

LINKS INTERNATIONAL

England & Wales · Charity number 1168872

Details

Status Registered

Legal form CIO

Registered 2016-08-23

Register [View on the Charity Commission register](#)

Contact

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Po Box 198
Littlehampton
West Sussex
BN16 3UQ

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Website <https://www.links.charity/>

Activities

Objects: (A) TO ADVANCE THE CHRISTIAN FAITH IN ACCORDANCE WITH THE STATEMENT OF BELIEFS IN THE SCHEDULE HERETO ATTACHED IN SUCH PARTS OF THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT;(B) TO RELIEVE PERSONS WHO ARE IN CONDITIONS OF NEED, FINANCIAL HARDSHIP OR SICKNESS AND WHO MAY BE AGED AND TO RELIEVE THE DISTRESS CAUSED THEREBY IN SUCH PARTS OF THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT;(C) TO ADVANCE EDUCATION IN SUCH PARTS OF THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT;(D) TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF THE PUBLIC BY (I) THE RELIEF OF POVERTY AND THE IMPROVEMENT OF THE CONDITIONS OF LIFE IN SOCIALLY AND DISADVANTAGED COMMUNITIES;(II) THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION. SUSTAINABLE DEVELOPMENT MEANS "DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS".

Activities: We provide training and resources to partners around the world bringing strategic, sustainable solutions.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Religious Activities, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Australia
- Brazil
- China
- Colombia
- Ethiopia
- France
- Honduras
- India
- Kenya
- Lebanon
- Malawi
- Mexico
- Nepal
- New Zealand
- Nigeria
- Pakistan
- Philippines
- Rwanda
- Sierra Leone
- South Africa
- Spain
- Sri Lanka
- Tanzania
- Thailand
- Uganda
- United States
- Zambia
- Zimbabwe
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,608,914	£1,647,033	£943,605	7
2023-12-31	£1,526,060	£1,525,141	£981,724	5
2022-12-31	£1,453,310	£1,549,735	£980,805	5
2021-12-31	£1,805,816	£1,531,783	£1,077,230	5
2020-12-31	£1,300,694	£1,230,007	£803,199	5

Trustees

Name	Role	Appointed
Dr PHILIP DANIEL MOORE	Chair	2007-06-29
Benjamin David Peter Ansell		2020-02-26
Benjamin Gisbey		2020-02-26
Danielle Turner		2026-02-04
David John Kirby		2020-02-26
Emma Gladwell		2020-08-22

LINKS INTERNATIONAL

England & Wales - Charity number 1168872

Accounts

LINKS INTERNATIONAL

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

LINKS INTERNATIONAL

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LINKS INTERNATIONAL

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

P Moore, Chair
G Jones, Treasurer
A King
D Kirby
B Ansell
B Gisbey
E Gladwell

Charity registered number

1168872

Principal office

P O Box 198
Littlehampton
West Sussex
BN16 3UQ

Chief executive officer

J Gisbey

Independent auditors

Baldwin Scofield Ltd
Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

Bankers

Lloyds Bank plc
1 Silver Street
Enfield
EN1 3EE

Solicitors

Swaby, Clerk and Norris
16-21 Waking Road
Barking
Essex
IG11 8QN

LINKS INTERNATIONAL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report together with the audited financial statements of the Links International for the year 1 January 2024 to 31 December 2024. The trustees have adopted the provisions of 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 2022).

Objectives and activities

● Policies and objectives

The charitable objects of the charity are:

- (1) To advance the Christian faith;
- (2) To relieve persons who are in conditions of need, financial hardship or sickness;
- (3) To advance education;
- (4) To promote sustainable development by:
 - (a) the relief of poverty and the improvement of the conditions of life in socially and disadvantaged communities; and
 - (b) the promotion of sustainable means of achieving economic growth and regeneration.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

● Strategies for achieving objectives

Links' vision is to connect people, confront poverty and create potential. We do this by working together with key nationals and partners around the world, focusing on the five areas of Faith; Health; Business; Education; and Justice.

Faith

Our Christian belief is the foundation of our mission, inspiring all aspects of our work. We view international development as a natural expression of the Gospel—the restoration of all things through the completed work of Christ. This conviction shapes our commitment to church partnerships, the planting of new faith communities, and the equipping and raising up of leaders around the world. Through these efforts, we aim to bring spiritual and practical transformation to individuals and communities alike.

Health

Links Community Healthcare (CHC) continues to play a vital role in delivering preventative health education across the majority world. Through dedicated teams of volunteer CHC workers, we reach slums, tribal communities, and rural areas where access to medical care remains limited.

At the heart of this initiative is our SHINE programme—focusing on Sanitation, Hygiene, Immunisation, Nutrition, and Education. This holistic approach continues to eliminate many preventable health issues faced by vulnerable communities around the globe.

In 2024, we began to introduce significant advancements in mental healthcare and trauma counselling, ensuring that emotional wellbeing is addressed alongside physical health. These additions have broadened the impact of our training and expanded the tools available to our partners.

Beyond our core training initiatives, many of our larger development projects have also contributed to improved health outcomes. From agricultural efforts that enhance food security, to clean water installations, sanitation solutions, and the construction of local clinics—our work continues to meet urgent needs and build healthier communities.

LINKS INTERNATIONAL

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

Objectives and activities (continued)

● Strategies for achieving objectives (continued)

Business

Business development continues to be one of Links' most transformative tools in the fight against poverty. Through a range of micro and macro-level initiatives, we've seen tens of thousands of families break free from extreme poverty—empowered by practical training and access to micro-loan systems that unlock opportunity and resilience.

In parallel, we support the launch and growth of income-generating projects that enable organisations across the majority world to fund their own core activities. By helping them move beyond a dependency on funds from the so-called 'developed' world, we're fuelling sustainability, dignity, and long-term self-reliance.

To support this mission, Links has built a robust portfolio of business development training resources, designed for both loan recipients and the micro-finance committees overseeing these projects—ensuring that entrepreneurship is matched with sound governance and community-led decision-making.

Education

Education remains a cornerstone of Links' global mission. Through our wide and varied education activities, we empower partners around the world to deliver innovative, context-relevant learning experiences—from formal schooling to specialised training in business, healthcare, leadership, and more.

Our programmes also engage with critical themes across the sociological, political, and theological spectrum—equipping individuals and communities to think critically, lead effectively, and bring transformative change within their own contexts.

Justice

Justice remains a central pillar of Links' mission. We are actively engaged in promoting racial and gender equality, children's rights and protection, and the strengthening of local justice systems—believing that every individual deserves dignity, safety, and opportunity.

Our work also includes raising awareness of global dangers, such as the predatory tactics of human traffickers, and confronting cultural norms that stand in opposition to the biblical vision of the Kingdom of God—a vision rooted in restoration, equality, and compassion.

We believe that by working together with communities, partners, and local leaders, we can create holistic and sustainable solutions to the injustices and poverty that persist across the majority world—restoring both hope and opportunity where they are most needed.

● Public benefit

The Trustees regularly consider and review the public benefit arising from the activities of the Charity. Their focus remains on maximising public benefit by supporting those in need, disadvantaged or economically deprived. The activities of Links International bring significant public benefit. Details of our particular projects and activities are best described on our website www.links.charity. The Trustees confirm that they have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

LINKS INTERNATIONAL

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

Achievements and performance

● Introduction

2024 has been another vibrant year for Links, marked by growing partnerships, dynamic global projects, and exciting opportunities for teams and trips. We've continued expanding our strategic work worldwide, with notable growth across Africa and Latin America, deepened engagement in the Far East, and carried out innovative training in the Middle East.

Both our church and corporate partnerships within the UK have continued to flourish, opening up new strategic pathways both locally and throughout our expanding international networks.

2024 also saw some significant changes within our staff team due to retirements and job changes. This has both brought challenges and exciting opportunities as new staff have brought fresh initiatives and new dynamics to our work.

Due to ongoing economic challenges in the UK, securing funding for core charity operations remains our central hurdle. The majority of our expenses as an organisation remain operational, with only a small proportion allocated to administrative costs.

To strengthen our financial resilience, we intensified our fundraising efforts in 2024. Two targeted campaigns successfully supported our Education and Business Development initiatives. Additionally, following a role restructure, the CEO assumed direct responsibility for fundraising—freeing up resources and enhancing activity through personal connection and engagement.

We remain committed to keeping infrastructure and spending lean. In 2024, we implemented long-overdue updates to our administrative service charges—which had been unchanged for nearly two decades—this has significantly improved our ability to meet core costs.

Project funding remains steady, and we've seen a continued rise in interest in our work. Our Act4You service has also grown considerably—with new initiatives, partnerships with churches and businesses, and also deeper collaboration with networks. We've empowered many individuals within these networks to create meaningful impact globally.

Throughout the year, we've continued to invest in and support our valued overseas partners—working into approximately 40 countries—as well as expanding our impact across the UK through:

- Appeals and campaigns
- Administrative support and project consultancy
- Assistance in strategic policies for mission and community development
- Team trips to provide training and support to overseas partners
- Provision of strategic resources
- Training, preaching and teaching

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Staff Team

The Links staff team continues to grow in strength and cohesion, with an increasingly effective rhythm of hybrid working. By blending time in the office with flexible home and remote arrangements, we're fostering stronger collaboration and connectivity—powered by technology and shared purpose.

As mentioned previously, 2024 also saw some significant changes within our staff team due to retirements and role transitions. While these changes presented both challenges and adjustments, they also opened the door to exciting opportunities. New team members have brought fresh energy, innovative ideas, and new dynamics to our work—enhancing the way we collaborate and serve.

We've also made significant strides in establishing a fully operational Africa Regional Hub in Kenya. Our Africa Regional Director has been leading the charge, carrying out extensive work on the site itself, ensuring this centre becomes a vital catalyst for empowering partners across the continent. We were really pleased to hold our African Partners Summit at the new site in November.

The dedication and passion of our team remain unwavering. Their consistent commitment, drive, and alignment with the heart and ethos of Links are key to our mission of changing lives and transforming communities.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Overseas Trips and Activities

In 2024, Links reached communities across the globe through a series of impactful trips, delivering targeted training in our core areas: Business Development, Healthcare, Education, Leadership Development, Justice-related issues—including racial and gender equality—and foundational agricultural development. These visits helped strengthen local initiatives and build lasting capacity within our global partnerships.

In parallel with our practical engagement, we've shared our voice and vision widely, speaking and teaching in churches, seminars, and conferences around the world. It's been a privilege to contribute in these many diverse settings.

We've also continued to facilitate powerful team and trip experiences for UK churches, creating opportunities for learning, collaboration, and global connection.

To extend our reach and adapt to evolving needs, we've maintained and expanded our digital training programmes—using technology to equip and support partners wherever they are in the world.

January

Kenya: Our African Region Coordinator moved to our new African base in Embu, Kenya. Work was begun on developing the site and connecting specifically with our partners in the region

UK: We had a rare and brief opportunity to bring together our Links USA team, Africa Region Director and UK operational team together for a day in the UK. This was a great time of team building and vision casting.

February and March

Colombia: Links led a Community Healthcare Training team to work with the indigenous Wayuu tribe in the Northern desert region of Colombia known as La Guajira.

Canada: Our CEO carried out training and governance meetings for a charity, comprised of international offices in the US, Canada, Australia, UK and Hong Kong, working specifically with orphaned/abandoned disabled children in China

May

Costa Rica: We carried out leadership training and micro-enterprise development with an indigenous church network.

Cuba: We carried out leadership training and micro-enterprise development with an indigenous church network.
Uganda: We carried out project site visits and ongoing micro-enterprise training with an organisation working specifically for women's right.

Rwanda: We carried out due diligence and evaluation with a group of new potential partners.

July

Malawi: Our previous Links Africa office was situated in Malawi where we have a high volume of partners in various locations around the country. We were able to carry out extensive training in several of our key areas, alongside project consultancy and evaluation.

August

Zambia: We were able to carry out training with partners working into rural settings, alongside project consultancy and evaluation.

September

Philippines: We carried out project consultancy, leadership training and micro-enterprise development with several Filipino organisations, working predominantly with children and families in slum areas of Manila

October

LINKS INTERNATIONAL

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

Achievements and performance (continued)

Colombia: We led a small church team to connect with partners in both the capital city of Bogota and the northern coastal region. We were able to carry out youth focused church activities, leadership training, project evaluation and micro-enterprise development.

United Kingdom: Our African Regional Director visited the UK and spent time with the operational team and worked together towards our ongoing strategic goals

November

Kenya: We were able to carry out our African Partners Summit, bringing in partners from various countries, including Kenya, Uganda, Malawi, Zambia and the UK

December

Our African Regional Director was able to spend time with the operational team in the UK

● **Projects**

At Links, our vision is for every project we initiate to be self-sustaining—or actively progressing toward that goal. We are committed to developing initiatives that are holistic, empowering, and income-generating for our partners, ensuring long-term impact and resilience.

In 2024, thanks to a blend of targeted partner contributions and general funding, we've been able to support a diverse portfolio of projects. These efforts have focused on:

- Providing aid and relief work in various settings
- Solar Farming in Malawi
- Healthcare and sanitation projects, including pit latrines, water filtration and bore hole wells in various parts of Africa, Latin America and India
- Training voluntary healthcare workers
- Provision of safe water supply in various nations
- Malaria prevention
- Agricultural/ livestock initiatives
- Medium-size business start-ups to provide employment and income streams for partners

In parallel with our broader initiatives, we continued to invest in ongoing micro-enterprise projects across Uganda, Kenya, Pakistan, India, Malawi, and Zambia. These small business ventures play a crucial role in building economic resilience within communities. We are also looking to start new initiatives in Cuba, Costa Rica and The Philippines.

Recognising the challenges posed by high local inflation, we also prioritised maintaining the value of existing micro-business funds—helping safeguard their impact. In doing so, we encouraged further growth in successful enterprises and reinforced the sustainability of this important area of our work.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Act4You

Under our growing Act4You initiative, the number of accounts managed by Links continued to rise in 2024. By year-end, we were supporting over 145 active accounts across 120 account holders—spanning over 35 countries.

These accounts serve a broad and diverse client base, from individuals to businesses and organisations engaged in charitable work around the globe. Beyond financial management, Act4You also provides governance and consultancy services tailored to each partner's needs.

As demand has grown and our responsibilities have deepened, we've taken steps to enhance our capacity, compliance, and service excellence. This included a revision of reporting structures and our account charges to ensure we can continue delivering robust due diligence, strong governance, and sustainable support for all clients involved.

● National Offices

Our partnerships with the national offices in the USA, Central America and Africa remain strong and collaborative. Throughout the year, we've worked closely on a number of global projects and shared initiatives, reinforcing our unified vision and impact across regions.

As mentioned previously a key focus in 2024 has been the continued development of our Africa-based regional office, ensuring it is well-equipped to serve our partners across the continent with greater relevance and responsiveness.

Looking ahead, we're exploring the possibility of establishing additional regional hubs in Latin America and Asia—exciting prospects that would allow us to provide more localised support and strengthen our presence across these growing networks.

● Communications

Several years ago we made the decision to transition from print, to producing our annual review and update magazine in digital format, choosing to distribute it as a downloadable resource. This shift reflected both our commitment to environmental responsibility and the need for greater cost efficiency. The move was warmly received, and we continue with this approach in 2024.

Alongside this, our monthly e:Link—in both digital video and written formats—has remained a key communication tool, helping us keep partners informed about the latest developments, stories, and opportunities across the globe. Both the e:Link and e:Magazine are provided free of charge, by request, to approximately 3,500 households in the UK and beyond.

Our monthly email newsletter (e:Link) now reaches around 1,500 recipients and continues to be a valuable means of increasing engagement with our website and sharing the heart of our mission with a growing audience.

Our social media presence also grew throughout 2024, expanding our reach across a broad age range and diverse demographic. This growth has not only increased visibility for the work of Links, but also strengthened our ability to engage with supporters, share stories, and inspire action across digital platforms.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● **Fundraising activities and income generation**

2024 was another standout year for sponsored events, with participants raising vital funds and spreading awareness through high-profile initiatives like the London Marathon. We also saw a heartening rise in supporter-led fundraising, as individuals took the initiative to organise their own events—from sponsored runs and walks to quizzes and cake sales. This groundswell of creativity and commitment has not only boosted financial support but also deepened community engagement.

We were especially encouraged by the success of our annual appeals, which this year focused on two of our core impact areas: Education and Business Development. Both campaigns resonated strongly with supporters, generating generous contributions that enabled us to expand access to learning and strengthen enterprise opportunities for individuals and communities around the world.

In addition, we welcomed several new church and corporate partnerships, further broadening our collaborative reach and enabling even greater shared impact both in the UK and internationally.

Financial review

● **Going concern**

Total incoming resources for the year were £1,608,914 (2023 - £1,526,060). Outgoing resources were £1,647,033 (2023 - £1,525,141). This resulted in a deficit for the year of £96,425 (2023 - £919 surplus).

The Trustees note that the change from a surplus in 2023 to a deficit in 2024 was largely due to increasing pressure on income streams in keeping with expectations in the current economic situation in the UK. The trustees and staff team are working closely with our supporters to open up new income streams and work towards a position where core funding is met from income rather than reserves..

The Trustees have reviewed the position of the Charity and reflected the present economic conditions in their ongoing budgeting process for the current year.

As at the year end, the charity had total funds of £943,605 (2023 - £981,724) of which restricted funds, held separately in a dedicated bank account, represented £690,834 (2023 - £690,682)

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

● **Reserves policy**

The Trustees aim to maintain an ongoing reserve within general unrestricted funds of six months of usual operating costs. At present reserves are in excess of this and the trustees are considering various strategic options for the long-term use of some of these funds to ensure the most effective return on investments to secure the future activities of the charity.

● **Material investments policy**

The level of investments and their location are reviewed at least annually or when any significant income is received.

LINKS INTERNATIONAL

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

● Principal risks and uncertainties

The Trustees review their assessment of the major risks to which the Charity is exposed on a regular basis each year or when circumstances significantly change, if earlier. These risks include the dangers that can arise from working in potentially hostile settings. As such, we have developed policies and procedures to mitigate against such risks, including dynamic risk assessments, anti-terrorism, fraud and money laundering policies etc. Our procedures, policies and systems are reviewed at least annually to mitigate against the various risks.

● Payments to Trustees

There were no remunerative payments to Trustees; only expenses incurred by Trustees related to attending board meetings.

