

Embassy

Trustees' report and financial statements
for the year ended 1 September 2023



Embassy
Reference and administration information

Charity number	1174728
Registered office and operational address	C/o The Message Trust Lancaster House Harper Road Sharston Industrial Area Manchester M22 4RG

Trustees

Trustees who served during the year and up to the date of this report were as follows:

Mr. Richard Ayres (Chair)
Mr. Richard Selby (Treasurer)
Mr. Antony Bullivant
Mr. Derek Gough
Mr. Adam Posner (since 30/01/2023)

Key management personnel

The trustees consider themselves to be key management personnel given the size of the charity.

Independent Examiner

Adrian Phillips FCA
Arlo Accountancy Limited
107 Valley Road
Stockport
SK4 2DB

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Trustees' annual report for the year ended 1 September 2023

The trustees present their report and the unaudited financial statements for the year ended 1 September 2023. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

A. Objectives and Activities

A.1 Summary of the purposes of the charity

The purpose of the charity is to deliver the following public benefits:

- To relieve the need of people in England and Wales who are rough sleeping, homeless or vulnerably housed; and in particular (but without prejudice to the generality of the foregoing) by providing or arranging housing, support and resettlement within a Christian ethos; and
- To advance the Christian faith by the propagation of Christianity according to the Bible.

Although Embassy is a Christian charity, we welcome equally whoever is referred to us, of any faith or none.

A.2 Summary of the main activities

The intention of the charity is to deliver these public benefits through the following activities:

- 1 Help those who are homeless to restore their lives and become part of healthy communities by doing the following:
 - i. Work with partner agencies, including local councils, to identify those who are homeless and are serious about turning their lives around.
 - ii. Provide each resident with their own room plus shared access to a kitchen, bathroom and living area.
 - iii. Employ a team of resettlement workers to welcome our homeless guests and to take each of them through a programme of resettlement activities, which includes:
 - Weekly house meetings in each house;
 - Weekly one to one mentoring session with each resident;
 - Weekly twelve steps course for unpacking past trauma;
 - Practical instruction on food shopping;
 - One to one cooking lessons in line with the two-week meal plan we provide to help residents budget and eat healthily;
 - Training around bill, rent and tax payment;
 - Optional bible and prayer times;
 - Optional weekly sports sessions; and
 - Assistance with benefits, ID recovery, bank account and email set up.
 - iv. Help our homeless residents to obtain suitable permanent employment through the contacts that the charity has established with local companies.
 - v. Talk to our homeless residents about our Christian faith, as we know from our own experience that nothing can restore lives as well and as permanently as the truth about Jesus.
 - vi. Help our homeless residents to successfully find and move into suitable permanent housing when the time is right. As each resident enters into a rental contract with the charity, we are able to write a reference for future landlords to help them move on.

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- vii. Help those who have moved into permanent housing to settle in and remain, through regular ongoing visits by our resettlement workers. This will include introducing them to an appropriate church near their new home if they wish us to.
- 2 Help our residents to help themselves by making the provision of accommodation subject to, by prior agreement:
 - i. The person remaining sober and free from drug abuse.
 - ii. The person engaging in the resettlement activities described above.
- 3 Ensure the safety and well-being of all residents, staff and volunteers by doing the following:
 - i. Adhering to a comprehensive Safeguarding Vulnerable Adults policy.
 - ii. Only accept residents that come by risk assessed referrals from partner agencies.

A.3 Statement on Public Benefit

The trustees have noted and continue to follow the guidance issued by the Charity Commission on public benefit when defining the charity's objectives and activities.

B. Achievements and Performance

B.1 Commenced resettlement work for women

The charity considers it necessary to avoid mixing men and women for reasons of safety and dignity. Therefore, having originated as a shelter supporting homeless men we focussed just on helping men. However, once the charity started to increase the number of its houses, we made a decision to expand our operations to enable us to help women as well. We recruited an experienced female resettlement worker, Emmalee, and started to search for suitable property.

It took a frustratingly long time to obtain suitable property, but we are delighted that during the year we secured rental agreements on two excellent properties close to each other. This means that we are now accommodating and supporting four women who would otherwise be homeless and vulnerable.

Both properties are leased from the same company and are new build, double ensuite properties in a low crime community. Neighbours are unaware of the history of the women and the project is hugely aided by one of the properties being leased rent free and the other at a below market value rate. The first four women are making excellent progress, with all four having enrolled into college courses and one now working full time in a good role we helped to secure for her. A second is likely to begin employment soon. We have been going less than a year with this project and it is proving a useful pilot.

