentor and close point of contact whilst finding their feet. In addition, we found a Trustee training course run by Buzzacott which is a requirement of all new Trustees to attend at least one of these trainings within the first six months of their tenure. These courses are also a good forum to search for new potential trustees. The NCVO is also a great source of material and is helping us to improve our overall governance.

Organisational structure

The charity is governed by a Board of Trustees with responsibility for legal compliance, good governance processes, policies and procedures and oversight of the work of the Training & Outreach Director, together with part-time contractors working to develop the charity or who are responsible for the day to day running of the charity. Monthly board meetings are scheduled in advance with reporting procedures in place to ensure the charity is achieving its charitable aims and objectives. The Action Circles meet monthly, or on an as required basis, and report to the board with the exception of the Operations Circle which meets weekly.

Relationship with wider network

We have built a range of relationships, not only with the wider MKP international network, but also with closely aligned organisations such as A Band of Brothers, Journeyman, Woman Within, Women in Power, The National Coalition Building Institute (NCBI), Mental Health First Aid (England) and the Men and Boys Coalition.

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Yvette Forbes – Chair

Mark Powley - Vice Chair

Barnaby Reason - Treasurer

Paula Chinnery (appointed 30 August 2022)

Deborah Gale (appointed 30 August 2022)

Jonathan Hooker

Royston John

Robert Jumpp

Peter Mulhall (Enrolment Coordinator)

Daniel Perry (appointed 10 November 2022)

Tony Wilkinson (appointed 30 August 2022) (Training Manager)

Disclosure of interests

Two of the trustees are paid for contracted services one as Enrolment Coordinator and one as Training Manager. The rate for each is assessed as the going rate for the role and they are excluded from any discussions which affect these roles.

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.

Jonathan Hooker

Jonathan Hooker

Trustee

Dated: 30 January 2024

MKPUK&I

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MKPUK&I

I report to the trustees on my examination of the financial statements of MKPUK&I (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Gary Howard FCA

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 31 January 2024

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

		Unrestricted funds 2023 £	Total 2022 £
	Notes		
<u>Income from:</u>			
Donations and voluntary income	3	24,451	38,573
Training and education	4	173,598	108,285
Other trading activities	5	1,350	1,049
Investments	6	56	13
		<hr/>	<hr/>
Total income		199,455	147,920
		<hr/>	<hr/>
<u>Expenditure on:</u>			
Training and education	7	217,126	142,905
		<hr/>	<hr/>
Net (expenditure)/income for the year/ Net movement in funds		(17,671)	5,015
Fund balances at 1 April 2022		70,434	65,419
		<hr/>	<hr/>
Fund balances at 31 March 2023		52,763	70,434
		<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes			
Income from:				
Donations and voluntary income	3	38,573	-	38,573
Training and education	4	98,285	10,000	108,285
Other trading activities	5	1,049	-	1,049
Investments	6	13	-	13
		<hr/>	<hr/>	<hr/>
Total income		137,920	10,000	147,920
		<hr/>	<hr/>	<hr/>
Expenditure on:				
Training and education	7	132,905	10,000	142,905
		<hr/>	<hr/>	<hr/>
Net (expenditure)/income for the year/ Net movement in funds		5,015	-	5,015
		<hr/>	<hr/>	<hr/>
Fund balances at 1 April 2021		65,419	-	65,419
		<hr/>	<hr/>	<hr/>
Fund balances at 31 March 2022		70,434	-	70,434
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

MKPUK&I

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	11	11,386		7,308	
Cash at bank and in hand		83,857		112,037	
		<u>95,243</u>		<u>119,345</u>	
Creditors: amounts falling due within one year	12	<u>(42,480)</u>		<u>(48,911)</u>	
Net current assets			<u>52,763</u>		<u>70,434</u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	15	5,583		3,557	
General unrestricted funds		<u>47,180</u>		<u>66,877</u>	
			<u>52,763</u>		<u>70,434</u>
			<u>52,763</u>		<u>70,434</u>

The financial statements were approved by the Trustees on 30 January 2024

Jonathan Hooker

Jonathan Hooker
Trustee

Tony Wilkinson

Tony Wilkinson
Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

MKPUK&I is a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, direct expenditure and activity levels.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and voluntary income

	2023	2022
	£	£
Donations	11,435	22,925
Membership fees	13,016	15,648
	<u>24,451</u>	<u>38,573</u>

4 Training and education

	2023	2022
	£	£
Training income	173,598	98,285
Grants receivable	-	10,000
	<u>173,598</u>	<u>108,285</u>
Analysis by fund		
Unrestricted funds	173,598	98,285
Restricted funds	-	10,000
	<u>173,598</u>	<u>108,285</u>
Grants receivable		
The National Lottery Community Fund	-	10,000
	<u>-</u>	<u>10,000</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Advertising income	1,350	1,049
	<u> </u>	<u> </u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	56	13
	<u> </u>	<u> </u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Training and education

	2023 £	2022 £
Staff costs	27,673	32,275
Bursaries	12,124	3,582
Site rental	65,014	27,265
Insurance	2,392	1,549
Certified leaders fees	39,905	18,867
Materials and supplies	23,701	7,019
Conferences	-	500
Network fees	1,093	2,639
Travel and subsistence	497	-
Office costs	3,055	6,983
Legal and professional costs	32,594	35,968
Telephone	1,315	1,274
Bank charges and other finance costs	5,243	2,764
Governance costs	2,520	2,220
	<u>217,126</u>	<u>142,905</u>
Analysis by fund		
Unrestricted funds	217,126	132,905
Restricted funds	-	10,000
	<u>217,126</u>	<u>142,905</u>
For the year ended 31 March 2022		
Unrestricted funds	132,905	
Restricted funds	10,000	
	<u>142,905</u>	

Governance costs comprise fees paid to the independent examiners of £2,520 (2022 - £2,220).

8 Trustees

Two of the Trustees, Peter Mulhall and Tony Wilkinson were in receipt of payments for services provided of £26,280 and two trustees were reimbursed £710 for materials during the year.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
Management and Administration	1	1

Employment costs

	2023	2022
	£	£
Wages and salaries	26,867	30,619
Other pension costs	806	1,656
	<u>27,673</u>	<u>32,275</u>

There were no employees whose annual remuneration was £60,000 or more.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	2,849	75
Other debtors	105	601
Prepayments and accrued income	8,432	6,632
	<u>11,386</u>	<u>7,308</u>

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	-	1,580
Trade creditors	85	-
Other creditors	34,684	38,276
Accruals and deferred income	7,711	9,055
	<u>42,480</u>	<u>48,911</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

13 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £806 (2022 - £1,656).