Structure, governance and management

● Constitution

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

● Methods of appointment or election of Trustees

The constitution provides that there must be at least three Trustees but does not specify an upper limit on the size of the Board. In practice, the Charity seeks to operate within the range of six to twelve Trustees at any time. Appointment of Trustees is governed by the constitution. Every Trustee is appointed for a term of three years by way of a resolution passed by the Board. In selecting individuals for appointment as Trustees, the Board has regard to the skills, knowledge and experience needed for the effective administration of the Charity. The Chief Executive is responsible for coordinating the induction of new Trustees, together with the Chair. Day-to-day management of the Charity is delegated to the staff team, via the Chief Executive.

● Organisational structure and decision-making policies

The governance of the Charity rests with the Board of Trustees. The Trustees are the persons with the general control and management of the administration of the Charity. The Trustees carry the overall responsibility for the Charity including its financial stability and the implementation of its charitable aims and objectives. Strategic decisions as to the aims, activities, planning and budgets of the Charity are made by the Trustees. The Board meets at least four times per year.

● Related party relationships

The Charity has informal connections to Links USA, a US-based entity, operating under the "Links International" banner, which operates autonomously. Though it is a separate entity, Links USA works in relationship with the 'Head Office' in the UK, holding to Links' vision, mission, ethos and values, following the Charity's methods, branding and also utilising Links' training resources and operational models. The Charity does not have a trading subsidiary.

LINKS INTERNATIONAL

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

Plans for future periods

Links continues to grow in both scope and strength, investing in the development of internal systems, staff capacity, and regional presence. By enhancing our organisational structures and cultivating a strong, skilled team, we're laying the groundwork for sustainable growth and deeper global impact.

A key part of this strategy involves the creation and expansion of regional hubs—designed to extend our work across continents and provide more localised, responsive support to our global partners.

Current areas of focus include:

- Strengthening infrastructure to support the rollout of regional offices
- Ongoing development of our Africa Regional Hub operations
- Research and exploration into potential bases in Latin America and Asia
- Scaling up staff training and leadership development
- Refining digital systems to improve internal efficiencies and partner engagement

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 & 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Constitution. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

LINKS INTERNATIONAL

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

Auditors

The auditors, Baldwin Scofield Ltd, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 6 August 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'P Moore', written over a faint horizontal line.

P Moore
(Chair of Trustees)

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL

Opinion

We have audited the financial statements of Links International (the 'charity') for the year ended 31 December 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards 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 been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable incorporated organisation and determined that the most significant are those that relate to the reporting framework in conformity with the requirements of the Charities Act 2011 and the relevant direct and indirect tax compliance regulations in the United Kingdom.

We understood how the charitable incorporated organisation is complying with those frameworks by making enquiries of management to understand how the charitable company maintains and communicates its policies and procedures in these areas and corroborated this by reviewing supporting documentation and minutes of meetings of those charged with governance.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the risk of management override to be a fraud risk. In addition, we considered the risk of management override by sampling from the entire population of journals, identifying specific transactions which did not meet our expectations based on specific criteria and investigated these to gain an understanding and then agree back to source documentation.

Based on this understanding we designed our audit procedures to identify noncompliance with such laws and regulations. Our procedures involved verifying that material transactions were recorded in compliance with Financial Reporting Standards in conformity with the requirements of the Charities Act 2011.


A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Baldwin Scofield Ltd
Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

6 August 2025

Baldwin Scofield Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

LINKS INTERNATIONAL

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	1,411,417	71,879	1,483,296	1,428,970
Charitable activities	4	-	98,717	98,717	74,740
Other trading activities	5	-	13,060	13,060	12,449
Investments	6	-	13,841	13,841	9,401
Other income	7	-	-	-	500
Total income		1,411,417	197,497	1,608,914	1,526,060
Expenditure on:					
Raising funds		-	5,811	5,811	14,299
Charitable activities	9	1,411,265	229,957	1,641,222	1,510,842
Total expenditure		1,411,265	235,768	1,647,033	1,525,141
Net movement in funds		152	(38,271)	(38,119)	919
Reconciliation of funds:					
Total funds brought forward		690,682	291,042	981,724	980,805
Net movement in funds		152	(38,271)	(38,119)	919
Total funds carried forward		690,834	252,771	943,605	981,724

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

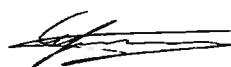
The notes on pages 20 to 34 form part of these financial statements.

LINKS INTERNATIONAL

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Current assets			
Debtors	14	25,725	26,178
Cash at bank and in hand		927,214	964,508
		<u>952,939</u>	<u>990,686</u>
Current liabilities			
Creditors: amounts falling due within one year	15	(9,334)	(8,962)
		<u>943,605</u>	<u>981,724</u>
Net current assets		<u>943,605</u>	<u>981,724</u>
Total assets less current liabilities		<u>943,605</u>	<u>981,724</u>
Total net assets		<u>943,605</u>	<u>981,724</u>
Charity funds			
Restricted funds	17	690,834	690,682
Unrestricted funds	17	252,771	291,042
Total funds		<u>943,605</u>	<u>981,724</u>

The financial statements were approved and authorised for issue by the Trustees on 06 August 2025 and signed on their behalf by:



G Jones
(Treasurer)

The notes on pages 20 to 34 form part of these financial statements.

LINKS INTERNATIONAL

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(37,294)	(7,634)
Cash flows from investing activities		
Dividends, interests and rents from investments	-	9,401
Net cash provided by investing activities	-	9,401
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(37,294)	1,767
Cash and cash equivalents at the beginning of the year	964,508	962,741
Cash and cash equivalents at the end of the year	927,214	964,508

The notes on pages 20 to 34 form part of these financial statements

LINKS INTERNATIONAL

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

1. General information

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Links International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	1,411,417	71,374	1,482,791
Legacies	-	505	505
	1,411,417	71,879	1,483,296
	1,411,417	71,879	1,483,296
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	1,213,653	78,648	1,292,301
Legacies	-	136,669	136,669
	1,213,653	215,317	1,428,970
	1,213,653	215,317	1,428,970

LINKS INTERNATIONAL

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

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Income from charitable activities - Administration fees received	98,717	98,717

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Income from charitable activities - Administration fees received	74,740	74,740

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising events	13,060	13,060

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Fundraising events	12,449	12,449

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Investment income - bank interest	13,841	13,841

LINKS INTERNATIONAL

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

6. Investment income (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Investment income - bank interest	9,401	9,401

7. Other incoming resources

	Total funds 2024 £
Other incoming resources	-

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Other incoming resources	500	500

8. Analysis of grants

	Grants to Institutions 2024 £	Total funds 2024 £
Grants to projects	1,411,265	1,411,265

	<i>Grants to Institutions 2023 £</i>	<i>Total funds 2023 £</i>
Grants to projects	1,297,216	1,297,216

LINKS INTERNATIONAL

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

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Direct costs of charitable activities	1,411,265	229,957	1,641,222
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Direct costs of charitable activities	1,297,216	213,626	1,510,842

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £
Direct costs	216,348	1,411,265	13,609	1,641,222
	<i>Activities undertaken directly 2023 £</i>	<i>Grant funding of activities 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Direct costs	200,690	1,297,216	12,936	1,510,842

LINKS INTERNATIONAL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2024 £	Total funds 2024 £
Staff costs	166,752	166,752
Travel costs	6,937	6,937
Regional African Coordinator	4,388	4,388
Other costs	266	266
Telephone & broadband	575	575
Website fees	3,883	3,883
Sundry expenses	2,839	2,839
Office rent and costs	7,683	7,683
Insurance	1,011	1,011
Computer and software costs	2,130	2,130
Postage	397	397
Office equipment maintenance	241	241
Photocopier costs	119	119
Africa office administration	19,127	19,127
	216,348	216,348
	216,348	216,348

LINKS INTERNATIONAL

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

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Activities</i> 2023 £	<i>Total</i> <i>funds</i> 2023 £
Staff costs	174,079	174,079
Travel costs	3,180	3,180
Regional African Coordinator	6,287	6,287
Other costs	341	341
Telephone & broadband	477	477
Website fees	3,295	3,295
Sundry expenses	35	35
Office rent and costs	7,312	7,312
Insurance	1,101	1,101
Computer and software costs	1,518	1,518
Postage	451	451
Office equipment maintenance	616	616
Photocopier costs	119	119
Africa office administration	1,879	1,879
	<u>200,690</u>	<u>200,690</u>

Analysis of support costs

	Total funds 2024 £	<i>Total</i> <i>funds</i> 2023 £
Professional fees	13,609	12,936

11. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	5,650	5,400

LINKS INTERNATIONAL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

12. Staff costs

	2024	2023
	£	£
Wages and salaries	158,180	163,963
Social security costs	6,660	7,292
Contribution to defined contribution pension schemes	1,912	2,824
	166,752	174,079
	166,752	174,079

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Direct charitable activities	6	4
Administration	1	1
	7	5
	7	5

No employee received remuneration amounting to more than £60,000 in either year.

Joe Gisbey is the chief executive and is paid a salary amounting to £46,665 (2023 - £45,300) plus pension contribution benefit amounting to £1,213 (2023 - £1,172). Employment expenses relating to travel costs amounting to a total of £3,772 (2023 - £3,157) were incurred with respect to the chief executive.

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - £NIL).

14. Debtors

	2024	2023
	£	£
Due within one year		
Other debtors	25,725	26,178
	25,725	26,178
	25,725	26,178

LINKS INTERNATIONAL

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

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	3,179	3,020
Pension fund loan payable	505	542
Accruals and deferred income	5,650	5,400
	<u>9,334</u>	<u>8,962</u>

16. Financial instruments

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value through income and expenditure	927,214	964,508
	<u>927,214</u>	<u>964,508</u>

Financial assets measured at fair value through income and expenditure comprise amounts held in bank accounts.

LINKS INTERNATIONAL

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
Unrestricted funds				
General Funds - all funds	291,042	197,497	(235,768)	252,771
Restricted funds				
Africa	35,762	108,080	(86,805)	57,037
Colombia	8,481	93,237	(92,565)	9,153
India	7,994	138,292	(130,773)	15,513
Kenya	25,830	116,351	(108,995)	33,186
Malawi	36,288	148,118	(147,913)	36,493
Mexico	29,216	47,820	(68,634)	8,402
Nepal	10,796	15,774	(22,544)	4,026
Nigeria	3,044	2,676	(2,162)	3,558
Pakistan	68,345	98,645	(71,384)	95,606
Philippines	19,671	101,356	(104,520)	16,507
Sierra Leone	10,183	36,545	(39,067)	7,661
South Africa	74,758	45,359	(53,161)	66,956
Tanzania	106	310	(471)	(55)
Thailand	31,527	11,833	(13,353)	30,007
Togo	16,942	6,000	(5,225)	17,717
Uganda	30,336	73,512	(85,553)	18,295
UK	44,096	50,674	(51,788)	42,982
Other	3,237	35,582	(29,335)	9,484
General/ Worldwide	234,070	281,253	(297,017)	218,306
	690,682	1,411,417	(1,411,265)	690,834
Total of funds	981,724	1,608,914	(1,647,033)	943,605

LINKS INTERNATIONAL

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

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2023 £</i>
Unrestricted funds				
General funds - all funds	206,560	312,407	(227,925)	291,042
Restricted funds				
Africa	34,011	86,183	(85,234)	34,960
Columbia	10,438	91,379	(93,336)	8,481
Europe	340	2,932	(3,272)	-
India	14,469	27,187	(33,661)	7,995
Kenya	24,954	37,350	(36,474)	25,830
Malawi	27,561	110,816	(102,089)	36,288
Mexico	21,615	52,251	(44,650)	29,216
Nepal	13,474	10,897	(13,575)	10,796
Nigeria	2,926	2,308	(2,190)	3,044
Philippines	9,628	84,002	(73,959)	19,671
Sierra Leone	7,097	38,041	(34,955)	10,183
South Africa	73,652	41,311	(40,205)	74,758
Tanzania	1,315	6,879	(8,088)	106
Thailand	40,029	9,643	(18,145)	31,527
Togo	12,982	6,000	(2,040)	16,942
Uganda	43,841	81,576	(95,081)	30,336
UK	44,165	79,025	(79,094)	44,096
Other	3,889	36,011	(35,865)	4,035
General/ worldwide	309,394	198,590	(273,911)	234,073
Pakistan	78,465	211,272	(221,392)	68,345
	<u>774,245</u>	<u>1,213,653</u>	<u>(1,297,216)</u>	<u>690,682</u>
Total of funds	<u><u>980,805</u></u>	<u><u>1,526,060</u></u>	<u><u>(1,525,141)</u></u>	<u><u>981,724</u></u>

LINKS INTERNATIONAL

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

18. Summary of funds

Summary of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
General funds	291,042	197,497	(235,768)	252,771
Restricted funds	690,682	1,411,417	(1,411,265)	690,834
	<u>981,724</u>	<u>1,608,914</u>	<u>(1,647,033)</u>	<u>943,605</u>

Summary of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
General funds	206,560	312,407	(227,925)	291,042
Restricted funds	774,245	1,213,653	(1,297,216)	690,682
	<u>980,805</u>	<u>1,526,060</u>	<u>(1,525,141)</u>	<u>981,724</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	690,834	262,105	952,939
Creditors due within one year	-	(9,334)	(9,334)
Total	<u>690,834</u>	<u>252,771</u>	<u>943,605</u>

LINKS INTERNATIONAL

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

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Current assets	690,682	300,004	990,686
Creditors due within one year	-	(8,962)	(8,962)
Total	690,682	291,042	981,724

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(38,119)	919
Adjustments for:		
Dividends, interests and rents from investments	-	(9,401)
Decrease in debtors	453	434
Increase in creditors	372	414
Net cash used in operating activities	(37,294)	(7,634)

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	927,214	964,508
Total cash and cash equivalents	927,214	964,508

LINKS INTERNATIONAL

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

22. Analysis of changes in net debt

	At 1 January 2024 £	Cash flows £	At 31 December 2024 £
Cash at bank and in hand	964,508	(37,294)	927,214
Debt due within 1 year	(542)	37	(505)
	<u>963,966</u>	<u>(37,257)</u>	<u>926,709</u>

23. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,824 (2022 - £2,706) An amount of £542 (2022 - £535) was payable to the fund at the balance sheet date and is included in creditors.

LINKS INTERNATIONAL

England & Wales - Charity number 1168872

Accounts

LINKS INTERNATIONAL

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

LINKS INTERNATIONAL

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LINKS INTERNATIONAL

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees

P Moore, Chair
G Jones, Treasurer
A King
D Kirby
B Ansell
B Gisbey
E Gladwell

Charity registered number

1168872

Principal office

P O Box 198
Littlehampton
West Sussex
BN16 3UQ

Independent auditors

Baldwin Scofield Ltd
Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

Bankers

Lloyds Bank plc
1 Silver Street
Enfield
EN1 3EE

Solicitors

Swaby, Clerk and Norris
16-21 Wakering Road
Barking
Essex
IG11 8QN

LINKS INTERNATIONAL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the year from 1 January 2023 to 31 December 2023. The Trustees confirm that the Annual report and financial statements of the charitable incorporated organisation comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

● Policies and objectives

The charitable objects of the charity are:

- (1) To advance the Christian faith;
- (2) To relieve persons who are in conditions of need, financial hardship or sickness;
- (3) To advance education;
- (4) To promote sustainable development by:
 - (a) the relief of poverty and the improvement of the conditions of life in socially and disadvantaged communities; and
 - (b) the promotion of sustainable means of achieving economic growth and regeneration.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

LINKS INTERNATIONAL

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

Objectives and activities (continued)

- **Strategies for achieving objectives**

Links' vision is to connect people, confront poverty and create potential. We do this by working together with key nationals and partners around the world, focusing on the five areas of Faith; Health; Business; Education; and Justice.

Faith

Our Christian faith underpins all of the work that we do, and we believe that international development is the logical outworking of the Christian message of God's restoration of all things through the finished work of Christ. We carry out extensive work around the areas of church partnerships, starting new faith communities and raising-up leaders.

Health

Links Community Healthcare (CHC) provides preventative health training to teams of volunteer CHC workers throughout the majority-world, working in slums, tribal communities and rural areas with limited medical facilities. Our SHINE programme comprises sanitation, hygiene, immunisation, nutrition and education, which eliminates many of the problems faced by the majority-world. A significant number of our other projects also have a direct impact on healthcare, whether these are agricultural projects, clean water projects, latrines providing greater sanitation or clinics meeting the needs of communities.

Business

Through business development, whether on a micro or macro level, Links has seen many tens of thousands of families come out of extreme poverty through training and micro-loan systems. Links also facilitates the development of income-generating projects to empower organisations in the majority world to raise much needed funds to cover their core costs, thus freeing them from the tyranny of having to constantly rely on funds being raised from the so called 'developed' world. Links has a strong portfolio of business development training resources for both loan recipients and micro-finance management committees.

Education

Links' education branch seeks to empower our partners around the world to provide innovative forms of education, from schooling to training and teaching in business, health, leadership and a range of sociological, political and theological issues.

Justice

Some of the key areas that we focus on are racial and gender equality, children's rights and protection, developing local justice systems, awareness of dangers, such as the predatory nature of people traffickers and dismantling cultural norms that contradict the culture of the Kingdom of God. We believe that as we work together, we can bring holistic solutions to the problems caused by poverty throughout the majority-world.

Achievements and performance

- **Public benefit**

The Trustees regularly consider and review the public benefit arising from the activities of the Charity. Their focus remains on maximising public benefit by supporting those in need, disadvantaged or economically deprived. The activities of Links International bring significant public benefit. Details of our particular projects and activities are best described on our website www.links.charity. The Trustees confirm that they have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Introduction

2023 was an exciting year for Links, with new partners, projects and team and trip opportunities around the world. We were able to continue developing our strategic work around the world, with significant development to our operations on the continent of Africa and Latin America, alongside renewed connections in the Far East and training opportunities visits to The Middle East too.

Our church and corporate partnerships in the UK have continued to grow, providing new strategic connections both at home and with our growing networks internationally

With the ongoing economic crisis that the UK has been experiencing, our main challenge continues to be funding the core costs of running the charity. The vast majority of these costs are operational, with a very small percentage going towards administrative costs.

We continue to strengthen our fundraising output and effort. In 2023 we carried out two specific campaigns to raise funds to cover both the Healthcare and Justice elements of Links' work. Also following a role restructure the CEO subsumed the fundraising responsibilities, freeing up funding from that role and significantly increasing the activity through direct engagement with their relational connections.

Links' infrastructure and spending are kept to a minimum and we were very grateful to receive a legacy, which strengthened our reserves. We have also made significant changes within the area of our administrative charges for various services that we run, having not reviewed or increased these for approximately 20 years. These changes have significantly improved our ability to cover our running costs.

