

Charity registration number 1175837 (England and Wales)

Company registration number 10324546

GRIEF ENCOUNTER
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

GRIEF ENCOUNTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Bloom (Chair)	
	G Sacks	
	A Hart	
	P Firth	
	N Deyong	
	P Fine	
	L Forsyth	
	R Levy	
	S Wiggins	
	T Willat	(Appointed 23 February 2024)
Charity number (England and Wales)	1175837	
Company number	10324546	
Registered office	Crystal House	
	Daws Lane	
	Mill Hill	
	London	
	NW7 4ST	
Auditor	Glazers	
	843 Finchley Road	
	London	
	NW11 8NA	

GRIEF ENCOUNTER

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GRIEF ENCOUNTER

TRUSTEES' REPORT (DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 JULY 2024

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

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

Objects

The objects of the Charity are:

1. The promotion of good health by the provision of education and training into:
 - (a) issues of grief and bereavement; and
 - (b) support in relation to grief and bereavement,in each case, particularly for children and young people and their families.
2. Relief of people, particularly children and young people and their families, suffering from grief or bereavement, including relief by way of a helpline.

Achievements and performance

Year review

Over the past year, Grief Encounter has made significant strides in improving the efficiency and impact of its services. The organisation has successfully reduced waiting times for families seeking support, ensuring that those in need receive timely assistance. The implementation of bereavement care standards has further strengthened the triage process, allowing for more effective support allocation. A major milestone has been the complete elimination of backlog cases, ensuring that families requiring intervention are not delayed in receiving help.

In addition, the re-purposing of the Grietalk Helpline into the successful transition to Grietalk Bereavement Support Line has expanded access to immediate support, allowing individuals to receive guidance without undue delay. The organisation has also diversified its resources, broadening its funding streams and financial stability. Efforts to diversify the board and teams have resulted in enhanced representation across different backgrounds, skills, and experiences, fostering a more inclusive and dynamic leadership structure. Improved engagement with corporate partners has further strengthened relationships with key supporters, enhancing financial and operational sustainability.

To reinforce its leadership and management, Grief Encounter has established key strategic roles, including the Director of Income Generation and Growth, Head of Clinical, Head of Patronage, and Head of Partnerships. The development of a Fundraising Advisory Board has further strengthened oversight and strategic planning in financial sustainability. Cost-saving measures, including marketing optimisation and office consolidation, have contributed to a reduction in operational costs. The organisation has also implemented a "Shrink to Grow" strategy, which has reduced reliance on external contractors while increasing in-house therapist capacity, leading to a greater number of therapeutic sessions delivered per staff member.

Performance in numbers:

1158 Children, Young People and Families Supported
4007 Sessions
668 Relief kits sent out

Enhancing support for children and grieving families

Grief Encounter has remained committed to supporting children and grieving families. Just under two percent of all enquiries resulted in referrals for assessment and further assistance, while the majority of enquiries were signposted to other appropriate support services. Coordination with multiple helplines across the UK, including hospices and sector partners, has ensured comprehensive coverage and accessibility. Additionally, resource management strategies have been refined in anticipation of rising living costs and inflation, ensuring that services remain sustainable and effective in a changing economic landscape.

GRIEF ENCOUNTER

TRUSTEES' REPORT (DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

Fundraising and events

During the financial year, a significant focus was placed on the patronage campaign and the preparation for the flagship Gala Dinner event. The primary objectives included cost reduction, increasing participant numbers, expanding the supporter base, and maximising impact from the silent auction. While the event itself falls within the following financial year, key achievements in 2023/24 included securing full sponsorship of event costs, curating a high-value and high-quality set of auction prizes, and engaging both long-standing donors and new supporters. Collaboration with an alumni committee, corporate volunteers, and family participants played a crucial role in event planning and execution. Over seventy-five volunteers contributed to the event's success, and the involvement of the in-house team resulted in lower costs and the highest financial return in the history of Grief Encounter.

Financial review

For the year ended 31 July 2024, the charity received total income of £1,652,918 (2023: £3,032,983). The total expenditure incurred amounted to £2,586,040 (2023: £2,890,311) resulting in a deficit of expenditure over income for the period of £933,122 (2023 surplus: £142,672).

