

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 Hertfordshire WD25 0NE

MKPUK&I

CONTENTS

	Page
Trustees' report	1 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the accounts	12 - 20

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.

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.

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.

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.

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.

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.

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 Jupp (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

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	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
Total income		<u>229,879</u>	<u>29,994</u>	<u>259,873</u>	<u>199,455</u>
<u>Expenditure on:</u>					
Training and education	7	<u>250,223</u>	<u>4,331</u>	<u>254,554</u>	<u>217,126</u>
Net (expenditure)/income for the year/ Net movement in funds		(20,344)	25,663	5,319	(17,671)
Fund balances at 1 April 2023		<u>52,763</u>	<u>-</u>	<u>52,763</u>	<u>70,434</u>
Fund balances at 31 March 2024		<u><u>32,419</u></u>	<u><u>25,663</u></u>	<u><u>58,082</u></u>	<u><u>52,763</u></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 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	(50,487)		(42,480)	
Net current assets			58,082		52,763
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>	
			32,419		52,763
			<u>58,082</u>		<u>52,763</u>

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

Jonathan Hooker

Jonathan Hooker
Trustee

Robert Buswell

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.

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>

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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> </u>	<u> </u>

6 Investments

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

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.

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	2023
	Number	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).

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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>

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.

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 1 April 2022	Incoming resources	Resources expended	Balance at 1 April 2023	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£
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	Restricted funds	Total Unrestricted funds	
	2024	2024	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

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