We have secured an offer of a plot of land by Salford Council upon which we intend to build homes for four women so that Emmalee can develop a team and a growing project. Several companies have caught a vision for this and are joint funding and supplying materials and planning and design support to the vision. Surveys, architectural drawings and pre-application work are well underway.

B.2 Continued to grow the resettlement work for men.

This year, we have increased the number of male residents from 6 to 11, achieved by taking on a new property. This takes us up to three properties, all leased from the private sector. Typically, about half of our residents are in work and most of the remainder are on college courses and in training. We've had a lot of new residents arrive with us in the year partly because a lot of our previous residents were successfully housed towards the end of the year to August 2022. We ended the reporting period with a good number approaching the point where they were quite close to moving on to their next home and working full time, but only one completed

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the whole process in the year. We anticipate that several of our residents will soon reach that point because the average time to progress through our training programme, save up and move on is 14 months.

We have also helped six ex-residents with various things, including external recovery sessions, many hours of continued support in their new homes with benefit checks, tenancy support, medical appointments, support at work, etc.

We also conducted a notable pilot scheme taking a small group of residents and staff out to Kenya to go and help build a school in a slum on the edge of Nairobi for the children of homeless families. The trip was funded by people keen on supporting the trip with one-off gifts. The intention was to give the residents a chance to see that they had something to offer the world, experience a different culture and grow in confidence. The trip has had a major positive impact on the three who went. Comments came back about learning what a real work ethic is, resulting in a greater hunger to work. For example, one of those who went to Kenya has now started to work full time whereas before he only thought he could handle a part time job. Another of those who went to Kenya had given up on a relationship with his children but realised while out at the slum school that he could talk to children and came home to begin rebuilding his relationship with his own children. The men also gained a better appreciation of the opportunities living in the UK offers. We are looking at returning to the same partner project in Kenya this coming year.

B.3 Preparation for the creation of a homeless village

The charity has come a lot closer to realising its aspiration to create a '40 home village' in Greater Manchester for homeless men. Sadly, we did not manage to build the village by the end of 2023 as hoped. A combination of rising cost of materials and a need to change our build methodology away from modular homes because of technical challenges posed by the awkward site, and design team members leaving and being replaced slowed progress significantly. We also had to go back to planning for permission to build in stages because the increased cost could mean it needed to be built in stages.

The project has continued steadily in the design stages and pre-construction and contractual works. The site was complicated because there are many stake holders. Network Rail, TFGM, Peel and the canal and river management companies. We are finally close to commencing construction and the principal funders still have faith in us. We lost our principal contractor and our project managers but found new ones.

Embassy currently has pledged funding of £3.5M for the build, which is sufficient to complete the foundations and services for the entire and to build the village hall and staff accommodation and 24 of the planned 40 homes. We are applying for funding and meeting various companies to try to secure the funding that is required to build the remaining 16 homes in the initial phase. We have also secured some building materials and services for no cost, saving an estimated £400,000.

B.5 Working towards becoming a Registered Housing Provider

The charity had previously agreed that it should apply to become a Registered Housing Provider, as this will ensure that we receive exempt housing benefit for all our residents who are on benefits to improve our financial position as we grow, without needing to rely on the generosity of local councils. The charity has engaged Altair Ltd., who are experts in the field of applying to be a Registered Housing Provider, and is working with Altair to prepare the necessary paperwork and information. We are grateful to Salford Council for their pledged donation towards the cost of this work.

B.6 Continuous improvement

The charity will continue to refine how it operates, aiming to efficiently provide its residents with a good experience while helping each one to find a job and to be re-housed without delay. This approach includes regular meetings of the director and resettlement workers to identify changes that are needed and how they should be implemented. Such learnings will be transferred to the operating of the Village. We have also developed a 'working group' with Manchester City Council's adult social services, homeless team and revenue

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and benefits unit in order to plot a workable way forward both for referrals and income. We have a steering group for the Village, which includes Peel (the landowner), Capital & Centric (who are developers) and The Greater Manchester Mayor's Charity.

C. Financial Review

C.1 Charity's financial position

During the financial year, income has been less than last year while costs have been greater, resulting in an overall deficit. This has been mainly due to the preparation for the Village build, such as pre-contract surveys, and advance payments to Altair for services required to enable Embassy to become a Registered Housing Provider.