Reserves policy

The charity has had a commitment to provide services for bereaved families for an average of two years, but experience and good practice shows that support averages one year. To ensure that sufficient funds are available to carry out our charitable activities, the necessary level of reserves for the 2024/25 Financial year is set at £1.4m and this is the same as in the year 2023/24. The trustees intend to review the reserves policy in the current financial year and will report on this review in next year's financial statements.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks, including but not restricted to continual monitoring of fundraising efforts and adjustment, if necessary, to planned service delivery as a result.

Structure, governance and management

The charity is controlled by its governing document, the Articles of Association (July 2021), and constitutes a company limited by guarantee, as defined by the Companies Act 2006.

Grief Encounter has reinforced its governance framework through the appointment of new trustees and governance roles, ensuring stronger board oversight and strategic direction. A governance audit was conducted, leading to a more streamlined and cohesive committee and board structure. Board diversification efforts have resulted in enhanced representation across protected characteristics, including gender, ethnicity, and religion, further strengthening the organisation's commitment to inclusivity and equity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and/or up to the date of signature of the financial statements were:

A Bloom (Chair)

G Sacks

A Hart

M Peen

(Resigned 19 November 2024)

P Firth

N Deyong

P Fine

L Forsyth

R Levy

S Wiggins

H Gittelmon

(Resigned 27 April 2024)

T Willat

(Appointed 23 February 2024)

GRIEF ENCOUNTER

TRUSTEES' REPORT (DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

Recruitment and workforce

The organisation faced challenges in recruitment and retention, prompting a comprehensive review of salaries and benefits. This review resulted in significant improvements, attracting highly qualified staff, and enhancing workforce stability.

Future plans

Grief Encounter remains committed to expanding its support for children, young people, and families, ensuring the effective deployment of resources to enhance service reach. The development of patronage campaigns and corporate partnerships will remain a priority, fostering long-term engagement and financial sustainability. Diversification of income streams is a key focus, aiming to reduce reliance on one-off events and ensure stable, recurring funding.

Early intervention initiatives will be strengthened to provide grieving children with timely support, fostering healthy emotional development and mitigating against the risk of prolonged grief disorder. Specialist support services will be further developed to provide targeted assistance to the most vulnerable families. Additionally, the organisation plans to maximise volunteer engagement to support service expansion and strengthen collaborative partnerships with sector organisations, to improve capacity and ensure that our beneficiaries receive the right help from the most appropriate provider.

Through our membership of the Child Bereavement Network we will be continuing to work with partners to influence national policy to improve provisions for bereaved children and young people.

A review of capital investment will be undertaken to assess the most effective use of resources in response to demand. Furthermore, leveraging technology to enhance digital support services will be a key priority, ensuring timely and efficient assistance for grieving individuals and families.

Auditors

Glazers Chartered Accountants were appointed as auditors to the charity for the financial year and a resolution proposing that they be re-appointed was passed by the members on 5 December 2024.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the board of trustees.

Alan Bloom

.....
A Bloom (Chair)

Trustee

Dated: **Apr 4, 2025**
.....

GRIEF ENCOUNTER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 JULY 2024

The trustees, who are also the directors of Grief Encounter for the purpose of company law, 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).

Company 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

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- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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GRIEF ENCOUNTER

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF GRIEF ENCOUNTER

Opinion

We have audited the financial statements of Grief Encounter (the 'charity') for the year ended 31 July 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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 *Auditor's 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 other information comprises the information included in the annual report other than the financial statements and our auditor's 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

GRIEF ENCOUNTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF GRIEF ENCOUNTER

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 auditor's 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtained an understanding on the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The law and regulations we considered in this context the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statements items.

Based on this understanding we designed our audit procedures to identify any non-compliance with law and regulations, reviewing meeting minutes of those charged with governance, testing manual journals, reviewing the financial statements disclosures and testing to supporting documentation, performing analytical procedures and enquiring of management to provide reasonable assurance that the financial statements were free from fraud and error.