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds		
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 1 April 2022 £	Incoming resources £	Balance at 31 March 2023 £
Mental Health and Emotional Wellbeing for Men	-	10,000	(10,000)	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Mental Health and Emotional Wellbeing for Men is a project funded by The National Lottery Community to address the harm families and communities suffer whenever their men become overwhelmed by stress and threats to their mental wellbeing.

15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Elders Fund	2,871	200	(724)	-	2,347	5,315	(4,507)	3,155
LKS Fund	-	2,750	(1,663)	123	1,210	4,260	(3,042)	2,428
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2023*

16 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).












MKPUK&I Final Accounts 2023


Final Audit Report

2024-01-31


Created:	2024-01-31
By:	Gary Howard (gary@howardwilson.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAADIDjnWg8O5Z9ebqBfV3TSaGePiD7kCyi

"MKPUK&I Final Accounts 2023" History

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MKPUK&I

England & Wales - Charity number 1167983

Accounts

Charity registration number 1167983

MKPUK&I
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

MKPUK&I

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Yvette Forbes
Barnaby Reason
Paula Chinnery
Deborah Gale
Jonathan Hooker
Royston John
Robert Jumps
Peter Mulhall
Daniel Perry
Mark Powley
Tony Wilkinson

Charity number

1167983

Principal address

36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Independent examiner

Gary Howard FCA
Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

MKPUK&I

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MKPUK&I

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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 (FRS 102) (effective 1 January 2019)".

Special Note from the Chairman

The Covid 19 pandemic has continued to make planning uncertain for much of this financial period. Our main source of income has always been face-to-face trainings in groups of 60 to 90 men. These were cancelled for the whole of the previous financial year and caused MKP UK&I to draw on our reserves. We were well-supported by the men in our community, and we were able to continue without drawing on our emergency reserves. This year we ran three weekend trainings, two staff trainings and one Leadership Training.

Objectives and activities

Charitable objects

The charity's objects are the preservation and protection of mental health and wellbeing among men in the UK and Ireland by the provision of support, information and care of men facing mental health and wellbeing challenges.

Aims of the charity

"Changing the world, a man at a time" is not just a motto, but a fundamental underpinning of our values as an organisation and the purpose that drives us.

The aims of the charity are to offer a response to the emotional health and wellbeing of men. In an environment that sees men taking their own lives; peaking at 4,882 deaths in 2014, it was notable the rise was most marked amongst middle aged men. We see this as an ongoing challenge, to change the rhetoric around men's roles in society which create unrealistic expectations on men, particularly in their roles as fathers, partners, brothers, role-models and mentors. We help men find more purpose in their lives and develop a new understanding of what it means to be a successful man in the world of today.

Overview of activities

MKP UK&I has traditionally offered two linked training weekends which introduce men to personal development. The first one is called The New Warrior Training Adventure (NWTa) and it introduces men to the idea of living with integrity, holding themselves accountable and being true to their word. It also introduces the idea of having a mission or purpose which is greater than themselves: this is to inspire them to want to improve who they are and how they live and to become better versions of themselves. The second follow-on training is the Primary Integration Training (PIT) which allows men to integrate many of the learnings they got from their NWTa: it teaches men how to be in men's groups, listening to, and supporting others and how to recognise and communicate their emotions in a healthy way. Traditionally after doing the PIT a man would join an Integration Group (I-Group) which would meet every two weeks and allow the members to check-in with each other and support each other to continue their ongoing personal development work. The I-Groups are peer-led groups which are supported by MKP UK&I but not part of our organisation.

To develop the skills of the men who lead these trainings we also run Leadership Development Trainings 1, 2 and 3 and a Staff Training. These trainings develop men in their roles as leaders more generally as well as preparing them to support and lead the training weekends.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Use of volunteers

The charity provides services to adult men and the majority of those services are provided by volunteers working under the guidance of paid leaders. We are committed to ensuring that all volunteers adhere to the highest standards that safeguard the interests of all those who use our services. For the NWT weekend we aim to fill the training with 36 men and will have about 45 men staffing. Of those there will be four paid leaders and the rest will pay to staff and will pay their own travel expenses. Adding in the time they take off from work, we estimate the volunteer value of a weekend, which is made up of staff paying for their own travel expenses, taking time off from work and paying a fee to staff, to be in the region of £25k for each NWT weekend.

MKPUK&I's Evolution to a Charity

The charity was registered with the Charity Commission on 1 July 2016 and commenced operations, after a period of set up, on 1 April 2017. The organisation had previously existed as a non-profit company and has been running personal development courses for men in the UK and Ireland for over 25 years.

Objectives for the year (This was planned pre-covid and changed with the lockdown and uncertainty)

- To deliver three Adventure trainings accommodating 36 male participants per training with a staff team of up to 50 men (volunteers) per training.
- To deliver nine follow-on Online Primary Integration Trainings with 8 – 12 men per training.
- To continue to run Coffee & Connection Groups for our community members.
- To continue a programme of Deeper Sharing Circles to allow men to dig more deeply into issues associated with their own personal development.
- To continue to run drop-in style Connection Groups for any men who want to try out a men's group.
- To actively profile and promote the work of the charity.

MKPUK&I OBJECTIVES 2021-22

Our core purpose is to maintain and strengthen men's mental well-being by keeping them connected with a healthy and supportive community of men. We were heartened by the ease with which men switched to online I-Group meetings during the pandemic lockdowns, and we have continued to create more online connection opportunities for the men of the community.

In addition, we have continued to deliver connection opportunities for men who had not yet joined the community. A number of those have since attended a weekend training event since they have recommenced.

THE STRATEGIES & ACTIVITIES FOR MAINTAINING AND IMPROVING CONNECTION

The pandemic and the lockdowns gave an extreme need for connection and men who were off work stepped forward to volunteer and run these activities. This year coming out of the pandemic has required a review and reduction of these services to offer a relevant amount of support for a population of men coming back to a more normal existence.

This section details the specific activities being run for the community and for men yet to join.