Nonetheless, the charity's finances remain healthy, with substantial remaining reserves and income and costs becoming roughly balanced in recent months. A summary of the finances (to the nearest £) at the end of the charity's financial year are shown in the table below:

	<i>Amount</i>
Opening balance (carried forward from previous year):	£ 234,520
Income (unrestricted):	£ 233,468
Income (restricted):	£51,818
Total income:	£285,286
Staff payroll:	£204,937
Other operating costs:	£106,913
Total outgoing:	£311,850
Balance for the year:	(£26,564)
Funds carried over to the next year:	£207,956

C.2 Reserves policy

The charity aims to maintain reserves that are sufficient to cover three months of operating costs, including salaries. At the end of the year our reserves exceed this, which is due to funds being held as contingency for the Village build and operation.

C.3 Fundraising strategy

The charity relies mainly on donations for funding the work that we do and therefore effective fundraising is essential. The charity has been blessed by the donations that we have received so far, especially the increasing number of individuals and businesses that give monthly, for which we are very grateful.

Another source of income is rent paid by our residents, either from their wages if employed or from their benefits. We are able to claim between £717 and £1,036 per person per month exempt housing benefit from Salford Council for those residents who are unemployed or receive at least some universal Credit (also see B.5 above).

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The income that the charity received during the year is shown in the table below.

Source of income	Amount	Proportion
Churches and other charities	£18,348	6.4%
Businesses	£88,471	31.0%
Individuals (including Gift Aid reclaim from previous year)	£115,513	40.5%
Charitable trusts and foundations	£6,318	2.2%
Housing	£56,636	19.9%

C.4 Principal risks facing the charity

There is a risk that this year's deficit will be repeated and thereby further erode the charity's reserves. However, this is unlikely as all our houses are now fully occupied, thus maximising income from housing. A realistic budget has been prepared for the 2023-24 financial year which shows a net balance of income and costs.

The principal financial risk facing the charity is inevitably concerning the building of the Village. In particular, there is a risk that the cost of the build will exceed the estimate and therefore the amount pledged by the Moulding Foundation. This risk would be mitigated by additional fundraising and/or limiting the extent of the build to, for example, just 20 homes, until further funds can be raised.

D. Structure, Governance and Management

D.1 How the charity is constituted

A Charitable Incorporated Organisation (CIO), whose only voting members are its charity trustees ('Foundation' model constitution).

D.2 The governing document

A Constitution document that follows Charity Commission guidelines.

D.3 Trustee selection method

The name of suitable person known by one or more of the trustees, who has the necessary experience and background, is brought to a formally convened trustees meeting. A vote is then taken and recorded in the meeting minutes.

D.4 Size of charity

Income during the past financial year was £285,286.

D.5 How the charity is governed

Regularly convened meetings of the trustees, at which minutes are taken.

D.6 Policies in place

Safeguarding vulnerable adults policy; GDPR policy; risk assessment; operating procedures to ensure the safety of residents, volunteers and employees.

E. Statement of responsibilities of the trustees

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

Charity law 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 charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group 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 in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 18 April 2024 and signed on their behalf by

Richard Ayres

Name: Richard Ayres

Title: Chair of trustees

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Independent examiner's report to the trustees
For the year ended 1 September 2023

I report on the accounts of the charity for the period ending 1 September 2023 set out on pages 9 to 22.

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Adrian Phillips

Adrian Phillips FCA
Arlo Accountancy Limited
107 Valley Road
Stockport
SK4 2DB

25 / 04 / 2024

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Statement of Financial Activities
for the year ended 1 September 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Income from:							
Donations and legacies	3	176,832	51,818	228,650	243,921	81,389	325,310
Charitable activities	4	56,636	-	56,636	22,243	-	22,243
Total income		233,468	51,818	285,286	266,164	81,389	347,553
Expenditure on:							
Raising funds	5	31,829	3,035	34,864	22,376	-	22,376
Charitable activities	6	234,942	42,044	276,986	188,373	28,779	217,152
Total expenditure		266,771	45,079	311,850	210,749	28,779	239,528
Net income/(expenditure) for the year	7	(33,303)	6,739	(26,564)	55,415	52,610	108,025
Transfer between funds		-	-	-	-	-	-
Net movement in funds for the year		(33,303)	6,739	(26,564)	55,415	52,610	108,025
Reconciliation of funds							
Total funds brought forward		171,850	62,670	234,520	116,435	10,060	126,495
Total funds carried forward		138,547	69,409	207,956	171,850	62,670	234,520

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

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Balance sheet as at 1 September 2023

	Note	2023	2022
		£	£
Fixed Assets			
Tangible Assets	11	44,692	16,650
		44,692	16,650
Current assets			
Debtors	12	14,457	-
Cash at bank and in hand	13	154,153	217,870
Total current assets		168,610	217,870
Liabilities			
Creditors: amounts falling due in less than one year	14	(5,346)	-
Net current assets		163,264	217,870
Total assets less current liabilities		207,956	234,520
Net assets		207,956	234,520
The funds of the charity:			
Restricted income funds	16	69,409	62,670
Unrestricted income funds	17	138,547	171,850
Total charity funds		207,956	234,520

For the year in question, the charity was entitled to exemption from an audit under section 144 of the Charities Act 2011. The Charity Commission has not ordered an audit to be carried out under Section 146 of Charities Act 2011.