Owing to the inherent limitations of an audit, there is a risk that we will not detect all irregularities including those leading to a material misstatement in the financial statements or non-compliance with the regulations.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

GRIEF ENCOUNTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF GRIEF ENCOUNTER

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Philippe Herszaft ACA (Senior Statutory Auditor)

For and on behalf of Glazers, Statutory Auditor

Chartered Accountants

843 Finchley Road

London

NW11 8NA

Date: 4 April 2025

GRIEF ENCOUNTER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2024

		Unrestricted funds general	Unrestricted funds designated	Restricted funds	Total	Total
	Notes	2024 £	2024 £	2024 £	2024 £	2023 £
Income from:						
Donations and legacies - Including GESW	3	925,740	-	316,391	1,242,131	1,170,975
Charitable activities	4	13,291	-	-	13,291	1,391
Other trading activities	5	352,333	-	-	352,333	1,819,982
Investments	6	45,163	-	-	45,163	40,635
Total income		1,336,527	-	316,391	1,652,918	3,032,983
Expenditure on:						
Raising funds	7	817,143	-	-	817,143	738,217
Charitable activities	8	1,490,688	-	278,209	1,768,897	2,152,094
Total resources expended		2,307,831	-	278,209	2,586,040	2,890,311
Net (outgoing)/incoming resources before transfers		(971,304)	-	38,182	(933,122)	142,672
Gross transfers between funds		500,000	(500,000)	-	-	-
Net (expenditure)/income for the period/						
Net movement in funds		(471,304)	(500,000)	38,182	(933,122)	142,672
Fund balances at 1 August 2023		1,938,140	500,000	126,754	2,564,894	2,422,222
Fund balances at 31 July 2024		1,466,836	-	164,936	1,631,772	2,564,894

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

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

GRIEF ENCOUNTER

BALANCE SHEET

AS AT 31 JULY 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	16		335,338		348,420
Investments	15		813,930		1,027,489
			<u>1,149,268</u>		<u>1,375,909</u>
Current assets					
Debtors	17	196,395		90,474	
Cash at bank and in hand		594,285		1,227,097	
		<u>790,680</u>		<u>1,317,571</u>	
Creditors: amounts falling due within one year	18	(308,176)		(128,586)	
Net current assets			<u>482,504</u>		<u>1,188,985</u>
Total assets less current liabilities			<u>1,631,772</u>		<u>2,564,894</u>
The funds of the charity					
Restricted income funds	22		164,936		126,754
Unrestricted funds - general	21		1,466,836		1,938,140
Unrestricted funds - designated funds			-		500,000
			<u>1,631,772</u>		<u>2,564,894</u>

The financial statements were approved by the trustees on **Apr 4, 2025**

Alan Bloom

A Bloom (Chair)
Trustee

Company registration number 10324546 (England and Wales)

GRIEF ENCOUNTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	24		(874,503)		(36,370)
Investing activities					
Purchase of tangible fixed assets		(17,031)		(15,588)	
Purchase of investments		-		(1,001,617)	
Proceeds from disposal of investments		245,878		-	
Investment income received		12,844		14,763	
Net cash generated from/(used in) Investing activities			241,691		(1,002,442)
Net cash generated from financing activities			-		-
Net decrease in cash and cash equivalents			(632,812)		(1,038,812)
Cash and cash equivalents at beginning of year			1,227,097		2,265,909
Cash and cash equivalents at end of year			594,285		1,227,097

GRIEF ENCOUNTER

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

1 Critical accounting estimates and judgements

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

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

2 Accounting policies

Charity information

Grief Encounter is a private company limited by guarantee incorporated in England and Wales. The registered office is Crystal House, Daws Lane, Mill Hill, London, NW7 4ST.

2.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

2.2 Going concern

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

2.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

2.4 Incoming resources

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

2 Accounting policies

(Continued)

2.5 Resources expended

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 are allocated on the portion of the asset's use.

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.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

All expenditure is inclusive of irrecoverable VAT.

2.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Land and buildings	2% Straight line
Leasehold improvements	Over the term of lease
Fixtures, fittings & equipment	33% Reducing balance
Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in the statement of financial activities.