Internal Programmes for the men in the Community

- Daily Check-ins – Men can drop into an online meeting to share how they are feeling and what is going on in their life. This is a supportive sharing circle for listening to others and being heard. In this year we ran 192 of these circles. Post pandemic we moved from running this five times per week to three times.
- Deeper Sharing Circles – These are twice-monthly meetings which have a theme such as fear, shame or can be for single fathers or divorced dads. We ran 44 of these events which were staffed using over 400 volunteer hours.
- MKP Spotlight – These are twice-yearly events usually featuring and man specialised in men's work or men's groups.
- Morning Meditations – The Lodge Keepers Society (LKS) which tends to be more spiritual and connected to nature hosted morning meditations, to give men a chance to try this if they had not done so before, or to offer guided meditations for men who enjoy connecting in this way.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

External Programmes for the men not yet in the Community

- **Connection Groups** – These are daily meetings that any man can join to experience a safe place in which to share and listen to others. We held over 171 of these meetings which were attended by 1,110 men and which were delivered using 1,040 volunteer hours.
- **Connection Groups in Ireland** – We started running regular online Connection Groups in Ireland. This is especially impactful with the history of tension and unrest and where the location of meetings can cause men to be at risk. The online groups allow men to meet and connect from the safety of their own homes. The men of some parts of Ireland are also statistically more likely to suffer from depression and anxiety and are more prone to suicide than in other parts of the UK and Ireland. The men of Ireland have now run 47 groups which have been attended by 182 men.
- **Equality, Diversity and Inclusion** – 2021 was another big year for MKPUK&I's work to improve our appeal to men from more diverse backgrounds. In particular we ran two types of event:
 - Crossing the Road** – This event is based on the idea that traditionally crossing the road has been an action based on avoiding someone or something, and usually someone or something different from ourselves. In this case men are encouraged to find a man in his local area who is from a different ethnic background and with whom he has some small contact and invite him to join a meeting of men from diverse backgrounds. These events have now run twelve times and have been attended by over 265 men. The aim is to show men who may be in a minority in the UK that we welcome them and create a place for them that is safe to be in.
 - Giving Voice** – This event is designed as a one-way communication where men from minority ethnic groups speak about their experience of growing up and living in the UK and Ireland. The other attendees listen to hear and understand the experience of someone from a minority. This helps those of us in the majority to understand more clearly what it is like for men who are different from us, and to be more supportive and better able to fulfil the role of an ally. We have continued this programme and are looking at ways to expand it.
 - Rainbow Circles** – We have also started a rainbow circle for the LGBTQ+ men of our community and this has met five times and was attended by 30 men.
- **Grant Applications** – We applied for, and won, our first grant in 2020-2021 which was from the National Lottery. This year we applied for an additional £10,000 from them and were awarded that as well.

Public Benefit Statement

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Financial review

During the year ended 31 March 2022 total income was £147,920 (2021: £82,405), an increase against the previous year of £65,515. Total expenditure was up by £49,321 at £142,905 (2021: £93,584).

The charity is committed to holding a minimum of £40,000 in reserves, equivalent to six months' operational costs. The reserves at the end of the year were £70,434 which is in excess of that target, the trustees consider this to be a satisfactory position for the charity.

Principal sources of income and how expenditure meets objects

Through adherence to our Financial Control Policies and Procedures, the charity is committed to prudent financial management, transparency and the safeguarding of its assets, ensuring sufficient reserves to sustain the charity in the event of a temporary suspension of its activities, such as happened last year due to Covid. The Board of Trustees has the overall responsibility for managing MKPUK&I funds; approving the budget, ensuring the accuracy of the accounting records, adherence to financial controls and policies, and timely preparation of financial statements. In practice, other than budget approval, the day-to-day responsibilities for these actions are overseen by the Treasurer and delegated to the Finance Manager with input from the Finance Action Circle.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Our primary source of income comes via the trainings we deliver (as described above). Each training is separately budgeted and an overall budget for the year is developed by the Training Manager and Finance Manager, assisted by the Treasurer, Finance Action Circle and the Training & Outreach Director, with Board of Trustees scrutiny.

As each separate training is budgeted, this allows the charity to make financial projections for the year ahead, and budget accordingly to ensure the charity meets its object. The resumption of weekend trainings this year has allowed us to begin to recover financially, however the trainings will no longer cover the costs of our increased outreach activities and we will need to become more adept at fundraising.

However, we have donors within the community which contribute each month, and we received one-off donations during the year. In addition, we received money through Gift Aid which means the total raised internally for the year was £39,548.

Having successfully tested the concept of Connection Groups for men who are new to our work and having won funding from the National Lottery Covid Emergency Fund last year of just over £39k. This year we submitted an additional request for £10k and were also awarded that.

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Details of plans for future periods

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Risk factors and review

We have a robust financial risk management policy and procedures; a full risk assessment in relation to health and safety, accompanied by contingency plans and a comprehensive insurance policy. Our main risks are financial, reputational and IT related. We are in conformance with all legislation regarding GDPR and have described separately the financial controls and care. The trustees propose to work more carefully through the risk register which was established this year, during the next annual cycle.

Structure, governance and management

We have one part time employee, the Development and Outreach Director who is Laurence Johns. He is supported by three part-time contractors who are the Finance Manager, The Training Manager and the Enrolment Coordinator. In addition, there is a Finance Action Circle, an Operations Action Circle who meet weekly and make day to day decisions and have actions approved and overseen by a monthly trustee meeting. There is also a Equality, Diversity and Inclusion Action Circle. All these meetings are minuted and the minutes are open to the community. There are at least two and usually three trustees in each of these sub-groups.

One trustee is paid as a contractor to be the Enrolment Coordinator. He too has other income from other work and can choose to refuse work with MKP UK&I and is the best qualified candidate to fulfil this role given his mix of MKP experience, his IT capability, and his soft skills. He has transformed our enrolment processes. He is excluded from any Board discussions relating to his role. The board is aware of the Conflicts of Interest policy and openly declares the above arrangements having met the requirements as we have understood them.

Specialist work such as leadership of the adventure weekends, PITs and leadership trainings are undertaken by well-trained and experienced men working as contractors and supported by volunteers. Volunteering for Action Circles and to staff on weekend trainings is part of the ongoing development process men in the community can choose to take part in.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The MKPUK&I Board is Aware of, and familiar with, the **Charity Governance Code** and is working to ensure that we make full use of this tool to improve and refine our effectiveness as a board of trustees.

1 Organisational purpose

The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably. We have discussed and revised the Vision and Mission of MKPUK&I and shared it widely with the community.

2 Leadership

Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values. The board developed the strategy and it has quarterly targets and progress is reported monthly at the board meetings.

3 Integrity

The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly. The board places high value on our values and the processes which facilitate their adoption. The board ensures conformance to charity commission guidelines.

4 Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored. Important work has been carried out this year to establish specialised sub-groups called Action Circles to carry out specialist activities and oversight and report back to the board. Risk Assessment and Management is now included on every board agenda and we are undertaking a thorough review of all risks.

5 Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. The board is more diverse now than before and represents a wider range of views about the charity and how to move forward. We continue to seek well-qualified and experienced individuals to cover all the important areas of expertise. We are not yet where we would like to be.

6 Equality, diversity and inclusion

The board's approach to diversity supports its effectiveness, leadership and decision-making. We have actively encouraged men from more diverse backgrounds to take on positions and roles of responsibility including the board, and our Equality Diversity and Inclusion Action Circle meet monthly.