The notes on pages 11 to 22 form part of these accounts.

Approved by the trustees on 18 April 2024 and signed on their behalf by:

Richard Ayres
Richard Ayres (Chair)

Richard Selby
Richard Selby (Treasurer)

Notes to the accounts for the year ended 1 September 2023

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

These financial statements have been prepared in accordance with 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), with FRS 102 and with the requirements of the Charities Act 2011.

Embassy meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgments and estimates

The trustees have made no key judgements which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the accounts for the year ended 1 September 2023 (continued)

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f 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 Bank.

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of staff time in fundraising activities.
- Expenditure on charitable activities includes the costs of undertaking resettlement support to further the purposes of the charity and the associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure

Notes to the accounts for the year ended 1 September 2023 (continued)

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs consist of governance costs which are wholly attributable to charitable activities.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis:

Motor vehicles	25%
Land and buildings - not yet depreciated as under construction	

l Debtors

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

m Cash at bank and in hand

Cash at bank and cash 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.

n Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o 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.

Notes to the accounts for the year ended 1 September 2023 (continued)

p Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 9. There were outstanding contributions of £1,099 (2022: £917) at the year end which were paid over in September 2023. The costs of the defined contribution scheme are included within charitable activities, support and governance costs and allocated to funds in line with the area the employee is funded.

2 Legal status of the charity

The charity is a charitable incorporated organisation and has no share capital.

The registered office address is disclosed on page 1.

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Notes to the accounts for the year ended 1 September 2023 (continued)

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2023 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2022</i> £
Donations and gifts from individuals	102,101	4,088	106,189	81,109	575	81,684
Gift aid recovered	9,324	-	9,324	15,875	-	15,875
Donations from Businesses	46,241	42,230	88,471	76,370	30,833	107,203
Grants from charitable trusts, foundations, other charities and churches	19,166	5,500	24,666	70,567	49,981	120,548
Total	176,832	51,818	228,650	243,921	81,389	325,310

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2023 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2022</i> £
Housing Income	56,636	-	56,636	22,243	-	22,243
Total	56,636	-	56,636	22,243	-	22,243

5 Cost of raising funds

	Unrestricted £	Restricted £	2023 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>2022</i> £
Fund raising events	5,447	-	5,447	2,138	-	2,138
Marketing	150	-	150	-	-	-
Staff Costs	26,232	3,035	29,267	20,238	-	20,238
	31,829	3,035	34,864	22,376	-	22,376

Notes to the accounts for the year ended 1 September 2023 (continued)

6 Analysis of expenditure on charitable activities

	2023	2022
	£	£
Payroll & pension	175,670	144,258
Other staff costs	1,041	750
Training for staff & volunteers	1,610	-
Resettlement costs (men)	6,586	2,120
Resettlement costs (women)	241	-
Travel and meeting expenses	964	1,650
Mobile phone costs	1,718	1,052
Stationery & postage	165	114
Insurance	2,262	1,038
Housing set up costs	2,129	330
Housing rent	20,504	15,105
Housing repairs	38	40
Housing other costs	10,034	6,666
Village build	-	17,572
IT	1,187	1,225
Vehicles	1,340	1,418
Miscellaneous items	107	484
Professional services	9,617	5,070
Reimbursement of donations	-	500
Charitable work	10,930	-
Tithe	25,480	17,760
Depreciation	4,163	-
Accountancy	1,200	-
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	276,986	217,152
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Restricted expenditure	42,044	28,779
Unrestricted expenditure	234,942	188,373
	<hr/>	<hr/>
	276,986	217,152
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Notes to the accounts for the year ended 1 September 2023 (continued)

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Depreciation	4,163	-
Accountancy fees	360	-
Independent examiner's fee	840	-
	<hr/>	<hr/>

8 Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	188,261	151,279
Social security costs	11,056	8,680
Pension costs	5,620	4,537
	<hr/>	<hr/>
	204,937	164,496
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No employees have employee benefits in excess of £60,000 (2022: zero).

The average number of staff employed during the period was 8 (2022: 7).