2.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

2 Accounting policies

(Continued)

2.9 Cash and cash equivalents

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

2.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

2.11 Employee benefits

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

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

GRIEF ENCOUNTER

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

3 Income from donations and legacies

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	funds	funds		funds	funds	
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	715,240	-	715,240	473,804	122,293	596,097
Grants	210,500	316,391	526,891	395,539	179,339	574,878
	<u>925,740</u>	<u>316,391</u>	<u>1,242,131</u>	<u>869,343</u>	<u>301,632</u>	<u>1,170,975</u>
Donations and gifts						
Corporate giving	246,669	-	246,669	213,950	55,000	268,950
Other Donations and gift aid	420,661	-	420,661	238,009	52,474	290,483
Donations and gifts - GESW	47,910	-	47,910	21,845	14,819	36,664
	<u>715,240</u>	<u>-</u>	<u>715,240</u>	<u>473,804</u>	<u>122,293</u>	<u>596,097</u>

4 Income from charitable activities

	Books and relief kit sale	Books and relief kit sale
	2024	2023
	£	£
Books and relief kit sale	166	1,391
Grief training	13,125	-
	<u>13,291</u>	<u>1,391</u>
Analysis by fund		
Unrestricted funds - general	<u>13,291</u>	<u>1,391</u>

GRIEF ENCOUNTER

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

5 Income from other trading activities

	Unrestricted	Unrestricted
	funds	funds
	2024	2023
	£	£
Gala dinner	-	1,420,765
Charity runs and other sporting challenges	183,390	195,894
Golf days	66,128	111,563
Forget-me-not	-	26,485
Other fundraising activities - GESW	41,029	65,275
Comedy nights	61,786	-
	<u>352,333</u>	<u>1,819,982</u>
Other trading activities		

6 Income from investments

	Unrestricted	Unrestricted
	funds	funds
	2024	2023
	£	£
Bank interest	8,573	12,626
Financial asset income	36,590	28,009
	<u>45,163</u>	<u>40,635</u>

7 Raising funds

	Unrestricted	Unrestricted
	funds	funds
	general	general
	2024	2023
	£	£
Gala dinner costs	16,122	331,486
Comedy night costs	9,573	-
Challenges and runs	17,225	10,111
Golf day costs	26,862	27,773
Other fundraising costs - GESW	1,045	48,370
Other fundraising costs - GE	28,247	13,614
Staff costs	434,087	306,863
Support costs	283,982	-
	<u>817,143</u>	<u>738,217</u>

GRIEF ENCOUNTER

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

8 Expenditure on charitable activities

	Counselling & support	Grieffalk helpline	Training	Clinical services & support	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
Direct costs					
Charitable activities GESW	-	-	-	26,893	26,893
Supervision and counselling	290,901	-	-	-	290,901
Grieffalk helpline	-	18,502	-	-	18,502
Various training costs	-	-	21,875	-	21,875
Various clinical costs	-	-	-	5,083	5,083
Clinical services and support	-	-	-	799,508	799,508
Grief relief kit costs	-	-	-	27,361	27,361
	290,901	18,502	21,875	858,845	1,190,123
Share of support and governance costs (see note 12)					
Support	202,845	141,991	-	202,845	547,681
Governance	11,516	8,061	-	11,516	31,093
	505,262	168,554	21,875	1,073,206	1,768,897
Analysis by fund					
Unrestricted funds - general	409,698	168,554	21,875	890,561	1,490,688
Restricted funds	95,564	-	-	182,645	278,209
	505,262	168,554	21,875	1,073,206	1,768,897

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

8 Expenditure on charitable activities (Continued)

Previous year:	Counselling & support	Grieffalk helpline	Training	Clinical services & support	Total
	2023	2023	2023	2023	2023
	£	£	£	£	£
Direct costs					
Charitable activities GESW	75,286	-	300	102,640	178,226
Supervision and counselling	355,730	-	-	-	355,730
Grieffalk helpline	-	156,257	-	-	156,257
Various training costs	-	-	24,876	-	24,876
Various clinical costs	-	-	-	60,506	60,506
Clinical services and support	-	-	-	616,153	616,153
Grief relief kit costs	-	-	-	63,655	63,655
	431,015	156,257	25,176	842,954	1,455,402
Share of support and governance costs (see note 12)					
Support	209,698	149,785	29,956	209,698	599,137
Governance	34,144	24,389	4,878	34,144	97,555
	674,857	330,431	60,010	1,086,796	2,152,094
Analysis by fund					
Unrestricted funds - general	594,417	237,472	60,010	985,324	1,877,223
Restricted funds	80,440	92,959	-	101,472	274,871
	674,857	330,431	60,010	1,086,796	2,152,094

9 Description of charitable activities

Counselling & support

Includes supervision and counselling costs

Grieffalk helpline

Includes helpline emails and webchat.