7 Openness and accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. The board works to share information that is appropriate to share and involves others in decision-making where possible and appropriate.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Charity constitution

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of trustees and directors' interests

The recruitment process was open and transparent, offering the roles to the MKPUK&I community but also actively reaching out to a wider cohort. We did this by advertising widely throughout the MKPUK&I network, encouraging members to nominate and recommend possible trustees with the necessary skills, assessing applications through specific selection criteria, shortlisting and interview process.

As with many smaller charities the trustees are involved in moving forward and overseeing the work of many of the Action Circles. In addition, the Training and Outreach Director meets weekly with the Operation Action Circle which includes the Chair and Vice-chair, Enrolment Coordinator, Training Manager and one other trustee, and he and this group report to the whole board monthly.

Induction and training of trustees

All new Trustees were given an induction pack, outlining their duties and responsibilities to the charity with specific regard to the roles of Chair, Vice Chair and Treasurer. Details of available training to enhance their skills and knowledge in relation to their trustee roles were disseminated prior to a formal introductory meeting. We then held introductory forums for the Trustees whereby a presentation on the work of MKPUK&I was delivered by the Training & Outreach Director and the Trustees were given the space and time to get to know each other and to engage in 'question and answer' sessions. All new trustees were paired-up with an existing trustee so that the new trustees had a mentor and close point of contact whilst finding their feet. In addition, we found a Trustee training course run by Buzzacott which is a requirement of all new Trustees to attend at least one of these trainings within the first six months of their tenure. These courses are also a good forum to search for new potential trustees. The NCVO is also a great source of material and is helping us to improve our overall governance.

Organisational structure

The charity is governed by a Board of Trustees with responsibility for legal compliance, good governance processes, policies and procedures and oversight of the work of the Training & Outreach Director, the Finance Manager and any other part-time contractors working to develop the charity or who are responsible for the day to day running of the charity. Monthly board meetings are scheduled in advance with reporting procedures in place to ensure the charity is achieving its charitable aims and objectives. The Action Circles meet monthly too and report to the board with the exception of the Operations Action circle which meets weekly.

Relationship with wider network

We have built a range of relationships, not only with the wider MKP international network, but also with closely aligned organisations such as A Band of Brothers, Journeyman, Woman Within, Women in Power, The National Coalition Building Institute (NCBI), Mental Health First Aid (England) and the Men and Boys Coalition.

In addition, although we had to cancel our physical meetings in the previous year we have managed to continue to maintain relationships with the following: Southern Housing Group, Dorset Wharf Community Centre, High Heathercombe Centre, Initiatives of Change, The Loft, East Grange Outdoor Activity Centre, Townley Hall (Ireland), Hillview Counselling Centre (Belfast), Embercombe Retreat Centre, Unstone Grange and the Union Chapel Islington.

Relationships with related parties

Our relationships with our wider network are built on mutual trust and cooperation. We take referrals from the Union Chapel and the wider MKP International network and have working agreements with the Southern Housing Group that allow us to access and use their premises to facilitate our trainings and actively promote the work of the charity.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

External partnerships

This year coming out of the lockdowns we have focused on maintaining Connection and community provision for as many men as possible and have not had the resources to work on external partnerships. We continue to have close relationships with our sister organisations: Women in Power and Woman Within and we are a member of the Men and Boys Coalition.

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Yvette Forbes – Chair

Mark Powley - Vice Chair

Barnaby Reason - Treasurer

Paula Chinnery (appointed 30 August 2022)

Alexander Foster (resigned 29 April 2021)

Deborah Gale (appointed 30 August 2022)

Jonathan Hooker

Michael Irwin (resigned 26 October 2021)

Royston John

Robert Jupp

Peter Mulhall

Daniel Perry (appointed 10 November 2022)

Andre Tomlinson (resigned 26 October 2021)

Stephen Walters (resigned 26 October 2021)

Tony Wilkinson (appointed 30 August 2022)

We briefly exceeded our intended maximum of 12 trustees, whilst new trustees found their feet, and have now stabilised at 10. We will offer two places at the next AGM if qualified and experienced people wish to serve on the board.

EXTERNAL PARTNERSHIPS

This year also saw the first collaboration with an external partner; the South London Consortium. We worked with local authorities to provide connection groups for special guardians. These are grandparents who have had to take on parenting responsibilities for their children's children, so have effectively started to parent again full-time as a grandparent.

We are currently speaking with another organisation to provide similar connection groups and open circles.

HIGHLIGHTS OF THIS YEAR

- We thrived without going into our emergency reserves and expanded our offerings.
- The launches of daily, weekly, monthly and quarterly activities for our community of men
- The launch of Connection Groups and Open Circles for men new to MKP (600 new men)
- Our first commercial partnership with an external organisation
- International Men's day connection of 100+ men
- We won our first grant application from the National Lottery (£39K+)
- We trained many more volunteers to hold space for others
- We exceeded our targets in terms of the number of men we reached
- We launched two ongoing initiatives to increase our appeal to men from more diverse backgrounds

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.


[Barnaby Reason \(Jan 9, 2023 14:43 GMT\)](#)

Barnaby Reason

Treasurer

Dated: 9 January 2023

MKPUK&I

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MKPUK&I

I report to the trustees on my examination of the financial statements of MKPUK&I (the charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Gary Howard FCA

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 10 January 2023

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
	Notes				
<u>Income from:</u>					
Donations and voluntary income	3	38,573	-	38,573	39,150
Training and education	4	98,285	10,000	108,285	42,530
Other trading activities	5	1,049	-	1,049	575
Investments	6	13	-	13	150
Total income		137,920	10,000	147,920	82,405
<u>Expenditure on:</u>					
Raising funds	7	-	-	-	1,304
Training and education	8	132,905	10,000	142,905	92,280
Total expenditure		132,905	10,000	142,905	93,584
Net income/(expenditure) for the year/ Net movement in funds		5,015	-	5,015	(11,179)
Fund balances at 1 April 2021		65,419	-	65,419	76,598
Fund balances at 31 March 2022		70,434	-	70,434	65,419

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes			
<u>Income from:</u>				
Donations and voluntary income	3	39,150	-	39,150
Training and education	4	2,858	39,672	42,530
Other trading activities	5	575	-	575
Investments	6	150	-	150
Total income		<u>42,733</u>	<u>39,672</u>	<u>82,405</u>
<u>Expenditure on:</u>				
Raising funds	7	-	1,304	1,304
Training and education	8	53,912	38,368	92,280
Total expenditure		<u>53,912</u>	<u>39,672</u>	<u>93,584</u>
Net income/(expenditure) for the year/ Net movement in funds		(11,179)	-	(11,179)
Fund balances at 1 April 2020		<u>76,598</u>	-	<u>76,598</u>
Fund balances at 31 March 2021		<u><u>65,419</u></u>	<u><u>-</u></u>	<u><u>65,419</u></u>