Funding for our projects continues to remain strong and interest in our work continues to grow.

Our Act4You service has also continued to grow with new projects, corporate and church partnership, alongside growing input with networks such as Pioneer International, and individuals supported to make an impact around the world.

● Review of the year

We have continued to support and invest in our partnership with organisations overseas in over 40 different countries, and also here within the UK, throughout the year through:

- Team trips to provide training and support to overseas partners
- Provision of strategic resources
- Training, preaching and teaching
- Appeals and campaigns
- Administrative support and project consultancy
- Assistance in strategic policies for mission and development involvement

● Staff team

The Links staff team continues to develop with greater interaction and synergy now that there is a stronger rhythm of hybrid working, both office-based and also utilising technology to have the flexibility for home and distance working.

We have also been working towards developing a fully running Africa Regional Hub in Kenya and our CEO and Africa Regional Director are both carrying out all of the necessary due diligence and developing business plans for this centre and the ways that it will be impacting our partners across the continent.

The team consistently goes over and above in their work and carries the heart and ethos of Links to change lives and transform communities.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Overseas trips

In 2023 we were able to carry out trips to many communities around the world, delivering training in our core areas of Business Development, Healthcare, Education, Leadership development, and Justice issues - such as racial and gender equality, and also basic agricultural development.

Alongside this practical work, we have also provided a great deal of input, speaking and teaching in churches, seminars and conferences around the world. Links has also had the privilege of being able to facilitate team and trip experiences for UK churches. We also continue to utilise technology to carry out digital training for partners across the world.

March

Uganda – Joe Gisbey (CEO) and Sam Walker African Region Director (ARD) carried out business training and leadership development.

Kenya – Sam Walker visited partners around the country providing project consultancy and training. Sam also carried out a site visit of a potential new site for Links' African base.

April – May

Pakistan – Joe Gisbey was able to visit partners in Lahore and Islamabad, to carry out training in the areas of micro-enterprise development and to also carry out ongoing risk assessments and due diligence on project progress.

June – July

Uganda – Sam Walker carried out business training and leadership development.

Kenya – Sam Walker visited partners around the country providing project consultancy and training. Sam also carried out a site visit of a potential new site for Links' African base.

August

UK - Sam Walker visited from Malawi and took part in church events and conferences, promoting the work of Links International

October

Dubai - Joe Gisbey and Sam Walker took part in a training conference for Pioneer International, bringing together partners from Southern Asia (India, Sri Lanka, Nepal, Pakistan)

Thailand - Joe Gisbey and Sam Walker visited partners in Chaing Mai and carried out project consultancy and training sessions

December

UK – Visit from Links USA team and Links Africa Regional Director for planning and strategy sessions.

Colombia - Joe Gisbey visited partners in Colombia, carrying out training and site visits of projects.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Projects

Our aim is that all of the projects that Links initiates will be either self-sustaining or working towards that goal. We also ensure that our projects are holistic, empowering and create an income stream for our partners.

Working both with targeted funds from partners and general funds, in 2023 we have been able to support a range of projects. These included works aimed at:

- Providing aid and relief work in Colombia, India, Sri Lanka and Pakistan
- Solar Farming in Malawi
- Healthcare and sanitation projects, including pit latrines, water filtration and bore hole wells in Africa and India
- Training of voluntary healthcare workers
- Provision of safe water supply in various nations
- Malaria prevention
- Agricultural/ livestock initiatives
- Sustainable transport for village teams
- Medium-size business start-ups to provide employment and income streams for partners

Alongside these we were also able to fund new micro-enterprise projects in Uganda, Kenya, India, Malawi and Zambia, alongside maintaining the value of existing micro business funds (in response to high local inflation) and to encourage more growth in successful micro businesses.

● Act4You

Under our Act4You initiative, the number of accounts managed by Links has again increased. By the end of the year, we were handling a total of 143 active accounts and 107 account holders, covering more than 30 different countries. The accounts serve a wide range of clients from individuals to businesses and organisations involved in charitable work around the world, as well as offering governance and consultancy services where required. Due to the growing demands and wanting to ensure that we are carrying out sufficient due diligence and providing an excellent service we have increased the charges on these accounts to ensure ongoing sustainability and excellent governance.

● National offices

Relationships with the Links USA office remain strong and together we collaborate on several projects and initiatives around the world. We have also carried out significant work this year to develop our Africa-based regional office to better serve our partners throughout the continent. Looking forward we are investigating the potential of a Latin American and Asian regional base.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Communications

In 2022 we made the decision to send out our annual review/ update magazine as a digital download, rather than sending physical copies. This was driven both by our desire to be more ecologically responsible, and also recognising that this would be far more cost-effective. It was very well received, and we have repeated this method for 2023.

We have also continued to send out both a video and written monthly e:link, which has been a very successful way of keeping our partners up to date with news and developments. Both the e:link and e:magazine are sent on request and without charge to around 3,500 households in the UK and overseas.

The monthly email newsletter (e:Link) is currently distributed to approximately 1,500 recipients. This has proved to be popular and is a good way of increasing traffic to our website.

● Fundraising

We had another successful year in the area of sponsored events with participants raising both funds and awareness through events such as the London Marathon. We also saw an increase in individuals taking the initiative in setting up their own fundraising ideas such as sponsored runs, walks, quizzes and cake sales.

Several new church and corporate partnerships were also established.

Financial review

● Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

● Reserves policy

.The Trustees aim to maintain an ongoing reserve within general unrestricted funds of six months of usual operating costs. At present reserves are in excess of this and the trustees are considering various strategic options for the long-term use of some of these funds to ensure the most effective return on investments to secure the future activities of the charity.

LINKS INTERNATIONAL

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

● Results

Total incoming resources for the year were £1,526,060 (2022 - £1,453,310). Outgoing resources were £1,525,141 (2022 - £1,549,735). This resulted in a surplus for the year of £919 (2022 - £96,425 deficit).

The Trustees note that the change from a deficit in 2022 to a small surplus in 2023 was largely due to a significant legacy received in the year. The Trustees are aware that legacy income is, by its nature, an irregular source of income and continue to take account of the present economic state of the UK which, amidst high increases in the cost of living, is creating pressure on regular donations, as is the case with many charities, when overseeing the financial affairs of the charity.

As at the year end, the charity had total funds of £981,724 (2022 - £980,805) of which restricted funds, held separately in a dedicated bank account, represented £690,682 (2022 - £774,245).

● Financial risk management objectives and policies

The Trustees review their assessment of the major risks to which the Charity is exposed on a regular basis each year or when circumstances significantly change, if earlier. These risks include the dangers that can arise from working in potentially hostile settings. As such, we have developed policies and procedures to mitigate against such risks, including dynamic risk assessments, anti-terrorism, fraud and money laundering policies etc. Our procedures, policies and systems are reviewed at least annually to mitigate against the various risks.

● Investments

The level of investments and their location are reviewed at least annually or when any significant income is received.

● Payments to Trustees

There were no remunerative payments to Trustees; only expenses incurred by Trustees related to attending board meetings.

LINKS INTERNATIONAL

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

Structure, governance and management

● Constitution

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

The governance of the Charity rests with the Board of Trustees. The Trustees are the persons with the general control and management of the administration of the Charity. The Trustees carry the overall responsibility for the Charity including its financial stability and the implementation of its charitable aims and objectives. Strategic decisions as to the aims, activities, planning and budgets of the Charity are made by the Trustees. The Board meets at least four times per year.

The constitution provides that there must be at least three Trustees but does not specify an upper limit on the size of the Board. In practice, the Charity seeks to operate within the range of six to twelve Trustees at any time. Appointment of Trustees is governed by the constitution. Every Trustee is appointed for a term of three years by way of a resolution passed by the Board. In selecting individuals for appointment as Trustees, the Board has regard to the skills, knowledge and experience needed for the effective administration of the Charity. The Chief Executive is responsible for coordinating the induction of new Trustees, together with the Chair. Day-to-day management of the Charity is delegated to the staff team, via the Chief Executive.

The Charity has informal connections to Links USA, a US-based entity, operating under the "Links International" banner, which operates autonomously. Though it is a separate entity, Links USA works in relationship with the 'Head Office' in the UK, holding to Links' vision, mission, ethos and values, following the Charity's methods, branding and also utilising Links' training resources and operational models. The Charity does not have a trading subsidiary.

Plans for future periods

Links continues to grow, building capacity by developing our internal structures and staff team and also expanding into new regions by creating regional hubs to cascade our work out into the different continents.

Some of the current activities being worked on include:

- Continued development of the African Regional Director role
- Ongoing development of the new Links Africa base
- Begin planning development of Latin American and Asian bases
- Look to recruit a Operations Manager
- Continue to develop new Church and Corporate Partnerships in the UK
- Development of the WorldChangers community of fundraisers and donors
- Development of digital technologies, fully utilise our new website and the new Donorfy database to better serve our clients
- Further development of materials and resources in both English and Spanish
- Continued development and improvement of our business development work, both at micro and macro levels
- Continued development of website and social media communications, including Spanish versions of these
- Developing the area of specific fundraising targets and objectives.

LINKS INTERNATIONAL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 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 & Wales requires the Trustees to prepare financial statements for each financial which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Constitution. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Baldwin Scofield Ltd, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 7 August 2024 and signed on their behalf by:



P Moore
(Chair of Trustees)

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL

Opinion

We have audited the financial statements of Links International (the 'charity') for the year ended 31 December 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards 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 been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable incorporated organisation and determined that the most significant are those that relate to the reporting framework in conformity with the requirements of the Charities Act 2011 and the relevant direct and indirect tax compliance regulations in the United Kingdom.

We understood how the charitable incorporated organisation is complying with those frameworks by making enquiries of management to understand how the charitable company maintains and communicates its policies and procedures in these areas and corroborated this by reviewing supporting documentation and minutes of meetings of those charged with governance.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the risk of management override to be a fraud risk. In addition, we considered the risk of management override by sampling from the entire population of journals, identifying specific transactions which did not meet our expectations based on specific criteria and investigated these to gain an understanding and then agree back to source documentation.

Based on this understanding we designed our audit procedures to identify noncompliance with such laws and regulations. Our procedures involved verifying that material transactions were recorded in compliance with Financial Reporting Standards in conformity with the requirements of the Charities Act 2011.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Baldwin Scofield Ltd

Chartered Accountants

Statutory auditors

3 Newhouse Business Centre

Old Crawley Road

Horsham

West Sussex

RH12 4RU

7 August 2024

Baldwin Scofield Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

LINKS INTERNATIONAL

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	1,213,653	215,317	1,428,970	1,392,285
Charitable activities	4	-	74,740	74,740	40,369
Other trading activities	5	-	12,449	12,449	18,058
Investments	6	-	9,401	9,401	2,598
Other income	7	-	500	500	-
Total income		1,213,653	312,407	1,526,060	1,453,310
Expenditure on:					
Raising funds		-	14,299	14,299	28,907
Charitable activities	9	1,297,216	213,626	1,510,842	1,520,828
Total expenditure		1,297,216	227,925	1,525,141	1,549,735
Net movement in funds		(83,563)	84,482	919	(96,425)
Reconciliation of funds:					
Total funds brought forward		774,245	206,560	980,805	1,077,230
Net movement in funds		(83,563)	84,482	919	(96,425)
Total funds carried forward		690,682	291,042	981,724	980,805

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

The notes on pages 18 to 32 form part of these financial statements.

LINKS INTERNATIONAL

BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Current assets			
Debtors	14	26,178	26,612
Cash at bank and in hand		964,508	962,741
		<u>990,686</u>	<u>989,353</u>
Creditors: amounts falling due within one year	15	(8,962)	(8,548)
Net current assets		<u>981,724</u>	<u>980,805</u>
Total assets less current liabilities		<u>981,724</u>	<u>980,805</u>
Total net assets		<u>981,724</u>	<u>980,805</u>
Charity funds			
Restricted funds	17	690,682	774,245
Unrestricted funds	17	291,042	206,560
Total funds		<u>981,724</u>	<u>980,805</u>

The financial statements were approved and authorised for issue by the Trustees on 07 August 2024 and signed on their behalf by:



G Jones
(Treasurer)

The notes on pages 18 to 32 form part of these financial statements.

LINKS INTERNATIONAL

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	(7,634)	(98,977)
	_____	_____
Cash flows from investing activities		
Dividends, interests and income from investments	9,401	2,598
	_____	_____
Net cash provided by investing activities	9,401	2,598
	_____	_____
Cash flows from financing activities		
	_____	_____
Net cash provided by financing activities	-	-
	_____	_____
Change in cash and cash equivalents in the year	1,767	(96,379)
Cash and cash equivalents at the beginning of the year	962,741	1,059,120
	_____	_____
Cash and cash equivalents at the end of the year	964,508	962,741
	=====	=====

The notes on pages 18 to 32 form part of these financial statements

LINKS INTERNATIONAL

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

1. General information

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Links International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations	1,213,653	78,648	1,292,301
Legacies	-	136,669	136,669
	1,213,653	215,317	1,428,970
	1,213,653	215,317	1,428,970
	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	1,283,963	69,891	1,353,854
Legacies	-	17,819	17,819
Grants	-	20,612	20,612
	1,283,963	108,322	1,392,285
	1,283,963	108,322	1,392,285

LINKS INTERNATIONAL

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

4. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £
Income from charitable activities - Administration fees received	74,740	74,740

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Income from charitable activities - Administration fees received	40,369	40,369

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising events	12,449	12,449

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Fundraising events	18,058	18,058

6. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Investment income - bank interest	9,401	9,401

LINKS INTERNATIONAL

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

6. Investment income (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Investment income - bank interest	2,598	2,598

7. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Other incoming resources	500	500	-

8. Analysis of grants

	Grants to Institutions 2023 £	Total funds 2023 £
Grants to projects	1,297,216	1,297,216

	<i>Grants to Institutions 2022 £</i>	<i>Total funds 2022 £</i>
Grants to projects	1,281,748	1,281,748

LINKS INTERNATIONAL

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

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £
Direct costs of charitable activities	1,297,216	213,626	1,510,842
	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Direct costs of charitable activities	1,281,748	239,080	1,520,828

10. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £
Direct costs	200,690	1,297,216	12,936	1,510,842
	<i>Activities undertaken directly 2022 £</i>	<i>Grant funding of activities 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Direct costs	209,541	1,281,748	29,539	1,520,828

LINKS INTERNATIONAL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2023 £	Total funds 2023 £
Staff costs	174,079	174,079
Travel costs	3,180	3,180
Regional African Coordinator	6,287	6,287
Other costs	341	341
Telephone and broadband	477	477
Website fees	3,295	3,295
Sundry expenses	35	35
Office rent and costs	7,312	7,312
Insurance	1,101	1,101
Computer and software costs	1,518	1,518
Postage	451	451
Office equipment maintenance	616	616
Photocopier costs	119	119
Africa office administration	1,879	1,879
	200,690	200,690
	200,690	200,690

LINKS INTERNATIONAL

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

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Activities</i> 2022 £	<i>Total</i> <i>funds</i> 2022 £
Staff costs	173,667	173,667
Travel costs	5,088	5,088
Regional African Coordinator	4,890	4,890
Other costs	428	428
Telephone and broadband	355	355
Website fees	9,037	9,037
Sundry expenses	612	612
Office rent and costs	6,495	6,495
Insurance	3,905	3,905
Computer and software costs	2,246	2,246
Postage	677	677
Equipment maintenance	39	39
Photocopier costs	174	174
Staff training	396	396
Africa office administration	1,532	1,532
	<u>209,541</u>	<u>209,541</u>

Analysis of support costs

	Activities 2023 £	Total funds 2023 £
Professional fees	12,936	12,936

	<i>Activities</i> 2022 £	<i>Total</i> <i>funds</i> 2022 £
Professional fees	29,539	29,539

LINKS INTERNATIONAL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

11. Auditors' remuneration

	2023	2022
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	5,400	5,040

12. Staff costs

	2023	2022
	£	£
Wages and salaries	163,963	163,673
Social security costs	7,292	7,288
Contribution to defined contribution pension schemes	2,824	2,706
	174,079	173,667

The average number of persons employed by the Charity during the year was as follows:

	2023	2022
	No.	No.
Direct charitable activities	4	4
Administration	1	1
	5	5

No employee received remuneration amounting to more than £60,000 in either year.

Joe Gisbey is the chief executive and is paid a salary amounting to £45,300 (2022 - £43,971) plus pension contribution benefit amounting to £1,172 (2022 - £1,132). Employment expenses relating to travel costs amounting to a total of £3,157 (2022 - £2,367) were incurred with respect to the chief executive.

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, no Trustee expenses have been incurred (2022 - £NIL).

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

14. Debtors

	2023 £	2022 £
Due within one year		
Other debtors	26,178	26,612
	<u>26,178</u>	<u>26,612</u>

15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	3,020	2,973
Pension contributions payable	542	535
Accruals and deferred income	5,400	5,040
	<u>8,962</u>	<u>8,548</u>

16. Financial instruments

	2023 £	2022 £
Financial assets		
Financial assets measured at fair value through income and expenditure	964,508	962,741
	<u>964,508</u>	<u>962,741</u>

Financial assets measured at fair value through income and expenditure comprise amounts held in bank accounts.