Training

Includes good grief training, in-house training and bespoke training costs

Clinical services & support

Includes clinical staff costs, clinical support costs grief relief kit costs, DBS and recruiting checks and research and evaluation costs

Includes costs of workshops, residential weekend, fun days, good grief groups, clinical materials, clinical counselling rooms and special clinical events

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

10	Net movement in funds	2024 £	2023 £
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the audit of the charity's financial statements	8,400	8,400
	Depreciation of owned tangible fixed assets	30,112	28,363
		<u> </u>	<u> </u>

11 Trustees

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

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

12 Support costs

	Support costs	Governance costs	2024 Support costs	Governance costs	2023
	£	£	£	£	£
Staff costs	333,828	-	333,828	217,786	217,786
Depreciation	30,112	-	30,112	28,363	28,363
Premises expenses	88,971	-	88,971	69,549	69,549
Advertising	147,908	-	147,908	187,135	187,135
Telephone and internet	11,384	-	11,384	6,619	6,619
Computer and website	41,211	-	41,211	19,654	19,654
Sundry expenses	46,284	-	46,284	10,760	10,760
Legal and professional fees	113,804	-	113,804	16,968	16,968
Printing postage and stationery	7,354	-	7,354	7,233	7,233
Bank charges	10,807	-	10,807	18,825	18,825
Support costs GESW	-	-	-	16,245	16,245
Accountancy and audit fees	-	47,215	47,215	-	97,555
	<u>831,663</u>	<u>47,215</u>	<u>878,878</u>	<u>599,137</u>	<u>696,692</u>
Analysed between					
Fundraising	283,982	16,122	300,104	-	-
Charitable activities	547,681	31,093	578,774	599,137	696,692
	<u>831,663</u>	<u>47,215</u>	<u>878,878</u>	<u>599,137</u>	<u>696,692</u>

Staff costs includes an ex-gratia sum by way of compensation for loss of employment in the sum of £nil (2023: £80,567) for a former employee.

Governance costs includes payments to the auditors of £8,400 for audit fees.

Allocation basis

Support and governance costs are allocated to charitable activities and fundraising based on the number of employees engaged in each activity. This method is considered to provide a reasonable reflection of resource usage and is reviewed periodically to ensure its continued appropriateness.

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

GRIEF ENCOUNTER

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

14 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Fundraising	14	13
Clinical and support	20	19
Grief talk	7	7
Total	41	39

Employment costs

	2024 £	2023 £
Wages and salaries	1,425,539	1,295,171
Social security costs	153,801	135,740
Other pension costs	28,543	22,444
	1,607,883	1,453,355

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£70,001 to £80,000	1	1
£80,001 to £90,000	1	1
£100,001 to £110,000	-	1
£110,001 to £120,000	-	1

15 Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 August 2023	1,027,489
Valuation changes	32,319
Disposals	(245,878)
At 31 July 2024	813,930
Carrying amount	
At 31 July 2024	813,930
At 31 July 2023	1,027,489

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

16 Tangible fixed assets

	Land and buildings	Leasehold improvements	Fixtures, fittings & equipment	Computers	Total
	£	£	£	£	£
Cost					
At 1 August 2023	395,000	90,901	25,336	21,514	532,751
Additions	-	-	13,874	3,157	17,031
At 31 July 2024	395,000	90,901	39,210	24,671	549,782
Depreciation and impairment					
At 1 August 2023	83,829	72,720	21,516	6,267	184,332
Depreciation charged in the year	5,267	18,181	1,905	4,759	30,112
At 31 July 2024	89,096	90,901	23,421	11,026	214,444
Carrying amount					
At 31 July 2024	305,904	-	15,789	13,645	335,338
At 31 July 2023	311,171	18,181	3,821	15,247	348,420

Included in cost or valuation of freehold land and buildings is freehold land of £131,667 which is not depreciated.