MKPUK&I

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Current assets					
Debtors	11	7,308		4,867	
Cash at bank and in hand		112,037		80,258	
		<u>119,345</u>		<u>85,125</u>	
Creditors: amounts falling due within one year	12	<u>(48,911)</u>		<u>(19,706)</u>	
Net current assets			<u>70,434</u>		<u>65,419</u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	15	3,557		2,871	
General unrestricted funds		<u>66,877</u>		<u>62,548</u>	
			<u>70,434</u>		<u>65,419</u>
			<u>70,434</u>		<u>65,419</u>

The financial statements were approved by the Trustees on 9 January 2023

Barnaby Reason
Barnaby Reason (Jan 9, 2023 14:43 GMT)

Barnaby Reason
Trustee & Treasurer

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

MKPUK&I is a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, direct expenditure and activity levels.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and voluntary income

	2022	2021
	£	£
Donations	22,925	22,498
Membership fees	15,648	16,652
	<u>38,573</u>	<u>39,150</u>

4 Training and education

	2022	2021
	£	£
Training income	98,285	2,858
Grants receivable	10,000	39,672
	<u>108,285</u>	<u>42,530</u>
Analysis by fund		
Unrestricted funds	98,285	2,858
Restricted funds	10,000	39,672
	<u>108,285</u>	<u>42,530</u>
Grants receivable		
The National Lottery Community Fund	10,000	39,672
	<u>10,000</u>	<u>39,672</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Advertising income	1,049	575
	<u> </u>	<u> </u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	13	150
	<u> </u>	<u> </u>

7 Raising funds

	Total	Restricted funds
	2022	2021
	£	£
<u>Fundraising and publicity</u>		
Advertising	-	1,304
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Training and education

	2022 £	2021 £
Staff costs	32,275	37,444
Bursaries	3,582	450
Site rental	27,265	1,297
Insurance	1,549	1,474
Certified leaders fees	18,867	4,672
Materials and supplies	7,019	4,175
Conferences	500	-
Network fees	2,639	3,127
Travel and subsistence	-	127
Office costs	6,983	4,180
Legal and professional costs	35,968	29,816
Telephone	1,274	1,147
Bank charges and other finance costs	2,764	1,067
Bad and doubtful debts	-	1,444
Governance costs	2,220	1,860
	<u>142,905</u>	<u>92,280</u>
Analysis by fund		
Unrestricted funds	132,905	53,912
Restricted funds	10,000	38,368
	<u>142,905</u>	<u>92,280</u>
For the year ended 31 March 2021		
Unrestricted funds	53,912	
Restricted funds	38,368	
	<u>92,280</u>	

Governance costs comprise fees paid to the independent examiners of £2,220 (2021 - £1,860).

9 Trustees

One Trustee was in receipt of payments for services provided to MKPUK&I during the year as follows:

- Peter Mulhall for acting as Enrolment Coordinator - £7,477
- Peter Mulhall for acting as PIT Leader - £500 (standard rate for leaders)

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Management and Administration	1	1

Employment costs

	2022 £	2021 £
Wages and salaries	30,619	36,903
Other pension costs	1,656	541
	<u>32,275</u>	<u>37,444</u>

There were no employees whose annual remuneration was £60,000 or more.

11 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	75	-
Other debtors	601	-
Prepayments and accrued income	6,632	4,867
	<u>7,308</u>	<u>4,867</u>

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	1,580	9
Trade creditors	-	5,040
Other creditors	38,276	-
Accruals and deferred income	9,055	14,657
	<u>48,911</u>	<u>19,706</u>

13 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £1,656 (2021 - £541).

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Balance at 31 March 2022
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	Incoming resources	Resources expended	
	£	£	£	£	£	£	£
Mental Health and Emotional Wellbeing for Men	-	39,672	(39,672)	-	10,000	(10,000)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Mental Health and Emotional Wellbeing for Men is a project funded by The National Lottery Community to address the harm families and communities suffer whenever their men become overwhelmed by stress and threats to their mental wellbeing.

15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Movement in funds			Transfers	Balance at 31 March 2022
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	
Elders Fund	2,815	200	(144)	2,871	200	(724)	-	2,347
LKS Fund	-	-	-	-	2,750	(1,663)	123	1,210
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	<u>2,815</u>	<u>200</u>	<u>(144)</u>	<u>2,871</u>	<u>2,950</u>	<u>(2,387)</u>	<u>123</u>	<u>3,557</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) ***FOR THE YEAR ENDED 31 MARCH 2022***

16 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

MKPUK&I

England & Wales - Charity number 1167983

Accounts

Charity Registration No. 1167983

MKPUK&I
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

MKPUK&I

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jonathan Hooker Stephen Walters Yvette Forbes Michael Irwin Royston John Robert Jumpp Susan McClaren Peter Mulhall Mark Powley Andre Tomlinson
Charity number	1167983
Principal address	36 Crown Rise Watford Hertfordshire WD25 0NE
Independent examiner	Gary Howard FCA Howard Wilson Chartered Accountants 36 Crown Rise Watford Hertfordshire WD25 0NE

MKPUK&I

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MKPUK&I

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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 (FRS 102) (effective 1 January 2019)".

Special Note from the Chairman

The Covid 19 pandemic made this an extraordinary year, yet in spite of losing our single main income stream, and not being able to meet physically, MKPUK&I, through the amazing personal financial donations and efforts of our community of volunteers, created more connection activities for men within the community, and those who have yet to join, than in any previous year and did so without going into our emergency financial reserves. This amazing achievement was only possible through the cooperation and teamwork of our volunteers which was orchestrated and arranged by our Training and Outreach Director. Many charities failed this year. MKPUK&I thrived due to all these remarkable and dedicated people. I am enormously grateful to each and every one of them.

Objectives and activities

Charitable objects

The charity's objects are the preservation and protection of mental health and wellbeing among men in the UK and Ireland by the provision of support, information and care of men facing mental health and wellbeing challenges.

Aims of the charity

"Changing the world, a man at a time" is not just a motto, but a fundamental underpinning of our values as an organisation and the purpose that drives us.

The aims of the charity are to offer a response to the emotional health and wellbeing of men. In an environment that sees men taking their own lives; peaking at 4,882 deaths in 2014, it was notable the rise was most marked amongst middle aged men. We see this as an ongoing challenge, to change the rhetoric around men's roles in society which create unrealistic expectations on men, particularly in their roles as fathers, partners, brothers, role-models and mentors. We help men find more purpose in their lives and develop a new understanding of what it means to be a successful man in the world of today.