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
General Funds - all funds	206,560	312,407	(227,925)	291,042
Restricted funds				
Africa	34,011	86,183	(85,234)	34,960
Columbia	10,438	91,379	(93,336)	8,481
Europe	340	2,932	(3,272)	-
India	14,469	27,187	(33,661)	7,995
Kenya	24,954	37,350	(36,474)	25,830
Malawi	27,561	110,816	(102,089)	36,288
Mexico	21,615	52,251	(44,650)	29,216
Nepal	13,474	10,897	(13,575)	10,796
Nigeria	2,926	2,308	(2,190)	3,044
Philippines	9,628	84,002	(73,959)	19,671
Sierra Leone	7,097	38,041	(34,955)	10,183
South Africa	73,652	41,311	(40,205)	74,758
Tanzania	1,315	6,879	(8,088)	106
Thailand	40,029	9,643	(18,145)	31,527
Togo	12,982	6,000	(2,040)	16,942
Uganda	43,841	81,576	(95,081)	30,336
UK	44,165	79,025	(79,094)	44,096
Other	3,889	36,011	(35,865)	4,035
General/worldwide	309,394	198,590	(273,911)	234,073
Pakistan	78,465	211,272	(221,392)	68,345
	774,245	1,213,653	(1,297,216)	690,682
Total of funds	980,805	1,526,060	(1,525,141)	981,724

LINKS INTERNATIONAL

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

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2022 £</i>
Unrestricted funds				
General Funds - all funds	305,200	169,347	(267,987)	206,560
Restricted funds				
Africa	13,233	125,629	(104,851)	34,011
Columbia	15,940	102,113	(107,615)	10,438
Europe	55	1,615	(1,330)	340
India	13,260	43,146	(41,937)	14,469
Kenya	25,123	39,560	(39,729)	24,954
Malawi	31,527	114,145	(118,111)	27,561
Mexico	19,278	18,431	(16,094)	21,615
Nepal	15,859	14,355	(16,740)	13,474
Nigeria	803	2,748	(625)	2,926
Philippines	11,989	23,325	(25,686)	9,628
Sierra Leone	3,086	59,485	(55,474)	7,097
South Africa	61,319	47,443	(35,110)	73,652
Tanzania	1,296	404	(385)	1,315
Thailand	44,386	12,122	(16,479)	40,029
Togo	9,282	6,000	(2,300)	12,982
Uganda	49,763	100,917	(106,839)	43,841
UK	38,679	79,916	(74,430)	44,165
Other	4,491	34,676	(35,278)	3,889
General/worldwide	347,464	304,041	(342,111)	309,394
Pakistan	65,197	153,892	(140,624)	78,465
	<u>772,030</u>	<u>1,283,963</u>	<u>(1,281,748)</u>	<u>774,245</u>
Total of funds	<u><u>1,077,230</u></u>	<u><u>1,453,310</u></u>	<u><u>(1,549,735)</u></u>	<u><u>980,805</u></u>

LINKS INTERNATIONAL

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

18. Summary of funds

Summary of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
General funds	206,560	312,407	(227,925)	291,042
Restricted funds	774,245	1,213,653	(1,297,216)	690,682
	<u>980,805</u>	<u>1,526,060</u>	<u>(1,525,141)</u>	<u>981,724</u>

Summary of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
General funds	305,200	169,347	(267,987)	206,560
Restricted funds	772,030	1,283,963	(1,281,748)	774,245
	<u>1,077,230</u>	<u>1,453,310</u>	<u>(1,549,735)</u>	<u>980,805</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	690,682	300,004	990,686
Creditors due within one year	-	(8,962)	(8,962)
Total	<u>690,682</u>	<u>291,042</u>	<u>981,724</u>

LINKS INTERNATIONAL

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

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Current assets	774,245	215,108	989,353
Creditors due within one year	-	(8,548)	(8,548)
Total	<u>774,245</u>	<u>206,560</u>	<u>980,805</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	919	(96,425)
Adjustments for:		
Dividends, interests and rents from investments	(9,401)	(2,598)
Decrease/(increase) in debtors	434	(1,840)
Increase in creditors	414	1,886
Net cash used in operating activities	<u>(7,634)</u>	<u>(98,977)</u>

21. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	964,508	962,741
Total cash and cash equivalents	<u>964,508</u>	<u>962,741</u>

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

22. Analysis of changes in net debt

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	962,741	1,767	964,508
Debt due within 1 year	(535)	(7)	(542)
	<u>962,206</u>	<u>1,760</u>	<u>963,966</u>

23. Pension commitments

"The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,824 (2022 - £2,706) An amount of £542 (2022 - £535) was payable to the fund at the balance sheet date and is included in creditors.

24. Related party transactions

The trustees made a decision to engage Leap Fundraising Ltd as an external fundraising consultant having considered a number of options. Ben Ansell, a trustee, is a director of Leap Fundraising Ltd to which an amount of £8,100 (2022: £9,240) was paid during the year for fundraising consultancy services.

Ben Gisbey, a trustee, is the brother of Joe Gisbey who is employed by the charity as the chief executive and as such there is a potential conflict of interest in acting as a trustee which has been disclosed to the trustees.



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Parties involved with this document

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Audit history log

Date	Action
Mon, 2nd Sep 2024 15:31:24 UTC	Mr Phil Moore viewed the envelope (18.133.233.197)
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Mon, 2nd Sep 2024 15:10:25 UTC	Mr Gareth David Jones viewed the envelope (2.100.249.242)
Mon, 2nd Sep 2024 15:10:24 UTC	Sent the envelope to Mr Phil Moore for signing (2.100.249.242)
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Mon, 2nd Sep 2024 15:09:04 UTC	Document emailed to party email (18.169.53.87)
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Mon, 2nd Sep 2024 15:08:52 UTC	Mr Phil Moore has been assigned to this envelope. (18.171.222.38)
Mon, 2nd Sep 2024 15:08:52 UTC	Mr Gareth David Jones has been assigned to this envelope. (18.171.222.38)
Mon, 2nd Sep 2024 15:08:52 UTC	Envelope generated. (18.171.222.38)
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Mon, 2nd Sep 2024 15:08:52 UTC	Document generated with fingerprint 0d60f7835a4e4c1605c76759f4abd84f. (18.171.222.38)
Mon, 2nd Sep 2024 15:08:50 UTC	Envelope generated with fingerprint 60957f56ee2632b36abe7701e2a53009 (35.176.231.177)

LINKS INTERNATIONAL

England & Wales - Charity number 1168872

Accounts

LINKS INTERNATIONAL

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

LINKS INTERNATIONAL

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2022

Trustees

P Moore, Chair
G Jones, Treasurer
C Read (resigned 2 November 2022)
A King
D Kirby
B Ansell
B Gisbey
E Gladwell

Charity registered number

1168872

Principal office

P O Box 198
Littlehampton
West Sussex
BN16 3UQ

Independent auditors

Baldwin Scofield Ltd
Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

Bankers

Lloyds Bank plc
1 Silver Street
Enfield
EN1 3EE

Solicitors

Swaby, Clerk and Norris
16-21 Wakering Road
Barking
Essex
IG11 8QN

LINKS INTERNATIONAL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their annual report together with the audited financial statements of the Charity for the 1 January 2022 to 31 December 2022.

Objectives and activities

● Policies and objectives

The charitable objects of the charity are:

- (1) To advance the Christian faith;
- (2) To relieve persons who are in conditions of need, financial hardship or sickness;
- (3) To advance education;
- (4) To promote sustainable development by:
 - (a) the relief of poverty and the improvement of the conditions of life in socially and disadvantaged communities; and
 - (b) the promotion of sustainable means of achieving economic growth and regeneration.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

LINKS INTERNATIONAL

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

Objectives and activities (continued)

- **Strategies for achieving objectives**

Links' vision is to connect people, confront poverty and create potential. We do this by working together with key nationals and partners around the world, focusing on the five areas of Faith; Health; Business; Education; and Justice.

Faith

Our Christian faith underpins all of the work that we do, and we believe that international development is the logical outworking of the Christian message of God's restoration of all things through the finished work of Christ. We carry out extensive work around the areas of church partnerships, starting new faith communities and raising-up leaders.

Health

Links Community Healthcare (CHC) provides preventative health training to teams of volunteer CHC workers throughout the majority-world, working in slums, tribal communities and rural areas with limited medical facilities. Our SHINE programme comprises sanitation, hygiene, immunisation, nutrition and education, which eliminates many of the problems faced by the majority-world. A significant number of our other projects also have a direct impact on healthcare, whether these are agricultural projects, clean water projects, latrines providing greater sanitation or clinics meeting the needs of communities.

Business

Through business development, whether on a micro or macro level, Links has seen many tens of thousands of families come out of extreme poverty through training and micro-loan systems. Links also facilitates the development of income-generating projects to empower organisations in the majority world to raise much needed funds to cover their core costs, thus freeing them from the tyranny of having to constantly rely on funds being raised from the so called 'developed' world. Links has a strong portfolio of business development training resources for both loan recipients and micro-finance management committees.

Education

Links' education branch seeks to empower our partners around the world to provide innovative forms of education, from schooling to training and teaching in business, health, leadership and a range of sociological, political and theological issues.

Justice

Some of the key areas that we focus on are racial and gender equality, children's rights and protection, developing local justice systems, awareness of dangers, such as the predatory nature of people traffickers and dismantling cultural norms that contradict the culture of the Kingdom of God. We believe that as we work together, we can bring holistic solutions to the problems caused by poverty throughout the majority-world.

Achievements and performance

- **Public benefit**

The Trustees regularly consider and review the public benefit arising from the activities of the Charity. Their focus remains on maximising public benefit by supporting those in need, disadvantaged or economically deprived. The activities of Links International bring significant public benefit. Details of our particular projects and activities are best described on our website www.links.charity. The Trustees confirm that they have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Introduction

2022 was an exciting year for Links, with new partners, projects and team and trip opportunities around the world. It was probably the first year following the pandemic that things felt a little closer to usual operational rhythms. However, it has also been a year of tremendous upheaval with significant international crises, both natural and man-made. This year we have responded with emergency appeals to help partners affected by the war in Ukraine and the devastating flooding that hit Pakistan.

With the accompanying economic crisis that the UK has experienced, a key challenge has been funding the core costs of running the charity as many donors have inevitably had to reduce their giving. However, we have continued to strengthen our fundraising output and effort, with two specific campaigns to cover areas of Links' work and we are also developing the Fundraiser role.

Links' infrastructure and spending are kept to a minimum and we have been very grateful to receive legacy funding that has strengthened our reserves and been a source to draw on in what has otherwise been a leaner year. Aside from funds raised for operational costs we see that funding for our projects continues to remain strong and interest in our work continues to grow. This year we were able to complete an overdue rebrand, which has been very well received and fostered even more interest with new potential markets and donors. Another impact financially has been the embryonic implementation of a change to our charges around project management and trip administration which has helped balance our profit and loss.

Our Act4You service has also continued to grow with new projects, corporate and church partnership, alongside growing input with movements such as Pioneer International, and individuals supported to make an impact around the world.

● Review of the year

We have continued to support and invest in our partnership with organisations overseas in over 40 different countries, and also here within the UK, throughout the year through:

- Team trips to provide training and support to overseas partners
- Provision of strategic resources
- Training, preaching and teaching
- Appeals and campaigns
- Administrative support and project consultancy
- Assistance in strategic policies for mission and development involvement

● Staff team

The Links staff team continues to develop with greater interaction and synergy now that there is a stronger rhythm of hybrid working, both office-based and also utilising technology to have the flexibility for home and distance working.

One exciting opportunity for a number of our office-based staff came in September, when they were able to visit our Africa Regional Office in Malawi and to take part in training visits to many of our partners around the country. This was an inspiring time for those involved and helped solidify the importance of their roles, which they can sometimes feel are more behind the scenes.

The team consistently goes over and above in their work and carries the heart and ethos of Links to change lives and transform communities.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Overseas trips

In 2022 we were finally able to really begin to travel and engage more directly, as opposed to only digitally with our partners around the world. We have been able to carry out trips to many communities around the world, delivering training in the areas of Business Development, Healthcare, Education, Leadership development, Justice issues such as racial and gender equality and also basic agricultural development. Alongside this practical work, we have also provided a great deal of spiritual input, speaking and teaching in churches, seminars and conferences around the world. Links has also had the privilege of being able to facilitate team and trip experiences for UK churches. We also continue to utilise technology to carry out digital training for partners across the world.

January – February

Malawi and Zambia – Sam Walker (Africa Region Coordinator) carried out a number of training sessions with partners in various regions throughout Malawi and digital training into neighbouring Zambia.

March

Uganda – Joe Gisbey (CEO) and Sam Walker carried out business training and leadership development.
Kenya – Sam Walker visited partners around the country providing project consultancy and training. Sam also carried out a site visit of a potential new site for Links' African base.

April – May

Malawi – Further training in various locations carried out by Sam Walker.

June – July

Tanzania – Fundraising trip where Joe Gisbey and Sam Walker took part in a sponsored climb of Mount Kilimanjaro.

September

Kenya – Micro Enterprise Training and site visits.
Malawi – Links staff including Ann Edmunds (Healthcare Manager), Paula Orr (Office Manager) and Mandy Dukes (Accounts Manager) joined Sam Walker in Malawi to carry out predominantly healthcare training for partners in various locations around the country.

October

UK – Visit from Links USA team for planning and strategy sessions.
Malawi – Links facilitated the visit of a small team from Ashwood Church.

November

Sri Lanka – Joe Gisbey visited communities affected by the economic crisis in the country and carried out business and leadership development training.

December

Kenya – Sam Walker carried out training and a site visit, before return to the UK for Christmas.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Projects

Our aim is that all of the projects that Links initiates will be either self-sustaining or working towards that goal. We also ensure that our projects are holistic, empowering and create an income stream for our partners. There are a number of our projects connected to specific areas of our work, such as water and agricultural projects that connect to our healthcare training; or macro businesses, that can generate further funding for micro-enterprise development. Whether business, health, education or social benefit focused, our projects will often be identified through needs assessments carried out together with our partners during team trips.

Working both with targeted funds from partners and general funds, in 2022 we have been able to support a range of projects. These included works aimed at:

- Providing aid and relief work in Ukraine, Sri Lanka and Pakistan
- Community Centre in Colombia
- Healthcare and sanitation projects, including pit latrines, water filtration and bore hole wells in Africa and India
- Provision of safe water supply in various nations
- Malaria prevention
- Agricultural/ livestock initiatives
- Solar energy initiatives
- Sustainable transport for village teams
- Medium-size business start-ups to provide employment and income streams for partners

Alongside these we were also able to fund new micro-enterprise projects in Colombia, Uganda, Kenya, India, Malawi and Zambia, alongside maintaining the value of existing micro business funds (in response to high local inflation) and to encourage more growth in successful micro businesses. One of the ways that this area of work is growing is in our "MED+1" scheme (MED = Micro Enterprise Development) to enable the employment of others within existing micro businesses, for those unable to lead their own business. Alongside this we also continue to develop co-operative village banking groups.

● Act4You

Under our Act4You initiative, the number of accounts managed by Links has again increased. By the end of the year, we were handling 128 accounts on behalf of approximately 105 individuals, businesses and organisations involved in charitable work in approximately 30 countries, as well as offering governance and consultancy services where required. Due to the growing demands and wanting to ensure that we are carrying out sufficient due diligence and providing an excellent service we have increased the charges on these accounts to ensure ongoing sustainability.

● National offices

Relationships with the Links USA office remain strong and together we collaborate on several projects and initiatives around the world. We are also developing our Africa-based regional office to better serve our partners throughout the continent. Looking forward we are investigating the potential of a Latin American and Asian regional base.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

• Communications

Having carried out a rebrand process towards the end of 2021 and early 2022, we were excited to launch the new brand in spring and have received a lot of positive feedback. This has also created a great opportunity to increase our social media and website output. We made the decision for 2022 to send out our annual review/update magazine as a digital download, rather than sending physical copies. This was driven both by our desire to be more ecologically responsible, and also recognising that this would be far more cost-effective. It was very well received and we will repeat this method for 2023.

We also send out both a video and written monthly e:link, which has been a very successful way of keeping our partners up to date with news and developments. Both the e:link and e:magazine are sent on request and without charge to around 3,200 households in the UK and overseas.

The monthly email newsletter (e:Link) is currently distributed to approximately 1,000 recipients. This has proved to be popular and is a good way of increasing traffic to our website.

• Fundraising

We had another successful year in the area of sponsored events with participants raising both funds and awareness through events such as the London Marathon. We also saw an increase in individuals taking the initiative in setting up their own fundraising ideas such as short sponsored runs, walks, quizzes and cake sales. Several new church partnerships were established and a rhythm of events such as "Drinks With Links" to promote our corporate partnership programs were also carried out.

Financial review

• Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

• Reserves policy

The Trustees aim to maintain an ongoing reserve within general unrestricted funds of six months of usual operating costs. At present reserves are in excess of this and the trustees are considering various strategic options for the long-term use of some of these funds to ensure the most effective return on investments to secure the future activities of the charity.

LINKS INTERNATIONAL

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

● Results

Total incoming resources for the year were £1,453,310 (2021 - £1,805,816). Outgoing resources were £1,549,735 (2021 - £1,531,783). This resulted in a deficit for the year of £96,425 (2021 - £274,033 surplus).

The Trustees note that the change from a surplus in 2021 to a deficit in 2022 was largely due to a decrease in income. The two significant factors were a significant legacy income in 2021 which, by its nature, is not a regular occurrence and, in addition, the present economic state of the UK which, amidst high increases in the cost of living, is creating pressure on regular donations, as is the case with many charities.

The Trustees have reviewed the position of the Charity and reflected the present economic conditions in their ongoing budgeting process for the current year.

As at the year end, the charity had total funds of £980,805 (2021 - £1,077,230) of which restricted funds, held separately in a dedicated bank account, represented £774,245 (2021 - £772,030)

● Financial risk management objectives and policies

The Trustees review their assessment of the major risks to which the Charity is exposed on a regular basis each year or when circumstances significantly change, if earlier. These risks include the dangers that can arise from working in potentially hostile settings. As such, we have developed policies and procedures to mitigate against such risks, including dynamic risk assessments, anti-terrorism, fraud and money laundering policies etc. Our procedures, policies and systems are reviewed at least annually to mitigate against the various risks.

● Investments

The level of investments and their location are reviewed at least annually or when any significant income is received.

● Payments to Trustees

There were no remunerative payments to Trustees; only expenses incurred by Trustees related to attending board meetings.

LINKS INTERNATIONAL

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

Structure, governance and management

● Constitution

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

The governance of the Charity rests with the Board of Trustees. The Trustees are the persons with the general control and management of the administration of the Charity. The Trustees carry the overall responsibility for the Charity including its financial stability and the implementation of its charitable aims and objectives. Strategic decisions as to the aims, activities, planning and budgets of the Charity are made by the Trustees. The Board meets at least four times per year.

The constitution provides that there must be at least three Trustees but does not specify an upper limit on the size of the Board. In practice, the Charity seeks to operate within the range of six to twelve Trustees at any time. Appointment of Trustees is governed by the constitution. Every Trustee is appointed for a term of three years by way of a resolution passed by the Board. In selecting individuals for appointment as Trustees, the Board has regard to the skills, knowledge and experience needed for the effective administration of the Charity. The Chief Executive is responsible for coordinating the induction of new Trustees, together with the Chair. Day-to-day management of the Charity is delegated to the staff team, via the Chief Executive.

The Charity has informal connections to Links USA, a US-based entity, operating under the "Links International" banner, which operates autonomously. Though it is a separate entity, Links USA works in relationship with the 'Head Office' in the UK, holding to Links' vision, mission, ethos and values, following the Charity's methods, branding and also utilising Links' training resources and operational models. The Charity does not have a trading subsidiary.

Plans for future periods

Links continues to grow, building capacity by developing our internal structures and staff team and also expanding into new regions by creating regional hubs to cascade our work out into the different continents.