17 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	76,981	31,330
Other debtors	-	6,372
Prepayments and accrued income	119,414	52,772
	196,395	90,474

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		36,672	33,056
Deferred income	19	242,547	19,210
Trade creditors		6,211	21,611
Other creditors		(2,675)	491
Accruals		25,421	54,218
		308,176	128,586

GRIEF ENCOUNTER

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

19 Deferred income

	2024 £	2023 £
Other deferred income	242,547	19,210
Deferred income is included in the financial statements as follows:		
	2024 £	2023 £
Deferred income is included within:		
Current liabilities	242,547	19,210
Movements in the year:		
Deferred income at 1 August 2023	19,210	202,755
Released from previous periods	(19,210)	(202,755)
Resources deferred in the year	242,547	19,210
Deferred income at 31 July 2024	242,547	19,210

Deferred income related to amounts received in advance for activities and events to be held next year.

20 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 July 2024:				
Tangible assets	335,338	-	-	335,338
Investments	813,930	-	-	813,930
Current assets/(liabilities)	317,568	-	164,936	482,504
	1,466,836	-	164,936	1,631,772

GRIEF ENCOUNTER

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

20 Analysis of net assets between funds

(Continued)

	Unrestricted funds general 2023 £	Unrestricted funds designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 July 2023:				
Tangible assets	348,420	-	-	348,420
Investments	1,027,489	-	-	1,027,489
Current assets/(liabilities)	562,231	500,000	126,754	1,188,985
	<u>1,938,140</u>	<u>500,000</u>	<u>126,754</u>	<u>2,564,894</u>

21 Unrestricted funds

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

	At 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 July 2024 £
Transformational project	500,000	-	-	(500,000)	-
General funds	1,938,140	1,336,527	(2,307,831)	500,000	1,466,836
	<u>2,438,140</u>	<u>1,336,527</u>	<u>(2,307,831)</u>	<u>-</u>	<u>1,466,836</u>
Previous year:	At 1 August 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 July 2023 £
Transformational project	500,000	-	-	-	500,000
General funds	1,822,229	2,731,351	(2,615,440)	-	1,938,140
	<u>2,322,229</u>	<u>2,731,351</u>	<u>(2,615,440)</u>	<u>-</u>	<u>2,438,140</u>

In 2021, the charity created a designated fund for a transformational project to meet the growing demand for our bereavement advice and to manage the transition to a national service.

This has been reviewed by the charity and has been decided it is no longer required for its intended use. Consequently, the Trustees have approved the transfer of the full balance back to unrestricted funds to better support the charity's ongoing activities. The transfer has no impact on the total funds of the charity.

GRIEF ENCOUNTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

22 Restricted funds

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

	Movement in funds			Movement in funds			
	Balance at 1 August 2022	Incoming resources	Resources expended	Balance at 1 August 2023	Incoming resources	Resources expended	Balance at 31 July 2024
	£	£	£	£	£	£	£
Counselling and supervision	3,955	101,211	(80,440)	24,726	98,019	(95,564)	27,181
GriefTalk helpline	37,959	55,000	(92,959)	-	-	-	-
Other clinical activities	58,079	17,344	(65,324)	10,099	9,000	(19,099)	-
Clinical services	-	128,077	(36,148)	91,929	209,371	(163,545)	137,755
	<u>99,993</u>	<u>301,632</u>	<u>(274,871)</u>	<u>126,754</u>	<u>316,390</u>	<u>(278,208)</u>	<u>164,936</u>

23 Related party transactions

There were no disclosable related party transactions during the year.

24 Cash absorbed by operations

	2024 £	2023 £
(Deficit)/surplus for the year	(933,122)	142,672
Adjustments for:		
Investment income recognised in statement of financial activities	(45,163)	(40,635)
Depreciation and impairment of tangible fixed assets	30,112	28,363
Movements in working capital:		
(Increase) in debtors	(105,920)	(7,114)
(Decrease)/increase in creditors	(43,747)	23,889
Increase/(decrease) in deferred income	223,337	(183,545)
Cash absorbed by operations	<u>(874,503)</u>	<u>(36,370)</u>

25 Analysis of changes in net funds

The charity had no material debt during the year.