Overview of activities

The New Warrior Training Adventure (NWTa), which is our flagship weekend training, may be a man's first experience of personal development work and introduces men to concepts of personal responsibility, the meaning of operating to a set of values, emotional intelligence, appropriate expression of needs and wants and moves men away from an adolescent mindset of being nurtured and cared for to a mature male mindset of being the carer and nurturer of others.

Primary Integration trainings (PITs) prepare men to take part in ongoing peer-led groups, by explaining the ground rules and agreements required for these groups to be effective in helping men to continue their personal development.

Ongoing Integration Groups (I-Groups) are local groups where men can speak openly about the challenges they face, receive support and advice from others who 'have been there too', and continue their ongoing personal development work in a community of men they feel they belong to.

Affiliated trainings: Leadership Trainings 1, 2 and 3 and Staff Training are trainings we run to prepare men to take on leadership roles within and outside the organisation and become better leaders.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Use of volunteers

The charity provides services to adult men and the majority of those services are provided by volunteers working under the guidance of paid leaders. We are committed to ensuring that all volunteers adhere to the highest standards that safeguard the interests of all those who use our services.

MKPUK&I's Evolution to a Charity

The charity was registered with the Charity Commission on 1 July 2016 and commenced operations, after a period of set up, on 1 April 2017. The organisation had previously existed as a non-profit company and has been running personal development courses for men in the UK and Ireland for over 20 years.

Objectives for the year (This was planned pre-covid and changed with the lockdown and uncertainty)

- To deliver 5 Adventure trainings accommodating 45 male participants per training with a staff team of up to 50 men (volunteers) per training.
- To deliver 12 Primary Integration Trainings with 8 – 12 men per training.
- To support the 50 Men's I-Groups (known as integration or peer support groups), currently active throughout the UK and Ireland. These groups are free to access, with the only costs incurred being the rental of the space used.
- To actively profile and promote the work of the charity.

MKPUK&I OBJECTIVES 2020

Our initial objectives were to run the same number of weekend trainings as in 2019, to work to strengthen the connection within the community and to begin to raise the profile of MKPUK&I to attract more new men to our work. However, after February 2020 all our trainings stopped and it was clear that we would not be able to run them until at least September or even later. The covid 19 pandemic changed everything, and it quickly became clear that the need to support men feeling isolated by the lockdown was significantly increased. This was true of men within the MKPUK&I community and perhaps even more so for men who did not belong to any community. Our core purpose is to maintain and strengthen men's mental well-being by keeping them connected with a healthy and supportive community of men.

Our revised objectives became to protect the existing connections by supporting our I-Groups to move their meetings online as quickly and smoothly as possible. We were heartened by the ease with which this happened and immediately set about creating more online connection opportunities for the men of the community.

We also wished to increase our charitable benefit and began planning to deliver connection opportunities for men who had not yet joined the community and were now denied this opportunity by the cessation of the weekend training events.

Strategies for achieving objectives

All actions are agreed with the Board of Trustees. In order to meet our objectives, we have implemented an agreed process via a Communications strategy to ensure all management and operational functions are clearly communicated and actioned.

THE STRATEGIES & ACTIVITIES FOR MAINTAINING AND IMPROVING CONNECTION

Internal Programmes for the men in the Community

- Daily Check-ins – Men can drop into an online meeting each day to share how they are feeling and what is going on in their life. This is a supportive sharing circle for listening to others and being heard. In this year we ran 260 of these circles.
- Deeper Sharing Circles – These are weekly meetings which have a theme such as fear, shame or can be for single fathers or divorced dads. We ran 55 of these events which were attended by 350 men and were staffed using over 400 volunteer hours.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

- MKP Spotlight – These are monthly events usually featuring and man specialised in men's work or men's groups. Examples are Bill Kouth, who is one of the three founders of MKP in the US hosted an evening and spoke and then answered questions. Also William Ayot delivered a poetry evening based on men's work.
- Quarterly Online Gatherings – These are usually larger gatherings and have a theme and are hosted by a guest or a man experienced in men's personal development work.
- Morning Meditations – The Lodge Keepers Society (LKS) which tends to be more spiritual and connected to nature hosted morning meditations, to give men a chance to try this if they had not done so before, or to offer guided meditations for men who enjoy connecting in this way.

External Programmes for the men not yet in the Community

- Connection Groups – These are daily meetings that any man can join to experience a safe place in which to share and listen to others. We held over 200 of these meetings which were attended by 2500 men and which were delivered using 1040 volunteer hours.
- Open Circles – We had two groups meeting when the pandemic started and both these groups went online and still run. An Open Circle is a chance for a man who has attended Connection Groups to choose to commit to an eight-week cycle of one meeting per week to learn to go more deeply into men's personal development work and to begin to understand how to create and hold a safe space for others.
- International Men's Day – We held Connection Groups for the men of Wales, Scotland, Ireland and England involving over 100 men.
- Connection Groups in Ireland – We started running regular online Connection Groups in Ireland. This is especially impactful with the history of tension and unrest and where the location of meetings can cause men to be at risk. The online groups allow men to meet and connect from the safety of their own homes. The men of some parts of Ireland are also statistically more likely to suffer from depression and anxiety and are more prone to suicide than in other parts of the UK and Ireland.
- Equality, Diversity and Inclusion – 2020 was a big year for MKPUK&I's work to improve our appeal to men from more diverse backgrounds. In particular we ran two types of event:
 - Crossing the Road – This event is based on the idea that traditionally crossing the road has been an action based at avoiding someone or something, and usually someone or something different from ourselves. In this case men are encouraged to find a man in his local area who is from a different ethnic background and with whom he has some small contact, and invite him to join a meeting of men from diverse backgrounds. These events have run nine times and have been attended by over 300 men. The aim is to show men who may be in a minority in the UK that we welcome them and create a place for them that is safe to be in.
 - Giving Voice – This event is designed as a one-way communication where men from minority ethnic groups speak about their experience of growing up and living in the UK and Ireland. The other attendees listen to hear and understand the experience of someone from a minority. This helps those of us in the majority to understand more clearly what it is like for men who are different from us, and to be more supportive and better able to fulfil the role of an ally. We have run three of these events and they have been attended by 150 men and women. There is also a follow-up session the next day for the audience to share their feelings and experience of what they heard.
 - Our First Grant Application – We applied for Our First external Grant based on the Connection Groups We are running for men who are new to Our work. This is described in more detail below.

Public Benefit Statement

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Financial review

During the year ended 31 March 2021 total income was £82,405 (2020: £202,524), a fall against the previous year of £120,119. Total expenditure was down by £116,659 at £93,584 (2020: £210,243).

The charity is committed to holding a minimum of £40,000 in reserves, equivalent to 6 months operational costs. The reserves at the end of the year were £65,419 which is in excess of that target, the trustees consider this to be a satisfactory position for the charity.