Some of the current activities being worked on include:

- Continued development of the African Regional Coordinator role, currently based in Malawi
- Development of the Links Africa base as a pilot for other international regional offices
- Continue to develop new Church and Corporate Partnerships in the UK
- Development of the WorldChangers community of fundraisers and donors
- Development of digital technologies, fully utilise our new website and the new Donorfy database to better serve our clients
- Further development of materials and resources in both English and Spanish
- Continued development and improvement of our business development work, both at micro and macro levels
- Continued development of website and social media communications
- Developing the area of specific fundraising targets and objectives
- Strengthen and expand the Board of Trustees

LINKS INTERNATIONAL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 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 & 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Constitution. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Baldwin Scofield Ltd, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 18 October 2023 and signed on their behalf by:

P Moore
(Chair of Trustees)

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL

Opinion

We have audited the financial statements of Links International (the 'charity') for the year ended 31 December 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards 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 been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable incorporated organisation and determined that the most significant are those that relate to the reporting framework in conformity with the requirements of the Charities Act 2011 and the relevant direct and indirect tax compliance regulations in the United Kingdom.

We understood how the charitable incorporated organisation is complying with those frameworks by making enquiries of management to understand how the charitable company maintains and communicates its policies and procedures in these areas and corroborated this by reviewing supporting documentation and minutes of meetings of those charged with governance.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the risk of management override to be a fraud risk. In addition, we considered the risk of management override by sampling from the entire population of journals, identifying specific transactions which did not meet our expectations based on specific criteria and investigated these to gain an understanding and then agree back to source documentation.

Based on this understanding we designed our audit procedures to identify noncompliance with such laws and regulations. Our procedures involved verifying that material transactions were recorded in compliance with Financial Reporting Standards in conformity with the requirements of the Charities Act 2011.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Baldwin Scofield Ltd

Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

18 October 2023

Baldwin Scofield Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

LINKS INTERNATIONAL

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	1,283,963	108,322	1,392,285	1,761,659
Charitable activities	4	-	40,369	40,369	36,530
Other trading activities	5	-	18,058	18,058	4,700
Investments	6	-	2,598	2,598	2,278
Other income	7	-	-	-	649
Total income		1,283,963	169,347	1,453,310	1,805,816
Expenditure on:					
Raising funds		-	28,907	28,907	50,487
Charitable activities	9	1,281,748	239,080	1,520,828	1,481,296
Total expenditure		1,281,748	267,987	1,549,735	1,531,783
Net movement in funds		2,215	(98,640)	(96,425)	274,033
Reconciliation of funds:					
Total funds brought forward		772,030	305,200	1,077,230	803,197
Net movement in funds		2,215	(98,640)	(96,425)	274,033
Total funds carried forward		774,245	206,560	980,805	1,077,230

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

The notes on pages 18 to 32 form part of these financial statements.

LINKS INTERNATIONAL

BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
Current assets			
Debtors	14	26,612	24,772
Cash at bank and in hand		962,741	1,059,120
		<u>989,353</u>	<u>1,083,892</u>
Creditors: amounts falling due within one year	15	(8,548)	(6,662)
Net current assets		<u>980,805</u>	<u>1,077,230</u>
Total assets less current liabilities		<u>980,805</u>	<u>1,077,230</u>
Total net assets		<u>980,805</u>	<u>1,077,230</u>
Charity funds			
Restricted funds	17	774,245	772,030
Unrestricted funds	17	206,560	305,200
Total funds		<u>980,805</u>	<u>1,077,230</u>

The financial statements were approved and authorised for issue by the Trustees on 18 October 2023 and signed on their behalf by:

G Jones
(Treasurer)

The notes on pages 18 to 32 form part of these financial statements.

LINKS INTERNATIONAL

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	(98,977)	291,896
	-----	-----
Cash flows from investing activities		
Dividends, interests and rents from investments	2,598	2,278
	-----	-----
Net cash provided by investing activities	2,598	2,278
	-----	-----
Cash flows from financing activities		
	-----	-----
Net cash provided by financing activities	-	-
	-----	-----
Change in cash and cash equivalents in the year	(96,379)	294,174
Cash and cash equivalents at the beginning of the year	1,059,120	764,946
	-----	-----
Cash and cash equivalents at the end of the year	962,741	1,059,120
	=====	=====

The notes on pages 18 to 32 form part of these financial statements

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. General information

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Links International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	1,283,963	69,891	1,353,854
Legacies	-	17,819	17,819
Grants	-	20,612	20,612
	1,283,963	108,322	1,392,285
	1,283,963	108,322	1,392,285
	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Donations	1,519,314	81,865	1,601,179
Legacies	-	145,000	145,000
Grants	-	15,480	15,480
	1,519,314	242,345	1,761,659
	1,519,314	242,345	1,761,659

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

4. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £
Income from charitable activities - Administration fees received	40,369	40,369

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Income from charitable activities - Administration fees received	36,530	36,530

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2022 £	Total funds 2022 £
Fundraising events	18,058	18,058

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Fundraising events	4,700	4,700

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Investment income - bank interest	2,598	2,598

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

6. Investment income (continued)

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Investment income - bank interest	2,278	2,278

7. Other incoming resources

		Total funds 2022 £
	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Other incoming resources	649	649

8. Analysis of grants

	Grants to Institutions 2022 £	Total funds 2022 £
Grants to projects	1,281,748	1,281,748

	<i>Grants to Institutions 2021 £</i>	<i>Total funds 2021 £</i>
Grants to projects	1,273,945	1,273,945

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £
Direct costs of charitable activities	1,281,748	239,080	1,520,828
	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
Direct costs of charitable activities	1,273,945	207,351	1,481,296

10. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Grant funding of activities 2022 £	Support costs 2022 £	Total funds 2022 £
Direct costs	209,541	1,281,748	29,539	1,520,828
	<i>Activities undertaken directly 2021 £</i>	<i>Grant funding of activities 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Direct costs	181,231	1,273,945	26,120	1,481,296

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2022 £	Total funds 2022 £
Staff costs	173,667	173,667
Travel costs	5,088	5,088
Regional African Coordinator	4,890	4,890
Other costs	428	428
Telephone and broadband	355	355
Website fees	9,037	9,037
Sundry expenses	612	612
Office rent and costs	6,495	6,495
Insurance	3,905	3,905
Computer and software costs	2,246	2,246
Postage	677	677
Office equipment maintenance	39	39
Photocopier costs	174	174
Staff training	396	396
Africa office administration	1,532	1,532
	<hr/> 209,541 <hr/>	<hr/> 209,541 <hr/>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Activities</i> 2021 £	<i>Total</i> <i>funds</i> 2021 £
Staff costs	151,964	151,964
Travel costs	1,088	1,088
Regional African Coordinator	3,539	3,539
Other costs	120	120
Project costs	7,749	7,749
Telephone and broadband	534	534
Website fees	6,174	6,174
Sundry expenses	320	320
Office rent and costs	5,035	5,035
Insurance	1,490	1,490
Computer and software costs	887	887
Postage	1,077	1,077
Equipment maintenance	242	242
Photocopier costs	1,012	1,012
	<u>181,231</u>	<u>181,231</u>

Analysis of support costs

	Activities 2022 £	Total funds 2022 £
Professional fees	29,539	29,539

	<i>Activities</i> 2021 £	<i>Total</i> <i>funds</i> 2021 £
Professional fees	26,120	26,120

LINKS INTERNATIONAL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

11. Auditors' remuneration

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	4,920	4,800

12. Staff costs

	2022 £	2021 £
Wages and salaries	163,673	143,963
Social security costs	7,288	5,566
Contribution to defined contribution pension schemes	2,706	2,435
	173,667	151,964

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	2021 No.
Direct charitable activities	4	4
Administration	1	1
	5	5

No employee received remuneration amounting to more than £60,000 in either year.

Joe Gisbey is the chief executive and is paid a salary amounting to £43,971 (2021 - £42,697) plus pension contribution benefit amounting to £1,132 (2021 - £1,094). Employment expenses relating to travel costs amounting to a total of £2,367 (2021 - £1,488) were incurred with respect to the chief executive.

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 December 2022, no Trustee expenses have been incurred (2021 - £NIL).

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

14. Debtors

	2022 £	2021 £
Due within one year		
Other debtors	26,612	24,772
	<u>26,612</u>	<u>24,772</u>

15. Creditors: Amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	2,973	1,253
Pension contributions payable	535	509
Accruals and deferred income	5,040	4,900
	<u>8,548</u>	<u>6,662</u>

16. Financial instruments

	2022 £	2021 £
Financial assets		
Financial assets measured at fair value through income and expenditure	962,741	1,059,120
	<u>962,741</u>	<u>1,059,120</u>

Financial assets measured at fair value through income and expenditure comprise....

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
Unrestricted funds				
General Funds - all funds	305,200	169,347	(267,987)	206,560
Restricted funds				
Africa	13,233	125,629	(104,851)	34,011
Columbia	15,940	102,113	(107,615)	10,438
Europe	55	1,615	(1,330)	340
India	13,260	43,146	(41,937)	14,469
Kenya	25,123	39,560	(39,729)	24,954
Malawi	31,527	114,145	(118,111)	27,561
Mexico	19,278	18,431	(16,094)	21,615
Nepal	15,859	14,355	(16,740)	13,474
Nigeria	803	2,748	(625)	2,926
Philippines	11,989	23,325	(25,686)	9,628
Sierra Leone	3,086	59,485	(55,474)	7,097
South Africa	61,319	47,443	(35,110)	73,652
Tanzania	1,296	404	(385)	1,315
Thailand	44,386	12,122	(16,479)	40,029
Togo	9,282	6,000	(2,300)	12,982
Uganda	49,763	100,917	(106,839)	43,841
UK	38,679	79,916	(74,430)	44,165
Other	4,491	34,676	(35,278)	3,889
General/worldwide	347,464	304,041	(342,111)	309,394
Pakistan	65,197	153,892	(140,624)	78,465
	<u>772,030</u>	<u>1,283,963</u>	<u>(1,281,748)</u>	<u>774,245</u>
Total of funds	<u><u>1,077,230</u></u>	<u><u>1,453,310</u></u>	<u><u>(1,549,735)</u></u>	<u><u>980,805</u></u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2021 £</i>
Unrestricted funds				
General funds	268,787	286,502	(250,089)	305,200
Major project donations	7,749	-	(7,749)	-
	<u>276,536</u>	<u>286,502</u>	<u>(257,838)</u>	<u>305,200</u>
Restricted funds				
Africa	7,038	53,007	(46,812)	13,233
Columbia	16,073	86,779	(86,912)	15,940
Europe	-	60	(5)	55
India	13,334	55,364	(55,438)	13,260
Kenya	24,764	47,162	(46,803)	25,123
Malawi	33,468	80,226	(82,167)	31,527
Mexico	20,440	13,153	(14,315)	19,278
Nepal	10,941	19,635	(14,717)	15,859
Nigeria	-	1,328	(525)	803
Philippines	11,315	11,089	(10,415)	11,989
Sierra Leone	51,201	33,769	(81,884)	3,086
South Africa	44,373	56,761	(39,815)	61,319
Tanzania	1,650	1,295	(1,649)	1,296
Thailand	39,768	16,341	(11,723)	44,386
Togo	5,582	6,000	(2,300)	9,282
Uganda	34,471	121,788	(106,496)	49,763
UK	43,151	67,432	(71,904)	38,679
Other	7,760	35,338	(38,607)	4,491
General/worldwide	140,634	600,735	(393,905)	347,464
Pakistan	20,698	212,052	(167,553)	65,197
	<u>526,661</u>	<u>1,519,314</u>	<u>(1,273,945)</u>	<u>772,030</u>
Total of funds	<u><u>803,197</u></u>	<u><u>1,805,816</u></u>	<u><u>(1,531,783)</u></u>	<u><u>1,077,230</u></u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

18. Summary of funds

Summary of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
General funds	305,200	169,347	(267,987)	206,560
Restricted funds	772,030	1,283,963	(1,281,748)	774,245
	<u>1,077,230</u>	<u>1,453,310</u>	<u>(1,549,735)</u>	<u>980,805</u>

Summary of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	276,536	286,502	(257,838)	305,200
Restricted funds	526,661	1,519,314	(1,273,945)	772,030
	<u>803,197</u>	<u>1,805,816</u>	<u>(1,531,783)</u>	<u>1,077,230</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	774,245	215,108	989,353
Creditors due within one year	-	(8,548)	(8,548)
Total	<u>774,245</u>	<u>206,560</u>	<u>980,805</u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Current assets	772,030	311,862	1,083,892
Creditors due within one year	-	(6,662)	(6,662)
Total	<u>772,030</u>	<u>305,200</u>	<u>1,077,230</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(96,425)	274,033
Adjustments for:		
Dividends, interests and rents from investments	(2,598)	(2,278)
Decrease/(increase) in debtors	(1,840)	21,393
Increase/(decrease) in creditors	1,886	(1,252)
Net cash provided by/(used in) operating activities	<u>(98,977)</u>	<u>291,896</u>

21. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	962,741	1,059,120
Total cash and cash equivalents	<u>962,741</u>	<u>1,059,120</u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

22. Analysis of changes in net debt

	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	1,059,120	(96,379)	962,741
Debt due within 1 year	(509)	(26)	(535)
	<u>1,058,611</u>	<u>(96,405)</u>	<u>962,206</u>

23. Pension commitments

"The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,706 (2021 - £2,435) An amount of £535 (2021 - £509 was payable to the fund at the balance sheet date and is included in creditors.

24. Related party transactions

The trustees made a decision to engage Leap Fundraising Ltd as an external fundraising consultant having considered a number of options. Ben Ansell, a trustee, is a director of Leap Fundraising Ltd to which an amount of £9,240 (2021: £34,122) was paid during the year for fundraising consultancy services.

Ben Gisbey, a trustee, is the brother of Joe Gisbey who is employed by the charity as the chief executive and as such there is a potential conflict of interest in acting as a trustee which has been disclosed to the trustees.

LINKS INTERNATIONAL

England & Wales - Charity number 1168872

Accounts

LINKS INTERNATIONAL

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

LINKS INTERNATIONAL

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LINKS INTERNATIONAL

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees

P Moore, Chair
G Jones, Treasurer
C Read
A King
D Kirby
B Ansell
B Gisbey
E Gladwell

Charity registered number

1168872

Principal office

P O Box 198
Littlehampton
West Sussex
BN16 3UQ

Independent auditors

Baldwin Scofield Ltd
Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

Bankers

Lloyds Bank plc
1 Silver Street
Enfield
EN1 3EE

Solicitors

Swaby, Clerk and Norris
16-21 Wakering Road
Barking
Essex
IG11 8QN

LINKS INTERNATIONAL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 January 2021 to 31 December 2021.

Objectives and activities

● Policies and objectives

The Charity has four purposes set out in its constitution, each of which has equal value and importance. These are:

- To advance the Christian faith
- To relieve persons who are in conditions of need, financial hardship or sickness
- To advance education
- To promote sustainable development by the relief of poverty, the improvement of the conditions of life in socially and disadvantaged communities and the promotion of sustainable means of achieving economic growth and regeneration.

The Charity seeks to advance these purposes across many different countries throughout the world.

Links International's vision is to Confront Poverty, Create Potential and Connect People, by facilitating transformational, holistic solutions to international development, because we believe that there is a new world being formed in the shell of the old. We do this by creating connections and partnerships with key nationals and innovative organisations around the world to provide training, resources and financial support.

Links works specifically into the five areas of Faith, Health, Business, Education and Social Justice.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

LINKS INTERNATIONAL

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

Objectives and activities (continued)

- **Strategies for achieving objectives**

Faith

Our Christian faith underpins all of the work that we do and we believe that international development is the logical outworking of the Christian message of God's restoration of all things through the finished work of Christ. We carry out extensive work around the areas of church partnerships, starting new faith communities and raising up leaders.

Health

Links Community Healthcare (CHC) provides preventative health training to teams of volunteer CHC workers throughout the majority world, working into slums, tribal communities and rural areas with limited medical facilities. Our SHINE Programme comprises sanitation, hygiene, immunisation, nutrition and education, which eliminates many of the problems faced by the majority world.

A significant number of our projects also have a direct impact on healthcare, whether these are agricultural projects, clean water projects, latrines providing greater sanitation or clinics meeting the needs of communities.

Business

Through business development, whether on a micro or macro level, Links has seen many tens of thousands of families come out of extreme poverty through training and micro-loan systems.

Links also facilitates the development of income-generating projects to empower organisations in the majority world to raise much needed funds to cover their core costs, thus freeing them from the tyranny of having to constantly rely on funds being raised from the so called 'developed' world.

Links has a strong portfolio of business development training resources for both loan recipients and micro-finance management committees.

Education

Links' education branch seeks to empower our partners around the world to provide innovative forms of education, from schooling to training and teaching in business, health, leadership and a range of sociological, political and theological issues.

Social Justice

Some of the key areas that we focus on are racial and gender equality, children's rights and protection, developing local justice systems, awareness of dangers, such as the predatory nature of people traffickers and dismantling cultural norms that contradict the culture of the Kingdom of God.

The Trustees regularly consider and review the public benefit arising from the activities of the Charity. The focus of the Charity is to maximise public benefit by supporting those who are in need, are disadvantaged or are economically deprived. The Trustees confirm that they have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Achievements and performance

- **Public benefit**

The Trustees have reviewed the extent of public benefit derived from our activities. Their focus remains on maximising public benefit by supporting those in need, disadvantaged or economically deprived. The activities of Links International bring significant public benefit. Details of our particular projects and activities are best described on our website www.links.charity. The Trustees confirm that they had regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance was relevant.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Introduction

2021 has once again proven to be both a challenging, but also rewarding year for us in Links International. As the global pandemic stretched into another year of uncertainty, with restrictions due to the pandemic and with regards to both our opportunities to travel and carry out on-site training and project development, and also the general public's attitudes to giving in general.

As in the previous year, with the restrictions of the pandemic, once again we were forced to continue carrying out remote training in the various areas of work that Links focusses on and, far from limiting our reach, we have actually found that we have extended our reach and capacity much further.

As an organisation, generally our focus is more around the areas of rehabilitation and development. However, the pandemic has meant that we have needed to continue working alongside our partners around the world, providing food, aid and relief. We have also focussed a great deal of our healthcare training around the areas of good hygiene and sanitation. Many of our partners have also continued to be instrumental in the provision of PPE, sensitisation programs and clean water projects for our partners around the world.