The average full time equivalent number of staff employed during the period was 6.3 (2022: 5.5).

The key management personnel of the charity comprise the trustees and the Operations Director

9 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration during the year. Antony Bullivant, a trustee of Embassy, received reimbursement of £105 for services provided to Embassy).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: Nil).

Notes to the accounts for the year ended 1 September 2023 (continued)

10 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

11 Tangible Assets

	Land and Building £	Motor vehicles £	Total £
Cost			
At beginning of year	-	16,650	16,650
Additions	32,205	-	32,205
Disposals	-	-	-
At end of year	<u>32,205</u>	<u>16,650</u>	<u>48,855</u>
Depreciation			
At beginning of year	-	-	-
Disposals	-	-	-
Charge	-	4,163	4,163
At end of year	<u>-</u>	<u>4,163</u>	<u>4,163</u>
Net book value			
At end of year	<u>32,205</u>	<u>12,487</u>	<u>44,692</u>
At beginning of year	<u>-</u>	<u>16,650</u>	<u>16,650</u>

12 Debtors

	2023 £	2022 £
Other debtors	4,350	-
Prepayments and accrued income	10,107	-
	<u>14,457</u>	<u>-</u>

Embassy

Notes to the accounts for the year ended 1 September 2023 (continued)

13 Cash at bank and in hand

	2023 £	2022 £
Cash at bank and on hand	154,153	217,870
	<hr/>	<hr/>
	154,153	217,870
	<hr/> <hr/>	<hr/> <hr/>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	5,346	-
	<hr/>	<hr/>
	5,346	-
	<hr/> <hr/>	<hr/> <hr/>

15 Commitments under operating leases

Embassy has minimum lease payments under non-cancellable operating lease as set out below:

	2023 £	2022 £
Not later than one year	59,900	10,500
Later than one year and not later than five	42,075	9,625
	<hr/>	<hr/>
	101,975	20,125
	<hr/> <hr/>	<hr/> <hr/>

Embassy

Notes to the accounts for the year ended 1 September 2023 (continued)

16 Analysis of movements in restricted funds

	Balance at 2 September 2022 £	Income £	Expenditure £	Transfers £	Balance at 1 September 2023 £
Village Build	8,888	-	-	-	8,888
Village general	12,750	500	-	-	13,250
Womens work	26,032	44,105	(34,116)	-	36,021
Vehicle	15,000	-	(3,750)	-	11,250
Work in Kenya	-	7,213	(7,213)	-	-
Total	62,670	51,818	(45,079)	-	69,409

Comparative period

	Balance at 2 September 2021 £	Income £	Expenditure £	Transfers £	Balance at 1 September 2022 £
Village Build	10,060	-	(1,172)	-	8,888
Village general	-	12,750	-	-	12,750
Womens work	-	47,208	(21,176)	-	26,032
Resettlement workers	-	6,431	(6,431)	-	-
Vehicle	-	15,000	-	-	15,000
Total	10,060	81,389	(28,779)	-	62,670

Embassy

Notes to the accounts for the year ended 1 September 2023 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Village build	The village build is a project to create a 'village' of homes and infrastructure in Greater Manchester for homeless men.
Village general	This is for the running and maintenance of the Village once complete, including staff costs.
Womens work	Womens work is the housing and resettlement work that is specifically for homeless women.
Vehicle	This was for the purchase of a minibus that is now being used to provide transport for the Embassy residents.
Work in Kenya	Some of the Embassy residents and staff travelled to Kenya to help with a building project at an orphanage to broaden the vision of the residents and to encourage a work ethos.

17 Analysis of movement in unrestricted funds

	Balance at 2 September 2022 £	Income £	Expenditure £	Transfers £	As at 1 September 2023 £
General fund	171,850	233,468	(266,771)	-	138,547
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	171,850	233,468	(266,771)	-	138,547
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Comparative period					
	Balance at 2 September 2021 £	Income £	Expenditure £	Transfers £	As at 1 September 2022 £
General fund	116,435	266,164	(210,749)	-	171,850
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	116,435	266,164	(210,749)	-	171,850
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds

Embassy

Notes to the accounts for the year ended 1 September 2023 (continued)

18 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total 2023 £
Tangible fixed assets	33,442	-	11,250	44,692
Net current assets/(liabilities)	105,105	-	58,159	163,264
Total	138,547		69,409	207,956
Comparative period				
	General fund £	Designated funds £	Restricted funds £	Total 2022 £
Tangible fixed assets	1,650	-	15,000	16,650
Net current assets/(liabilities)	170,200	-	47,670	217,870
Total	171,850	-	62,670	234,520