Principal sources of income and how expenditure meets objects

Through adherence to our Financial Control Policies and Procedures, the charity is committed to prudent financial management, transparency and the safeguarding of its assets, ensuring sufficient reserves to sustain the charity in the event of a temporary suspension of its activities, such as happened this year due to Covid. The Board of Trustees has the overall responsibility for managing MKPUK&I funds; approving the budget, ensuring the accuracy of the accounting records, adherence to financial controls and policies, and timely preparation of financial statements. In practise, other than budget approval, the day-to-day responsibilities for these actions are overseen by the Treasurer and delegated to the Finance Manager with input from the Finance Action Circle.

Our primary source of income comes via the trainings we deliver (as described above). Each training is separately budgeted and an overall budget for the year is developed by the Finance Manager, assisted by the Treasurer, Finance Action Circle and the Training & Outreach Director, with Board of Trustees scrutiny.

As each separate training is budgeted, this allows the charity to make financial projections for the year ahead, and budget accordingly to ensure the charity meets its objects. The suspension of all onsite training reduced our earned income to zero.

However, we have donors within the community which contribute each month, and we received one-off donations during the year. In addition, we received money through Gift Aid which means the total raised internally for the year was £39,725.

The secondary (PIT) training was successfully moved online and this contributed £6,715 in 2020/1.

Having successfully tested the concept of Connection Groups for men who are new to our work, we applied for funding from the National Lottery Covid Emergency Fund. We prepared a budget for six months costs of providing these groups which was about £39k. We submitted a request for £15k of this. The National Lottery were so impressed with the project that they awarded us the full budget amount of £39K.

Details of plans for future periods

The Trustees remain confident that the charity will be able to deliver significantly against our aims and objects within the resources that will be available.

Risk factors and review

We have a robust financial risk management policy and procedures; a full risk assessment in relation to health and safety, accompanied by contingency plans and a comprehensive insurance policy. Our main risks are financial, reputational and IT related. We are in conformance with all legislation regarding GDPR and have described separately the financial controls and care. The trustees propose to work more carefully through the risk register which was established this year, during the next annual cycle.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management

The charity is led by a group of up to 12 trustees and the executive is currently one part-time employee who is the Training & Outreach Director, and he is assisted by a part-time contractor who is the Connection Groups Project Manager; they are supported by another self-employed part-time Finance Manager, and when the trainings are running a self-employed part-time Enrolment Manager. All other activities, including the Action Circles and Council, are undertaken by volunteers. Specialist work such as leadership of the adventure weekends, PITs and leadership trainings are undertaken by well-trained and experienced men working as contractors and supported by volunteers. Volunteering for Action Circles and to staff on weekend trainings is part of the ongoing development process men in the community can choose to take part in.

The MKPUK&I Board is Aware of, and familiar with, the Charity Governance Code and is working to ensure that we make full use of this tool to improve and refine our effectiveness as a board of trustees.

1 Organisational purpose

The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably. We have discussed and revised the Vision and Mission of MKPUK&I and shared it widely with the community.

2 Leadership

Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values. The board developed the strategy and it has quarterly targets and progress is reported on monthly at the board meetings.

3 Integrity

The board acts with integrity, adopting values and creating a culture which help achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly. The board places high value on our values and the processes which facilitate their adoption. The board ensures conformance to charity commission guidelines.

4 Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored. Important work has been carried out this year to establish specialised sub-groups called Action Circles to carry out specialist activities and oversight and report back to the board. Risk Assessment and Management is work in progress as we have a rudimentary Risk Register and are working to improve it.

5 Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. The board is more diverse now than before and represents a wider range of views about the charity and how to move forward. We continue to seek well-qualified and experienced individuals to cover all the important areas of expertise. We are not yet where we would like to be.

6 Equality, diversity and inclusion

The board's approach to diversity supports its effectiveness, leadership and decision-making. We have actively encouraged men from more diverse backgrounds to take on positions and roles of responsibility and now have a more diverse board which includes two women and three men of colour and one gay man of a board of eleven.

7 Openness and accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. The board works to share information that is appropriate to share and involves others in decision-making where possible and appropriate.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Charity constitution

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of trustees and directors' interests

The recruitment process was open and transparent, offering the roles to the MKPUK&I community but also actively reaching out to a wider cohort. We did this by advertising widely throughout the MKPUK&I network, encouraging members to nominate and recommend possible trustees with the necessary skills, assessing applications through specific selection criteria, shortlisting and interview process.

As with many smaller charities the trustees are involved in moving forward and overseeing the work of many of the Action Circles. In addition, the Training and Outreach Director meets weekly with the Chair and Vice-chair of the trustees and reports to the whole board monthly.

Induction and training of trustees

All new Trustees were given an induction pack, outlining their duties and responsibilities to the charity with specific regard to the roles of Chair, Vice Chair and Treasurer. Details of available training to enhance their skills and knowledge in relation to their trustee roles were disseminated prior to a formal introductory meeting. We then held introductory forums for the Trustees whereby a presentation on the work of MKPUK&I was delivered by the Training & Outreach Director and the Trustees were given the space and time to get to know each other and to engage in 'question and answer' sessions. All new trustees were paired-up with an existing trustee so that the new trustees had a mentor and close point of contact whilst finding their feet. In addition, we found a Trustee training courses run by Buzzacott and the Small Charities Coalition which it is a requirement of all new Trustees to attend at least one of these trainings within the first six months of their tenure. These courses are also a good forum to search for new potential trustees.

Organisational structure

The charity is governed by a Board of Trustees with responsibility for legal compliance, good governance processes, policies and procedures and oversight of the work of the Training & Outreach Director, the Finance Manager and any other part-time contractors working to develop the charity or who are responsible for the day to day running of the charity. Monthly board meetings are scheduled in advance with reporting procedures in place to ensure the charity is achieving its charitable aims and objectives.

Relationship with wider network

We have built a range of relationships, not only with the wider MKP international network, but also with closely aligned organisations such as A Band of Brothers, Journeyman, Women Within, Women in Power, The National Coalition Building Institute (NCBI), Mental Health First Aid (England) and the Men and Boys Coalition.

In addition, although we had to cancel our physical meetings we have managed to continue to maintain relationships with the following: Southern Housing Group, Dorset Wharf Community Centre, High Heathercombe Centre, Initiatives of Change, Rookehowe Centre, The Lift, East Grange Outdoor Activity Centre, Townley Hall (Ireland), Hillview Counselling Centre (Belfast), Embercombe Retreat Centre and the Union Chapel Islington.

Relationships with related parties

Our relationships with our wider network are built on mutual trust and cooperation. We take referrals from the Union Chapel and the wider MKP International network and have working agreements with the Southern Housing Group that allow us to access and use their premises to facilitate our trainings and actively promote the work of the charity.