We have strengthened our fundraising output and effort with a greater focus on grant and trust applications, several of which have been successful, and we have also implemented a pattern of two main appeals, one in summer and one in winter to focus on certain areas of our work. This year the focus has been healthcare in summer and business in winter. Both appeals were match-funded by corporate partners and have been instrumental in raising funds to invest into these specific areas of work. In summer and winter of 2022, we will be focusing on the areas of education and social justice.

Our infrastructure and spending are kept to a minimum but, in the current climate, it remains a challenge to raise unrestricted funds to be used for the outworking of the charity itself. We have been fortunate to receive funding in the forms of legacies and some considerable donations from our corporate partners.

As an organisation this year we have gone through an extensive rebrand and also transitioned to a number of new systems which will greatly increase our ability to operate and better serve our partners in the coming year.

● Review of the year

Links has continued to support and invest in our infrastructure and partnerships with organisations overseas and within the UK, throughout the year, through:

- Digital and on-site training and support to overseas partners
- Provision of strategic resources and emergency aid and relief
- The rebrand of the organisation
- Transitioning to a new database
- Providing administrative support and project consultancy
- Providing assistance in strategic policies for mission and development involvement to churches, organisations and businesses

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Staff team

The staff team has gone over and above in 2021 continuing to adapt to the restrictions and limitations of the global pandemic.

Throughout the year we explored various forms of hybrid working as a team, merging office-based and remote working options. Much of our work has become far more efficient and time/cost effective.

The Fundraising team has continued to develop throughout this year, as donors have stepped up to give into emergency appeals and the yearly rhythm of appeals towards specific areas of our work.

We have also taken on a new Admin Support role which has lightened the load considerably from our office support staff.

● Overseas trips

Due to the ongoing pandemic, we have been unable to carry out teams and trips in the same way throughout 2021. However, this has not limited the impact of our work. We have still been able to connect regularly with our overseas partners and provide a variety of digital training opportunities, including a mixture of leadership, healthcare and business training. Throughout 2021 we have carried out training sessions in the following countries:

Colombia
India
Kenya
Nicaragua
Malawi
Zambia
Uganda
Sri Lanka

Towards the end of 2021 we were also able to carry out an on-site visit and in-person training for partners in various locations around Colombia.

● Projects

Our vision is for projects to be self-sustaining, holistic, empowering and income generating. Projects are often connected to specific areas of our work, whether that be business, health, education or social benefit focussed, and often arise out of the needs seen during team trips.

Working with both targeted funds from partners and general funds, in 2021 we were able to support a range of projects mainly connected to our Covid relief and healthcare appeals. These included works aimed at:

- Healthcare and sanitation
- PPE and training
- Farming (including solar farming and irrigation projects)
- Safe water supply
- Malaria prevention
- Rebuilding of living spaces
- Agricultural and livestock initiatives
- Sustainable transport for village teams
- Medium-size business start-ups to provide employment and income streams for partners

Alongside these we were also able to fund new micro-enterprise projects and maintain the value of existing MED scheme funds.

LINKS INTERNATIONAL

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

Achievements and performance (continued)

● Act4You accounts handling

Under our Act4You initiative, the number of accounts managed by Links has continued to grow. By the end of the year, we were handling 130 accounts on behalf of 100 individuals, businesses and organisations involved in charitable work in approximately 32 countries, as well as offering consultancy services where required.

● National offices

We have now established an African based regional office in Malawi to better serve our partners throughout the continent and are in the process of beginning to look into the possibility of both a South American and Asian office in the not-too-distant future.

Links International, also connect to a regional 'Links USA' office in Houston, Texas, who carry the same vision, mission and values as the Links Head Office, but operate as a separate charitable entity. Relationships with the Links USA office remains strong and together we collaborate on several projects and initiatives around the world. Links USA have now set up a regional office for Central America, based in El Salvador.

● Fundraising and Communications

Our fundraising and communications have improved considerably throughout the year with an increase in social media following across the various platforms. We have also vastly improved our media output through video updates and activity on our YouTube channel; this in turn has increased our magazine and e:link subscriptions. We currently send our monthly e:link to 1593 recipients, and our annual magazine to 2582 subscribers.

As mentioned previously the fundraising team has continued to develop throughout the year as they have worked hard to improve our response through emergency appeals and a more intentional yearly rhythm of appeals around our core objectives, and an improvement in our updates and communications with our donors. We are also now migrating all of our data to a new database which will significantly improve the way that we communicate with our various donors and stakeholders.

Links now has a much stronger strategy for each of the main areas of our fundraising work, which are:

Church Partnerships
Business Partnerships
School Partnerships
Individual donors, sponsored events etc
Legacies
Fundraising events

All of the above areas have grown due to intentional strategic development.

Financial review

● Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

LINKS INTERNATIONAL

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

● Reserves policy

The Trustees aim to maintain an ongoing reserve within general unrestricted funds of at least three to six months of usual operating costs. At present reserves are in excess of this and the Trustees are considering options to ensure the most effective long-term return on investments to secure the future activities of the Charity.

● Funding

The main sources of funding for Links are regular monthly donations from supporters via standing orders. Appeals are run at regular intervals during the year for various aspects of Links work. We also run emergency appeals when natural disasters occur in areas that we work into.

A financial budget had been put in place for 2021, but spending during the year was not as extensive as had been estimated, due to the restrictions of the pandemic.

Needless to say, these restrictions limited the amount of fundraising that could take place. Many of the main fundraisers for core costs were once again cancelled and a significant amount of fundraising support was lost. Other smaller fundraising events, including innovative digital versions of sponsored events were set up again and despite the ongoing limitations, were successfully implemented, making up some of the shortfall.

We are excited to be carrying out a large sponsored activity in 2022, where a number of the Links team will be trekking Kilimanjaro to raise funds to go towards the core costs of the charity.

Financial projections

Links is in a very healthy financial position at this point in time, due to a number of legacies left to the charity and generous donations from corporate partners. Whilst we are keen to find strategic ways to allocate these funds for the ongoing benefit of the work of the charity, we realise that in the current climate these reserves ensure that there is no cause for concern regarding the continuation of Links International.

LINKS INTERNATIONAL

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

Structure, governance and management

● Constitution

The Charity is established as a Charitable Incorporated Organisation (CIO) and is governed by a Constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

The governance of the Charity rests with the Board of Trustees. The Trustees are the persons with the general control and management of the administration of the Charity. The Trustees carry the overall responsibility for the Charity including its financial stability and the implementation of its charitable aims and objectives. Strategic decisions as to the aims, activities, planning and budgets of the Charity are made by the Trustees. The Board meets at least four times per year.

The Constitution provides that there must be at least three Trustees but does not specify an upper limit on the size of the Board. In practice, the Charity seeks to operate within the range of six to twelve Trustees at any time. Appointment of Trustees is governed by the Constitution. Every Trustee is appointed for a term of three years by way of a resolution passed by the Board. In selecting individuals for appointment as Trustees, the Board has regard to the skills, knowledge and experience needed for the effective administration of the Charity. The Chief Executive is responsible for coordinating the induction of new Trustees, together with the Chair.

Day-to-day management of the Charity is delegated to the staff team via the Chief Executive. The staff team are supported by a team of dedicated volunteers. Volunteers will assist the team in areas such as mailing Links' communication, administration assistance and translation skills. Their role tends to be sporadic around times of the year that Links sends out various communications.

Links International has subsidiary offices in the USA, El Salvador and Malawi. These regional offices take their lead from the UK headquarters with regards to vision, mission and values. They also take their guidance on brand identity and communications from Links International centrally. However, they also have varying levels of autonomy. For instance, the US office is a registered charity in its own right with its own Board of Trustees.

Links partners with many charities and organisations around the world to pursue their objectives to alleviate poverty in all its forms and to advance the Christian faith. These partner organisations range from small, localised organisations in the various countries we work into, to national and international organisations such as Youth with a Mission (YWAM). In the UK, Links partners with a number of church networks such as The Pioneer Network, The Ground Level Network and the 24-7 Prayer Movement. Alongside our church partnerships we also connect with a number of businesses forming corporate partnerships, providing an opportunity for them to work alongside Links for their CSR offering. The Charity does not have a trading subsidiary.

LINKS INTERNATIONAL

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

Plans for future periods

Links will continue to grow as an organisation that exists to serve the local church to impact the world, by providing holistic solutions to international development, that changes lives and transforms communities. We will operate regional offices to cover the different continents of the globe and cascade our work out to a far greater audience, client base and global community. As such, we will be well known as a key provider of these services in both the faith and secular community.

Links will continue to have a large portfolio of resources and ways to serve partners both at home and overseas, with a focus on the 5 areas of faith, health, business, education and justice. We will serve a large selection of businesses, organisations, individuals, schools and the local church to engage in meaningful and intentional ways with the needs around the world.

The 'Links Family' of ministries will be a diverse, multi-cultural and multi-generational team working together to bring cross pollination of ideas and initiatives. We will be known as an organisation characterised by faith, adventure, risk, fun, servant-heartedness and willingness to fight for change.

We will always position ourselves as the guide, standing alongside the real heroes out on the ground making a difference.

Some key short-term objectives for 2022 are:

- Rebranding of Links International
- Projects to make our Africa regional office self-sustainable
- Rebooting the work of facilitating teams and trips to carry out on-site training
- Development of International Offices
- Development of media training resources in the areas of business, healthcare and leadership development
- New website and digital resources
- A new database and full usage of the platform's tools to support fundraising
- Translation of all resources into Spanish
- Ongoing development of our fundraising strategy

LINKS INTERNATIONAL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 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 & 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Constitution. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Baldwin Scofield Ltd, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 28 October 2022 and signed on their behalf by:

P Moore
(Chair of Trustees)

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL

Opinion

We have audited the financial statements of Links International (the 'charity') for the year ended 31 December 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards 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 been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable incorporated organisation and determined that the most significant are those that relate to the reporting framework in conformity with the requirements of the Charities Act 2011 and the relevant direct and indirect tax compliance regulations in the United Kingdom.

We understood how the charitable incorporated organisation is complying with those frameworks by making enquiries of management to understand how the charitable company maintains and communicates its policies and procedures in these areas and corroborated this by reviewing supporting documentation and minutes of meetings of those charged with governance.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the risk of management override to be a fraud risk. In addition, we considered the risk of management override by sampling from the entire population of journals, identifying specific transactions which did not meet our expectations based on specific criteria and investigated these to gain an understanding and then agree back to source documentation.

Based on this understanding we designed our audit procedures to identify noncompliance with such laws and regulations. Our procedures involved verifying that material transactions were recorded in compliance with Financial Reporting Standards in conformity with the requirements of the Charities Act 2011.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

LINKS INTERNATIONAL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINKS INTERNATIONAL (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Baldwin Scofield Ltd

Chartered Accountants
Statutory auditors
3 Newhouse Business Centre
Old Crawley Road
Horsham
West Sussex
RH12 4RU

28 October 2022

Baldwin Scofield Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

LINKS INTERNATIONAL

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	1,519,314	242,345	1,761,659	1,296,463
Charitable activities	4	-	36,530	36,530	-
Other trading activities	5	-	4,700	4,700	-
Investments	6	-	2,278	2,278	4,231
Other income	7	-	649	649	-
Total income		1,519,314	286,502	1,805,816	1,300,694
Expenditure on:					
Raising funds		-	50,487	50,487	14,833
Charitable activities	9	1,273,945	207,351	1,481,296	1,215,174
Total expenditure		1,273,945	257,838	1,531,783	1,230,007
Net income before net gains on investments		245,369	28,664	274,033	70,687
Net gains on investments		-	-	-	2,739
Net movement in funds		245,369	28,664	274,033	73,426
Reconciliation of funds:					
Total funds brought forward		526,661	276,536	803,197	729,771
Net movement in funds		245,369	28,664	274,033	73,426
Total funds carried forward		772,030	305,200	1,077,230	803,197

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

The notes on pages 18 to 31 form part of these financial statements.

LINKS INTERNATIONAL

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Current assets			
Debtors	14	24,772	46,165
Cash at bank and in hand		1,059,120	764,946
		<u>1,083,892</u>	<u>811,111</u>
Creditors: amounts falling due within one year	15	(6,662)	(7,914)
Net current assets		<u>1,077,230</u>	<u>803,197</u>
Total assets less current liabilities		<u>1,077,230</u>	<u>803,197</u>
Total net assets		<u>1,077,230</u>	<u>803,197</u>
Charity funds			
Restricted funds	17	772,030	526,661
Unrestricted funds	17	305,200	276,536
Total funds		<u>1,077,230</u>	<u>803,197</u>

The financial statements were approved and authorised for issue by the Trustees on 28 October 2022 and signed on their behalf by:

G Jones

The notes on pages 18 to 31 form part of these financial statements.

LINKS INTERNATIONAL

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	291,896	50,730
	-----	-----
Cash flows from investing activities		
Dividends, interests and rents from investments	2,278	4,231
	-----	-----
Net cash provided by investing activities	2,278	4,231
	-----	-----
Cash flows from financing activities		
	-----	-----
Net cash provided by financing activities	-	-
	-----	-----
Change in cash and cash equivalents in the year	294,174	54,961
Cash and cash equivalents at the beginning of the year	764,946	709,985
	-----	-----
Cash and cash equivalents at the end of the year	1,059,120	764,946
	=====	=====

The notes on pages 18 to 31 form part of these financial statements

LINKS INTERNATIONAL

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

1. General information

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Links International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

LINKS INTERNATIONAL

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

2. Accounting policies (continued)

2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Donations	1,519,314	81,865	1,601,179
Legacies	-	145,000	145,000
Grants	-	15,480	15,480
	<u>1,519,314</u>	<u>242,345</u>	<u>1,761,659</u>
	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	<u>1,110,146</u>	<u>186,317</u>	<u>1,296,463</u>

LINKS INTERNATIONAL

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

4. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Income from charitable activities - Administration fees received	36,530	36,530	-

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Fundraising events	4,700	4,700	-

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Investment income - bank interest	2,278	2,278

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Investment income - bank interest	4,231	4,231

LINKS INTERNATIONAL

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

7. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Other incoming resources	649	649	-

8. Analysis of grants

	Grants to Institutions 2021 £	Total funds 2021 £
Grants to projects	1,273,945	1,273,945

	<i>Grants to Institutions 2020 £</i>	<i>Total funds 2020 £</i>
Grants to projects	980,338	980,338

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total 2021 £
Direct costs of charitable activities	1,273,945	207,351	1,481,296

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total 2020 £</i>
Direct costs of charitable activities	980,338	234,836	1,215,174

LINKS INTERNATIONAL

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

10. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £
Direct costs	181,231	1,273,945	26,120	1,481,296

	Activities undertaken directly 2020 £	Grant funding of activities 2020 £	Support costs 2020 £	Total funds 2020 £
Direct costs	226,346	980,338	8,490	1,215,174

Analysis of direct costs

	Activities 2021 £	Total funds 2021 £
Staff costs	151,964	151,964
Travel costs	1,088	1,088
Regional African Coordinator	3,539	3,539
Other costs	120	120
Exp type 4	7,749	7,749
Telephone and broadband	534	534
Website fees	6,174	6,174
Sundry expenses	320	320
Office rent and costs	5,035	5,035
Insurance	1,490	1,490
Software costs	887	887
Postage	1,077	1,077
Office equipment maintenance	242	242
Photocopier costs	1,012	1,012
	181,231	181,231

LINKS INTERNATIONAL

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

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Activities 2020 £</i>	<i>Total funds 2020 £</i>
Staff costs	143,579	143,579
Project costs	64,331	64,331
Office rent and other costs	18,436	18,436
	<u>226,346</u>	<u>226,346</u>

Analysis of support costs

	Activities 2021 £	Total funds 2021 £
Professional fees	26,120	26,120

	<i>Activities 2020 £</i>	<i>Total funds 2020 £</i>
Professional fees	8,490	8,490

11. Auditors' remuneration

	2021 £	<i>2020 £</i>
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	4,800	3,220

LINKS INTERNATIONAL

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

12. Staff costs

	2021 £	2020 £
Wages and salaries	143,963	136,010
Social security costs	5,566	4,176
Contribution to defined contribution pension schemes	2,435	3,393
	<u>151,964</u>	<u>143,579</u>

The average number of persons employed by the Charity during the year was as follows:

	2021 No.	2020 No.
Direct charitable activities	4	4
Administration	1	1
	<u>5</u>	<u>5</u>

No employee received remuneration amounting to more than £60,000 in either year.

Joe Gisbey is the chief executive and is paid a salary amounting to £42,697 plus pension contribution benefit amounting to £1,094. Employment expenses relating to travel costs amounting to a total of £1,488 were incurred with respect to the chief executive.

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - £NIL).

14. Debtors

	2021 £	2020 £
Due within one year		
Other debtors	24,772	46,165
	<u>24,772</u>	<u>46,165</u>

LINKS INTERNATIONAL

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

15. Creditors: Amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	1,253	2,586
Pension contributions payable	509	-
Accruals and deferred income	4,900	5,328
	<u>6,662</u>	<u>7,914</u>

16. Financial instruments

	2021 £	2020 £
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>1,059,120</u>	<u>764,946</u>

Financial assets measured at fair value through income and expenditure comprise....

LINKS INTERNATIONAL

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
General funds	268,787	286,502	(250,089)	305,200
Major project donations	7,749	-	(7,749)	-
	<u>276,536</u>	<u>286,502</u>	<u>(257,838)</u>	<u>305,200</u>
Restricted funds				
Africa	7,038	53,007	(46,812)	13,233
Columbia	16,073	86,779	(86,912)	15,940
France	-	60	(5)	55
India	13,334	55,364	(55,438)	13,260
Kenya	24,764	47,162	(46,803)	25,123
Malawi	33,468	80,226	(82,167)	31,527
Mexico	20,440	13,153	(14,315)	19,278
Nepal	10,941	19,635	(14,717)	15,859
Nigeria	-	1,328	(525)	803
Philippines	11,315	11,089	(10,415)	11,989
Sierra Leone	51,201	33,769	(81,884)	3,086
South Africa	44,373	56,761	(39,815)	61,319
Tanzania	1,650	1,295	(1,649)	1,296
Thailand	39,768	16,341	(11,723)	44,386
Togo	5,582	6,000	(2,300)	9,282
Uganda	34,471	121,788	(106,496)	49,763
UK	43,151	67,432	(71,904)	38,679
Other	7,760	35,338	(38,607)	4,491
General/worldwide	140,634	600,735	(393,905)	347,464
Pakistan	20,698	212,052	(167,553)	65,197
	<u>526,661</u>	<u>1,519,314</u>	<u>(1,273,945)</u>	<u>772,030</u>
Total of funds	<u><u>803,197</u></u>	<u><u>1,805,816</u></u>	<u><u>(1,531,783)</u></u>	<u><u>1,077,230</u></u>

LINKS INTERNATIONAL

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

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 December 2020 £</i>
Unrestricted funds					
General funds	317,840	188,038	(239,830)	2,739	268,787
Major projects donation fund	15,077	2,510	(9,838)	-	7,749
	<u>332,917</u>	<u>190,548</u>	<u>(249,668)</u>	<u>2,739</u>	<u>276,536</u>
Restricted funds					
Africa	8,292	50	(1,366)	-	6,976
Columbia	9,828	112,048	(105,803)	-	16,073
France	1,335	694	(2,029)	-	-
India	12,881	44,903	(44,450)	-	13,334
Kenya	18,486	46,089	(37,923)	-	26,652
Malawi	31,380	62,035	(59,947)	-	33,468
Mexico	2,534	36,377	(18,471)	-	20,440
Nepal	10,077	12,265	(11,401)	-	10,941
Nigeria	6,269	1,800	(8,069)	-	-
Philippines	17,964	22,857	(18,741)	-	22,080
Sierra Leone	17,522	49,032	(15,353)	-	51,201
South Africa	41,605	28,568	(27,905)	-	42,268
Tanzania	1,337	1,443	(1,130)	-	1,650
Thailand	39,400	20,848	(20,480)	-	39,768
Togo	1,882	6,000	(2,300)	-	5,582
Uganda	18,596	109,749	(108,825)	-	19,520
UK	3,319	46,574	(30,519)	-	19,374
Other	4,597	55,216	(51,734)	-	8,079
General/worldwide	149,550	453,598	(413,893)	-	189,255
	<u>396,854</u>	<u>1,110,146</u>	<u>(980,339)</u>	<u>-</u>	<u>526,661</u>
Total of funds	<u><u>729,771</u></u>	<u><u>1,300,694</u></u>	<u><u>(1,230,007)</u></u>	<u><u>2,739</u></u>	<u><u>803,197</u></u>

LINKS INTERNATIONAL

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

18. Summary of funds

Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	276,536	286,502	(257,838)	305,200
Restricted funds	526,661	1,519,314	(1,273,945)	772,030
	<u>803,197</u>	<u>1,805,816</u>	<u>(1,531,783)</u>	<u>1,077,230</u>

Summary of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2020 £
General funds	332,917	190,548	(249,668)	2,739	276,536
Restricted funds	396,854	1,110,146	(980,339)	-	526,661
	<u>729,771</u>	<u>1,300,694</u>	<u>(1,230,007)</u>	<u>2,739</u>	<u>803,197</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Current assets	772,030	311,862	1,083,892
Creditors due within one year	-	(6,662)	(6,662)
Total	<u>772,030</u>	<u>305,200</u>	<u>1,077,230</u>

LINKS INTERNATIONAL

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

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Current assets	526,661	284,450	811,111
Creditors due within one year	-	(7,914)	(7,914)
Total	<u>526,661</u>	<u>276,536</u>	<u>803,197</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	<u>274,033</u>	<u>73,426</u>
Adjustments for:		
Dividends, interests and rents from investments	(2,278)	(4,231)
Decrease/(increase) in debtors	21,393	(19,042)
Increase/(decrease) in creditors	(1,252)	577
Net cash provided by operating activities	<u>291,896</u>	<u>50,730</u>

21. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	<u>1,059,120</u>	<u>764,946</u>
Total cash and cash equivalents	<u>1,059,120</u>	<u>764,946</u>

LINKS INTERNATIONAL

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

22. Analysis of changes in net debt

	At 1 January 2021 £	Cash flows £	At 31 December 2021 £
Cash at bank and in hand	764,946	294,174	1,059,120
Debt due within 1 year	-	(509)	(509)
	<u>764,946</u>	<u>293,665</u>	<u>1,058,611</u>

23. Pension commitments

"The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,435 (2020 - £3,393) An amount of £509 was payable to the fund at the balance sheet date and is included in creditors.

24. Related party transactions

During the year the trustees made a decision to engage Leap Fundraising Ltd as an external fundraising consultant having considered a number of options. Ben Ansell, a trustee, is a director of Leap Fundraising Ltd to which an amount of £34,122 was paid during the year for fundraising consultancy services.

Ben Gisbey, a trustee, is the brother of Joe Gisbey who is employed by the charity as the chief executive and as such there is a potential conflict of interest in acting as a trustee which has been disclosed to the trustees.

LINKS INTERNATIONAL

England & Wales - Charity number 1168872

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020
FOR
LINKS INTERNATIONAL

Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

LINKS INTERNATIONAL

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for the Year Ended 31 December 2020

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LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

The trustees present their report with the financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Charitable Objectives

The Charity has four purposes set out in its constitution, each of which has equal value and importance. These are:

- To advance the Christian faith
- To relieve persons who are in conditions of need, financial hardship or sickness
- To advance education
- To promote sustainable development by the relief of poverty, the improvement of the conditions of life in socially and disadvantaged communities and the promotion of sustainable means of achieving economic growth and regeneration

The Charity seeks to advance these purposes across many different countries throughout the world.

Links International's vision is to Confront Poverty, Create Potential and Connect People, by facilitating transformational, holistic solutions to international development, because we believe that there is a new world being formed in the shell of the old. We do this by creating connections and partnerships with key nationals and innovative organisations around the world to provide training, resources and financial support.

Links works specifically into the five areas of Faith, Health, Business, Education and Social Justice.

Faith

Our Christian Faith underpins all of the work that we do and we believe that international development is the logical outworking of the Christian message of God's restoration of all things through the finished work of Christ. We carry out extensive work around the areas of church partnerships, starting new faith communities and raising up leaders.

Health

Links Community Healthcare (CHC) provides preventative health training to teams of volunteer CHC workers throughout the majority world, working into slums, tribal communities and rural areas with limited medical facilities. Our SHINE Programme comprises sanitation, hygiene, immunisation, nutrition and education, which eliminates many of the problems faced by the majority world.

A significant number of our projects also have a direct impact on healthcare, whether these are agricultural projects, clean water projects, latrines providing greater sanitation or clinics meeting the needs of communities.

Business

Through business development, whether on a micro or macro level, Links has seen many tens of thousands of families come out of extreme poverty through training and micro-loan systems.

Links also facilitates the development of income generating projects to empower organisations in the majority world to raise much needed funds to cover their core costs, thus freeing them from the tyranny of having to constantly rely on funds being raised from the so called 'developed' world.

Links has a strong portfolio of business development training resources for both loan recipients and micro-finance management committees.

Education

Links' education branch seeks to empower our partners around the world to provide innovative forms of education, from schooling to training and teaching in business, health, leadership and a range of sociological, political and theological issues.

Social Justice

Some of the key areas that we focus on are racial and gender equality, children's rights and protection, developing local justice systems, awareness of dangers, such as the predatory nature of people traffickers and dismantling cultural norms that contradict the culture of the Kingdom of God.

The Trustees regularly consider and review the public benefit arising from the activities of the Charity. The focus of the Charity is to maximise public benefit by supporting those who are in need, are disadvantaged or are economically deprived. The Trustees confirm that they have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees have reviewed the extent of public benefit derived from our activities. Their focus remains on maximising public benefit by supporting those in need, disadvantaged or economically deprived. The activities of Links International bring significant public benefit. Details of our particular projects and activities are best described on our web-site www.linksinternational.org.uk. The trustees confirm that they had regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance was relevant.

ACHIEVEMENT AND PERFORMANCE

Introduction

2020 has been both an extremely challenging, but also rewarding year for us in Links International.

As most charities, we were quickly forced to pivot the focus and systems of our work to deal with the restrictions of the pandemic.

Links' focus is usually more heavily around the areas of rehabilitation and development. However, with communities facing extreme hunger and no opportunities to work, we found ourselves working alongside our partners, providing food, aid and relief. We also quickly saw the need to ensure good hygiene and sanitation were in place and began to provide PPE and sensitisation programs for our partners around the world. Adding to the strain through Covid, we also responded to the crisis caused by Hurricane Iota in the Caribbean and also mass flooding in Sri Lanka.

We have strengthened our fundraising output and effort with a much stronger fundraising team, developing the role of an in-house fundraising Manager as well as using an outside Fundraising Consultancy. This has vastly improved the intentionality of our fundraising endeavours and improved funds coming into cover the core costs of running the charity. Our infrastructure and spending are kept to a minimum but in the current climate it remains a challenge to raise these kinds of funds. We have been fortunate to receive several legacies which put us in a position to have healthy reserves.

This year has also been very successful for the business of some of our corporate partners, which in turn has been very beneficial for Links as their donations have increased considerably.

Review of the Year

Links has continued to support and invest in our partnership with organisations overseas and within the UK, throughout the year through:

- Digital training to provide training and support to overseas partners
- Provision of strategic resources and emergency aid and relief
- Administrative support and project consultancy
- Assistance in strategic policies for mission and development involvement

Staff Team

The Staff team has gone over and above in 2020 to adapt to the restrictions and limitations of the global pandemic. Everyone quickly pivoted to working remotely and training using software such as Zoom and live streaming platforms such as Streamyard.

The office-based staff quickly adapted to all the cloud-based options of work and have all learnt a great deal throughout this time. Much of our work has become more efficient and time/cost effective.

The Fundraising team has developed considerably this year as donors have stepped up to give into emergency appeals. We have become more intentional in our yearly rhythm of appeals, updates and communications with our donors.

Throughout the pandemic we only needed to put one member of staff on furlough, as their role revolves specifically around team and trip administration. Everyone else's role increased significantly as the toll of covid accentuated the already massive needs of the global poor.

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

Overseas trips

Clearly due to the pandemic we have been unable to carry out teams and trips in the same way throughout 2020. However, this has not limited the impact of our training with a mixture of leadership, healthcare and business training taking part in the following countries:

- Colombia
- India
- Peru
- Nicaragua
- Malawi
- Zambia
- Uganda
- Sri Lanka

In early 2020, before travel restrictions were imposed, we were able to visit our partners in Uganda to provide leadership training and to audit a newly built medical clinic, which is a large-scale project for us in Links International.

Projects

Our vision is for projects to be self-sustaining, holistic, empowering and income generating. Projects are often connected to specific areas of our work, whether that be business, health, education or social benefit focussed, and often arise out of the needs seen during team trips.

Working with both targeted funds from partners and general funds, in 2020 we were able to support a range of projects mainly connected to our covid relief appeal and Hurricane Iota Appeal. These included works aimed at:

- Healthcare and sanitation
- PPE and training
- Oxygen concentrators and ventilators
- Safe water supply
- Malaria prevention
- Rebuilding of living spaces
- Agricultural and livestock initiatives
- Sustainable transport for village teams
- Medium-size business start-ups to provide employment and income streams for partners

Alongside these we were also able to fund new micro-enterprise projects and maintain the value of existing MED scheme funds.

Act4You Accounts Handling

Under our Act4You initiative, the number of accounts managed by Links has again increased. By the end of the year we were handling 130 accounts on behalf of 100 individuals, businesses and organisations involved in charitable work in approximately 30 countries, as well as offering consultancy services where required.

National Offices

Relationships with the Links USA office remain strong and together we collaborate on several projects and initiatives around the world. Together, we are in the process of setting up a regional office for Central America in El Salvador.

We are also now at the point of establishing an Africa based regional office in Malawi to better serve our partners throughout the continent. We are also looking at the possibility of both a South American and Asian office in the not-too-distant future

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

Communications

Our communications have improved considerably throughout the year with a vast increase in social media following, YouTube, magazine and e:link subscription.

We are also in the process of migrating all of our data to a new database which will significantly improve the way that we communicate with our various donors and stakeholders.

Fundraising

The Fundraising team has developed considerably this year as donors have stepped up to give into emergency appeals and as we have become more intentional in our yearly rhythm of appeals, updates and communications with our donors.

The main areas of our fundraising work:

- Church Partnerships
- Business Partnerships
- School Partnerships
- Individual donors, sponsored events etc
- Legacies
- Fundraising events

All of the above areas have grown due to intentional strategic development.

FINANCIAL REVIEW

Financial position of the Charity

Funding

The main source of funding for Links are regular monthly donations from supporters via standing orders. Appeals are run at regular intervals during the year for various aspects of Links work. We also run emergency appeals when natural disasters occur in areas that we work into. In 2020, as soon as the pandemic hit, an appeal was put in place to raise funds to support our partners who were worst affected by COVID. Links also has a few business connections and those business supporters give generously to projects and core costs.

A financial budget had been put in place for 2020, but spending during the year was not as extensive as had been estimated, due to the restrictions of the pandemic. However, these restrictions also limited the amount of fundraising that could take place. The main fundraiser for core costs is usually the London Marathon. However, due to its cancellation, a significant amount of fundraising support was lost. Other smaller fundraising events were set up and despite limitations, were successfully implemented, which made up some of the shortfall.

Financial projections

Links is in a very healthy financial position at this point in time and there is no cause for concern regarding the continuation of Links International.

Reserves

The trustees aim to maintain an ongoing reserve within general unrestricted funds of at least three to six months of usual operating costs. At present reserves are in excess of this and the Trustees are considering options to ensure the most effective long-term return on investments to secure the future activities of the Charity.

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

FUTURE PLANS

Links will continue to grow as an organisation that exists to serve the local church to impact the world, by providing holistic solutions to international development, that changes lives and transforms communities. We will operate regional offices to cover the different continents of the globe and cascade our work out to a far greater audience, client base and global community. As such we will be well known as a key provider of these services in both the faith and secular community.

Links will continue to have a large portfolio of resources and ways to serve partners both at home and overseas, with a focus on the 5 areas of faith, health, business, education and justice. We will serve a large selection of businesses, organisations, individuals, schools and the local church to engage in meaningful and intentional ways with the needs around the world.

The 'Links Family' of ministries will be a diverse, multi-cultural and multi-generational team working together to bring cross pollination of ideas and initiatives. We will be known as an organisation characterised by faith, adventure, risk, fun, servant heartedness and willingness to fight for change.

We will always position ourselves as the guide, standing alongside the real heroes out on the ground making a difference.

Some key short-term objectives are:

- Rebranding of Links International
- New Website and digital resources
- Migration to a new database
- Translation of all resources into Spanish
- Rolling out of our fundraising strategy
- Development of International Offices

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, Governance and Management

The Charity is established as a charitable incorporated organisation (CIO) and is governed by a constitution, the current version of which was adopted on 23 August 2016 on the incorporation of the Charity. The Charity is registered with the Charity Commission for England and Wales.

The governance of the Charity rests with the Board of Trustees. The Trustees are the persons with the general control and management of the administration of the Charity. The Trustees carry the overall responsibility for the Charity including its financial stability and the implementation of its charitable aims and objectives. Strategic decisions as to the aims, activities, planning and budgets of the Charity are made by the Trustees. The Board meets at least four times per year.

The constitution provides that there must be at least three Trustees but does not specify an upper limit on the size of the Board. In practice, the Charity seeks to operate within the range of six to twelve Trustees at any time. Appointment of Trustees is governed by the constitution. Every Trustee is appointed for a term of three years by way of a resolution passed by the Board. In selecting individuals for appointment as Trustees, the Board has regard to the skills, knowledge and experience needed for the effective administration of the Charity. The Chief Executive is responsible for coordinating the induction of new Trustees, together with the Chair.

Day-to-day management of the Charity is delegated to the staff team via the Chief Executive. The staff team are supported by a team of dedicated volunteers. Volunteers will assist the team in areas such as mailing Links' communication, administration assistance and translation skills. Their role tends to be sporadic around times of the year that Links sends out various communications.

Links International has subsidiary offices in the USA, El Salvador and Malawi. These regional offices take their lead from the UK headquarters with regards to vision, mission and values. They also take their guidance on brand identity and communications from Links International centrally. However, they also have varying levels of autonomy. For instance, the US office is a registered charity in its own right with its own Board of Trustees.

Links partners with many charities and organisations around the world to pursue our objectives to alleviate poverty in all its forms and to advance the Christian Faith. These partner organisations range from small, localised organisations in the various countries we work into, to national and international organisations such as Youth with a Mission (YWAM). In the UK, Links partners with a number of church networks such as The Pioneer Network, The Ground Level Network and the 24-7 Prayer Movement. Alongside our church partnerships we also connect with a number of businesses forming corporate partnerships, providing an opportunity for them to work alongside Links for their CSR offering.

The Charity does not have a trading subsidiary.

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES **for the Year Ended 31 December 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk Management

The Trustees review their assessment of the major risks to which the Charity is exposed on a regular basis each year or when circumstances significantly change if earlier. Procedures, policies and systems are reviewed at least annually to mitigate these risks.

Currently, Links is in a very strong position with risks being mitigated against by a healthy team and healthy reserves in place. We also have a strong strategy in place for ongoing endeavours and the raising of funds for these.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1168872

Principal address

P O Box 198
Littlehampton
West Sussex
BN16 3UQ

Trustees

P Moore Chairperson
G Jones Honorary Treasurer (appointed 28.7.20)
C Read
A King
D Kirby (appointed 26.2.20)
B Ansell (appointed 26.2.20)
B Gisbey (appointed 26.2.20)
E Gladwell (appointed 22.8.20)
M Bell (resigned 20.5.20)
S Dendy (resigned 20.5.20)
L Hills (resigned 20.5.20)

Auditors

Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Solicitors

Swaby Clerk and Norris
16-20 Wakering Road
Barking
Essex
IG11 8QN

Chief Executive Officer

Joe Gisbey

Principal Bankers

Lloyds Bank
1 Silver Street
Enfield
EN1 3EE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

LINKS INTERNATIONAL

REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020


STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on Oct 26, 2021 and signed on its behalf by:


.....
P Moore - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF LINKS INTERNATIONAL

Opinion

We have audited the financial statements of Links International (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
LINKS INTERNATIONAL**

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility of unauthorised payments to related parties.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.