MKPUK&I

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Employee

The Training & Outreach Director is employed in a part-time role to manage the charity and report to the Board of Trustees and is Laurence Johns.

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Jonathan Hooker - Chair

Stephen Walters - Treasurer

Yvette Forbes – Vice Chair

Alexander Foster (appointed 03 October 2020 & resigned 29 April 2021)

Michael Irwin

Royston John

Robert Jump (appointed 03 October 2020)

Peter Mulhall (appointed 03 October 2020)

Mark Powley (appointed 03 October 2020)

Andre Tomlinson (appointed 03 October 2020)

Kenneth Moore (resigned 10 November 2020)

Loukas Mistelis (resigned 28 October 2020)

We briefly exceeded our intended maximum of 12 trustees, whilst new trustees found their feet, and have now stabilised at 10. We will offer two places at the next AGM if qualified and experienced people wish to serve on the board.

EXTERNAL PARTNERSHIPS

This year also saw the first collaboration with an external partner; the South London Consortium. We worked with local authorities to provide connection groups for special guardians. These are grandparents who have had to take on parenting responsibilities for their children's children, so have effectively started to parent again full-time as a grandparent.

We are currently speaking with another organisation to provide similar connection groups and open circles.

HIGHLIGHTS OF THIS YEAR

- We thrived without going into our emergency reserves and expanded our offerings.
- The launches of daily, weekly, monthly and quarterly activities for our community of men
- The launch of Connection Groups and Open Circles for men new to MKP (600 new men)
- Our first commercial partnership with an external organisation
- International Men's day connection of 100+ men
- We won our first grant application from the National Lottery (£39K+)
- We trained many more volunteers to hold space for others
- We exceeded our targets in terms of the number of men we reached
- We launched two ongoing initiatives to increase our appeal to men from more diverse backgrounds

MKPUK&I

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.



Jonathan Hooker
Trustee & Chair

Dated: 17 September 2021

MKPUK&I

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MKPUK&I

I report to the trustees on my examination of the financial statements of MKPUK&I (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Gary Howard FCA

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 30 September 2021

MKPUK&I

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £
Income from:					
Donations and voluntary income	3	39,150	-	39,150	31,688
Training and education	4	2,858	39,672	42,530	168,954
Other trading activities	5	575	-	575	1,701
Investments	6	150	-	150	181
Total income		42,733	39,672	82,405	202,524
Expenditure on:					
Raising funds	7	-	1,304	1,304	-
Training and education	8	53,912	38,368	92,280	210,243
Total resources expended		53,912	39,672	93,584	210,243
Net expenditure for the year/ Net movement in funds		(11,179)	-	(11,179)	(7,719)
Fund balances at 1 April 2020		76,598	-	76,598	84,317
Fund balances at 31 March 2021		65,419	-	65,419	76,598

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

MKPUK&I

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Current assets					
Debtors	11	4,867		9,520	
Cash at bank and in hand		80,258		103,119	
		<u>85,125</u>		<u>112,639</u>	
Creditors: amounts falling due within one year	12	<u>(19,706)</u>		<u>(36,041)</u>	
Net current assets			<u>65,419</u>		<u>76,598</u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	15	2,871		2,815	
General unrestricted funds		<u>62,548</u>		<u>73,783</u>	
			65,419		76,598
			<u>65,419</u>		<u>76,598</u>

The financial statements were approved by the Trustees on 17 September 2021



Stephen Walters
Trustee

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

MKPUK&I is a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, despite the ongoing and potential effects of COVID-19, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements and no adjustments to the results or the carrying values declared in these financial statements are required, and none have been made.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, direct expenditure and activity levels.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and voluntary income

	2021	2020
	£	£
Donations	22,498	13,196
Membership fees	16,652	18,492
	<u>39,150</u>	<u>31,688</u>

4 Training and education

	2021	2020
	£	£
Training income	2,858	168,954
Grants receivable	39,672	-
	<u>42,530</u>	<u>168,954</u>
Analysis by fund		
Unrestricted funds	2,858	168,954
Restricted funds	39,672	-
	<u>42,530</u>	<u>168,954</u>
Grants receivable		
The National Lottery Community Fund	39,672	-
	<u>39,672</u>	<u>-</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Advertising income	575	1,701
	<u>575</u>	<u>1,701</u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	150	181
	<u>150</u>	<u>181</u>

7 Raising funds

	Restricted funds	Total
	2021	2020
	£	£
<u>Fundraising and publicity</u>		
Advertising	1,304	-
	<u>1,304</u>	<u>-</u>

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

8 Training and education

	2021	2020
	£	£
Staff costs	37,444	32,224
Bursaries	450	15,624
Site rental	1,297	50,768
Insurance	1,474	1,424
Certified leaders fees	4,672	36,242
Materials and supplies	4,175	20,104
Conferences	-	1,530
Network fees	3,127	4,485
Travel and subsistence	127	3,313
Office costs	4,180	5,408
Legal and professional costs	29,816	31,193
Telephone	1,147	1,682
Bank charges and other finance costs	1,067	2,950
Bad and doubtful debts	1,444	1,196
Governance costs	1,860	2,100
	<u>92,280</u>	<u>210,243</u>
Analysis by fund		
Unrestricted funds	53,912	210,243
Restricted funds	38,368	-
	<u>92,280</u>	<u>210,243</u>
For the year ended 31 March 2020		
Unrestricted funds	<u>210,243</u>	

Governance costs comprise fees paid to the independent examiners of £1,860 (2020 - £2,100).

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Management and Administration	1	1

Employment costs

	2021 £	2020 £
Wages and salaries	36,903	31,683
Other pension costs	541	541
	<u>37,444</u>	<u>32,224</u>

There were no employees whose annual remuneration was £60,000 or more.

11 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	-	613
Prepayments and accrued income	4,867	8,907
	<u>4,867</u>	<u>9,520</u>

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	9	3,282
Trade creditors	5,040	812
Other creditors	-	29,967
Accruals and deferred income	14,657	1,980
	<u>19,706</u>	<u>36,041</u>

13 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £541 (2020 - £541).

MKPUK&I

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Mental Health and Emotional Wellbeing for Men	-	39,672	(39,672)	-

Mental Health and Emotional Wellbeing for Men is a project funded by The National Lottery Community to address the harm families and communities suffer whenever their men become overwhelmed by stress and threats to their mental wellbeing.

15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds			
	Balance at 1 April 2019 £	Incoming resources £	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Elders Fund	2,561	254	2,815	200	(144)	2,871
	<u>2,561</u>	<u>254</u>	<u>2,815</u>	<u>200</u>	<u>(144)</u>	<u>2,871</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