[mwbrindley \(Oct 26, 2021 16:31 GMT+1\)](#)

Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Date: Oct 26, 2021

LINKS INTERNATIONAL**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2020**

	Notes	Unrestricted funds £	Restricted funds £	31.12.20 Total funds £	31.12.19 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	186,317	1,110,146	1,296,463	1,041,831
Investment income	3	4,231	-	4,231	2,507
Total		190,548	1,110,146	1,300,694	1,044,338
EXPENDITURE ON					
Raising funds	4	14,833	-	14,833	30,392
Charitable activities					
Trust activities (UK office)	5	170,505	-	170,505	162,798
Projects		64,331	980,338	1,044,669	876,484
Total		249,669	980,338	1,230,007	1,069,674
Net gains on investments		2,739	-	2,739	10,474
NET INCOME/(EXPENDITURE)		(56,382)	129,808	73,426	(14,862)
RECONCILIATION OF FUNDS					
Total funds brought forward		332,917	396,856	729,773	744,635
TOTAL FUNDS CARRIED FORWARD		276,535	526,664	803,199	729,773

LINKS INTERNATIONAL

BALANCE SHEET

31 December 2020

	Notes	Unrestricted funds £	Restricted funds £	31.12.20 Total funds £	31.12.19 Total funds £
CURRENT ASSETS					
Debtors	13	46,165	-	46,165	27,123
Cash at bank and in hand		238,283	526,663	764,946	709,985
		<u>284,448</u>	<u>526,663</u>	<u>811,111</u>	<u>737,108</u>
CREDITORS					
Amounts falling due within one year	14	(7,912)	-	(7,912)	(7,335)
		<u>276,536</u>	<u>526,663</u>	<u>803,199</u>	<u>729,773</u>
NET CURRENT ASSETS					
		<u>276,536</u>	<u>526,663</u>	<u>803,199</u>	<u>729,773</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>276,536</u>	<u>526,663</u>	<u>803,199</u>	<u>729,773</u>
NET ASSETS		<u>276,536</u>	<u>526,663</u>	<u>803,199</u>	<u>729,773</u>
FUNDS	15				
Unrestricted funds				276,536	332,917
Restricted funds				526,663	396,856
TOTAL FUNDS				<u>803,199</u>	<u>729,773</u>

The financial statements were approved by the Board of Trustees and authorised for issue on Oct 26, 2021 and were signed on its behalf by:

Gareth Jones

Gareth JOnes (Oct 26, 2021 14:44 GMT+1)

.....
G Jones - Trustee

LINKS INTERNATIONAL

CASH FLOW STATEMENT
for the Year Ended 31 December 2020

	Notes	31.12.20 £	31.12.19 £
Cash flows from operating activities			
Cash generated from operations	1	50,730	(19,786)
Net cash provided by/(used in) operating activities		<u>50,730</u>	<u>(19,786)</u>
Cash flows from investing activities			
Interest received		4,231	2,507
Net cash provided by investing activities		<u>4,231</u>	<u>2,507</u>
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		54,961	(17,279)
Cash and cash equivalents at the beginning of the reporting period		<u>709,985</u>	<u>727,264</u>
Cash and cash equivalents at the end of the reporting period		<u><u>764,946</u></u>	<u><u>709,985</u></u>

LINKS INTERNATIONAL

NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 December 2020

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.20	31.12.19
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	73,426	(14,862)
Adjustments for:		
Interest received	(4,231)	(2,507)
Increase in debtors	(19,042)	(2,821)
Increase in creditors	577	404
	<u>50,730</u>	<u>(19,786)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.20	Cash flow	At 31.12.20
	£	£	£
Net cash			
Cash at bank and in hand	709,985	54,961	764,946
	<u>709,985</u>	<u>54,961</u>	<u>764,946</u>
Total	<u>709,985</u>	<u>54,961</u>	<u>764,946</u>

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Critical accounting judgements and key sources of estimation uncertainty

No significant judgements have been made during the course of preparing these financial statements. There are no sources of estimation uncertainty.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Raising funds

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources for which it was incurred.

Fundraising costs

These comprise of the direct costs of fundraising.

Allocation and apportionment of costs

Expenses are allocated directly to charitable activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on reducing balance
Computer equipment	- 25% on cost

All assets with an original cost of more than £400 are capitalised.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Net current assets

Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020

1. ACCOUNTING POLICIES - continued

Net current assets

Cash at bank and in hand

Cash at bank and in hand includes cash, current bank accounts and deposit bank accounts with no withdrawal limitations.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

Foreign currencies

Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction.

Operating leases

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as they become payable.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. DONATIONS AND LEGACIES

	31.12.20	31.12.19
	£	£
Gifts	1,296,463	1,008,564
Legacies	-	33,267
	<u>1,296,463</u>	<u>1,041,831</u>

3. INVESTMENT INCOME

	31.12.20	31.12.19
	£	£
Deposit account interest	<u>4,231</u>	<u>2,507</u>

4. RAISING FUNDS

Raising donations and legacies

	31.12.20	31.12.19
	£	£
Publications, advertising and postage	7,149	14,635
Travelling and conferences	3,709	11,430
Fundraising costs	<u>3,405</u>	<u>3,793</u>
	<u>14,263</u>	<u>29,858</u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020

4. RAISING FUNDS - continued

Investment management costs

	31.12.20	31.12.19
	£	£
Portfolio management	570	534
	<u>570</u>	<u>534</u>
Aggregate amounts	<u>14,833</u>	<u>30,392</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 6) £	Support costs (see note 7) £	Totals £
Trust activities (UK office)	162,015	-	8,490	170,505
Projects	-	1,044,669	-	1,044,669
	<u>162,015</u>	<u>1,044,669</u>	<u>8,490</u>	<u>1,215,174</u>

6. GRANTS PAYABLE

	31.12.20	31.12.19
	£	£
Projects	1,044,669	876,484
	<u>1,044,669</u>	<u>876,484</u>

The total grants paid to institutions during the year was as follows:

	31.12.20	31.12.19
	£	£
General missions	700,304	542,954
Children	103,231	103,595
Healthcare	58,437	33,398
Food	5,552	14,400
Books and CDs	-	664
Teaching	5,000	11,932
Micro Enterprise	4,267	5,648
Education	52,221	52,367
Travel	10,308	51,164
Staff	22,306	6,822
Welfare	-	769
Counselling	5,144	1,932
Admin fees charged	77,899	50,839
	<u>1,044,669</u>	<u>876,484</u>

LINKS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020

7. SUPPORT COSTS

		Governance costs £
Trust activities (UK office)		8,490
		<u>8,490</u>

8. AUDITORS' REMUNERATION

	31.12.20	31.12.19
	£	£
Fees payable to the charity's auditors for the audit of the charity's financial statements	3,220	3,180
	<u>3,220</u>	<u>3,180</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

The charity consider its key management personnel to comprise the trustees and chief executive officer. Total key personnel remuneration for the year was £40,535 with additional pension contributions of £1,291 (2019: £32,993 with additional personal pension contributions of £739)

Trustees' expenses

	31.12.20	31.12.19
	£	£
Trustees' expenses	-	171
	<u>-</u>	<u>171</u>

10. STAFF COSTS

	31.12.20	31.12.19
	£	£
Wages and salaries	137,301	129,463
Social security costs	4,176	4,781
Other pension costs	2,102	1,807
	<u>143,579</u>	<u>136,051</u>

The average monthly number of employees during the year was as follows:

	31.12.20	31.12.19
Direct charitable expenditure	4	3
Administration	1	1
	<u>5</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	214,289	827,542	1,041,831
Investment income	2,507	-	2,507
Total	<u>216,796</u>	<u>827,542</u>	<u>1,044,338</u>
EXPENDITURE ON			
Raising funds	30,392	-	30,392

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020****11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Trust activities (UK office)	162,798	-	162,798
Projects	62,568	813,916	876,484
	<hr/>	<hr/>	<hr/>
Total	255,758	813,916	1,069,674
Net gains on investments	10,474	-	10,474
	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)	(28,488)	13,626	(14,862)

RECONCILIATION OF FUNDS

Total funds brought forward	361,404	383,231	744,635
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>332,916</u>	<u>396,857</u>	<u>729,773</u>

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020 and 31 December 2020	6,923	6,482	13,405
	<hr/>	<hr/>	<hr/>
DEPRECIATION			
At 1 January 2020 and 31 December 2020	6,923	6,482	13,405
	<hr/>	<hr/>	<hr/>
NET BOOK VALUE			
At 31 December 2020	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2019	-	-	-
	<hr/>	<hr/>	<hr/>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

		31.12.20	31.12.19
		£	£
Other debtors		46,165	27,123
		<hr/>	<hr/>

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 December 2020**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.12.20	31.12.19
	£	£
Taxation and social security	2,586	2,036
Other creditors	5,326	5,299
	<u>7,912</u>	<u>7,335</u>

15. MOVEMENT IN FUNDS

	At 1.1.20	Net movement in funds	At 31.12.20
	£	£	£
Unrestricted funds			
Unrestricted funds	317,840	(49,053)	268,787
Major Projects Donation Fund	15,077	(7,328)	7,749
	<u>332,917</u>	<u>(56,381)</u>	<u>276,536</u>
Restricted funds			
Africa	8,292	(1,316)	6,976
Bangladesh	105	28	133
Brazil	965	51	1,016
Columbia	9,828	6,245	16,073
France	1,335	(1,335)	-
Honduras	233	739	972
Ibiza	899	381	1,280
India	12,881	453	13,334
Jamaica	215	220	435
Kenya	18,486	8,166	26,652
Malawi	31,380	2,088	33,468
Mexico	2,534	17,906	20,440
Nepal	10,077	864	10,941
Nicaragua	584	-	584
Nigeria	6,269	(6,269)	-
Philippines	17,964	4,116	22,080
Sierra Leone	17,522	33,679	51,201
South Africa	41,605	663	42,268
South Asia	685	5	690
Sri Lanka	466	2,020	2,486
Tanzania	1,337	313	1,650
Thailand	39,400	368	39,768
Togo	1,882	3,700	5,582
Uganda	18,596	924	19,520
UK	3,319	16,055	19,374
Zambia	16	(16)	-
Zimbabwe	429	54	483
General/Worldwide	149,552	39,705	189,257
	<u>396,856</u>	<u>129,807</u>	<u>526,663</u>
TOTAL FUNDS	<u>729,773</u>	<u>73,426</u>	<u>803,199</u>

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 December 2020**15. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted funds	188,038	(239,830)	2,739	(49,053)
Major Projects Donation Fund	2,510	(9,838)	-	(7,328)
	<hr/>	<hr/>	<hr/>	<hr/>
	190,548	(249,668)	2,739	(56,381)
Restricted funds				
Africa	50	(1,366)	-	(1,316)
Bangladesh	38	(10)	-	28
Brazil	18,409	(18,358)	-	51
Columbia	112,048	(105,803)	-	6,245
Ethopia	505	(505)	-	-
France	694	(2,029)	-	(1,335)
Honduras	7,611	(6,872)	-	739
Ibiza	16,721	(16,340)	-	381
India	44,903	(44,450)	-	453
Jamaica	240	(20)	-	220
Kenya	46,089	(37,923)	-	8,166
Malawi	62,035	(59,947)	-	2,088
Mexico	36,377	(18,471)	-	17,906
Nepal	12,265	(11,401)	-	864
Nigeria	1,800	(8,069)	-	(6,269)
Philippines	22,857	(18,741)	-	4,116
Sierra Leone	49,032	(15,353)	-	33,679
South Africa	28,568	(27,905)	-	663
South Asia	1,500	(1,495)	-	5
Sri Lanka	7,090	(5,070)	-	2,020
Tanzania	1,443	(1,130)	-	313
Thailand	20,848	(20,480)	-	368
Togo	6,000	(2,300)	-	3,700
Uganda	109,749	(108,825)	-	924
UK	46,574	(30,519)	-	16,055
Zambia	-	(16)	-	(16)
Zimbabwe	3,102	(3,048)	-	54
General/Worldwide	453,598	(413,893)	-	39,705
	<hr/>	<hr/>	<hr/>	<hr/>
	1,110,146	(980,339)	-	129,807
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	1,300,694	(1,230,007)	2,739	73,426

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020****15. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
Unrestricted funds	342,662	(24,822)	317,840
Major Projects Donation Fund	18,742	(3,665)	15,077
	<hr/>	<hr/>	<hr/>
	361,404	(28,487)	332,917
Restricted funds			
Africa	13,188	(4,896)	8,292
Bangladesh	(25)	130	105
Brazil	901	64	965
Columbia	23,156	(13,328)	9,828
France	-	1,335	1,335
Honduras	238	(5)	233
Ibiza	824	75	899
India	14,203	(1,322)	12,881
Jamaica	765	(550)	215
Kenya	15,722	2,764	18,486
Malawi	26,129	5,251	31,380
Mexico	6,707	(4,173)	2,534
Nepal	8,480	1,597	10,077
Nicaragua	584	-	584
Nigeria	2,799	3,470	6,269
Philippines	17,372	592	17,964
Sierra Leone	14,137	3,385	17,522
South Africa	41,373	232	41,605
South Asia	-	685	685
Sri Lanka	900	(434)	466
Tanzania	2,923	(1,586)	1,337
Thailand	29,769	9,631	39,400
Togo	2,182	(300)	1,882
Uganda	19,683	(1,087)	18,596
UK	9,396	(6,077)	3,319
Zambia	725	(709)	16
Zimbabwe	819	(390)	429
General/Worldwide	130,281	19,271	149,552
	<hr/>	<hr/>	<hr/>
	383,231	13,625	396,856
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	744,635	(14,862)	729,773

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 December 2020**15. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted funds	210,546	(245,842)	10,474	(24,822)
Major Projects Donation Fund	6,250	(9,915)	-	(3,665)
	<hr/>	<hr/>	<hr/>	<hr/>
	216,796	(255,757)	10,474	(28,487)
Restricted funds				
Africa	644	(5,540)	-	(4,896)
Bangladesh	150	(20)	-	130
Brazil	10,388	(10,324)	-	64
Columbia	88,897	(102,225)	-	(13,328)
Ethopia	500	(500)	-	-
France	1,415	(80)	-	1,335
Honduras	9,900	(9,905)	-	(5)
Ibiza	16,228	(16,153)	-	75
India	62,039	(63,361)	-	(1,322)
Jamaica	240	(790)	-	(550)
Kenya	47,321	(44,557)	-	2,764
Malawi	52,658	(47,407)	-	5,251
Mexico	17,608	(21,781)	-	(4,173)
Nepal	11,311	(9,714)	-	1,597
Nigeria	7,020	(3,550)	-	3,470
Philippines	20,667	(20,075)	-	592
Sierra Leone	32,133	(28,748)	-	3,385
South Africa	15,984	(15,752)	-	232
South Asia	1,500	(815)	-	685
Sri Lanka	8,936	(9,370)	-	(434)
Tanzania	2,554	(4,140)	-	(1,586)
Thailand	25,141	(15,510)	-	9,631
Togo	6,000	(6,300)	-	(300)
Uganda	75,797	(76,884)	-	(1,087)
UK	29,010	(35,087)	-	(6,077)
Zambia	11,984	(12,693)	-	(709)
Zimbabwe	5,816	(6,206)	-	(390)
General/Worldwide	265,701	(246,430)	-	19,271
	<hr/>	<hr/>	<hr/>	<hr/>
	827,542	(813,917)	-	13,625
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	1,044,338	(1,069,674)	10,474	(14,862)

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 December 2020****15. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.19 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
Unrestricted funds	342,662	(73,875)	268,787
Major Projects Donation Fund	18,742	(10,993)	7,749
	<hr/>	<hr/>	<hr/>
	361,404	(84,868)	276,536
Restricted funds			
Africa	13,188	(6,212)	6,976
Bangladesh	(25)	158	133
Brazil	901	115	1,016
Columbia	23,156	(7,083)	16,073
Honduras	238	734	972
Ibiza	824	456	1,280
India	14,203	(869)	13,334
Jamaica	765	(330)	435
Kenya	15,722	10,930	26,652
Malawi	26,129	7,339	33,468
Mexico	6,707	13,733	20,440
Nepal	8,480	2,461	10,941
Nicaragua	584	-	584
Nigeria	2,799	(2,799)	-
Philippines	17,372	4,708	22,080
Sierra Leone	14,137	37,064	51,201
South Africa	41,373	895	42,268
South Asia	-	690	690
Sri Lanka	900	1,586	2,486
Tanzania	2,923	(1,273)	1,650
Thailand	29,769	9,999	39,768
Togo	2,182	3,400	5,582
Uganda	19,683	(163)	19,520
UK	9,396	9,978	19,374
Zambia	725	(725)	-
Zimbabwe	819	(336)	483
General/Worldwide	130,281	58,976	189,257
	<hr/>	<hr/>	<hr/>
	383,231	143,432	526,663
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	744,635	58,564	803,199

LINKS INTERNATIONAL**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 December 2020**15. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted funds	398,584	(485,672)	13,213	(73,875)
Major Projects Donation Fund	8,760	(19,753)	-	(10,993)
	<u>407,344</u>	<u>(505,425)</u>	<u>13,213</u>	<u>(84,868)</u>
Restricted funds				
Africa	694	(6,906)	-	(6,212)
Bangladesh	188	(30)	-	158
Brazil	28,797	(28,682)	-	115
Columbia	200,945	(208,028)	-	(7,083)
Ethopia	1,005	(1,005)	-	-
France	2,109	(2,109)	-	-
Honduras	17,511	(16,777)	-	734
Ibiza	32,949	(32,493)	-	456
India	106,942	(107,811)	-	(869)
Jamaica	480	(810)	-	(330)
Kenya	93,410	(82,480)	-	10,930
Malawi	114,693	(107,354)	-	7,339
Mexico	53,985	(40,252)	-	13,733
Nepal	23,576	(21,115)	-	2,461
Nigeria	8,820	(11,619)	-	(2,799)
Philippines	43,524	(38,816)	-	4,708
Sierra Leone	81,165	(44,101)	-	37,064
South Africa	44,552	(43,657)	-	895
South Asia	3,000	(2,310)	-	690
Sri Lanka	16,026	(14,440)	-	1,586
Tanzania	3,997	(5,270)	-	(1,273)
Thailand	45,989	(35,990)	-	9,999
Togo	12,000	(8,600)	-	3,400
Uganda	185,546	(185,709)	-	(163)
UK	75,584	(65,606)	-	9,978
Zambia	11,984	(12,709)	-	(725)
Zimbabwe	8,918	(9,254)	-	(336)
General/Worldwide	719,299	(660,323)	-	58,976
	<u>1,937,688</u>	<u>(1,794,256)</u>	<u>-</u>	<u>143,432</u>
TOTAL FUNDS	<u>2,345,032</u>	<u>(2,299,681)</u>	<u>13,213</u>	<u>58,564</u>

16. RELATED PARTY DISCLOSURES

Mr B Gisby joined the Board of Trustees during 2020, his brother, Mr J Gisby has been the CEO of the charity for a number of years. During the year Mr J Gisby received gross pay of £38,478 and employer pension contributions of £2,291. Mr B Gisby takes no part in discussions regarding his brother's remuneration package.