



Registered Charity No. 1176433

TRUSTEES' ANNUAL REPORT & ACCOUNTS

31 DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity as a Charitable Incorporated Organisation (CIO) was created on 21 December 2017 and took over the assets and operations of the previous unincorporated trust of the same name (charity 267979). The charity's governing document is its CIO Constitution Document.

The charity is administered by Trustees, who are listed below.

TRUSTEES:

RIJ Crockford (Chair)
AP Walter (Vice-Chair)
AW Brusby
JM Ross (Resigned 29/12/20)
CH Russell
JW Scott
MWDowling (Joined 3/7/21)
PM Dowling (Joined 10/7/21)

UK Director: PR Cooke

Registered Office: 6 Florida Drive, Exeter, Devon, EX4 5EX

Bankers: Charities Aid Foundation
25 Kings Hill Avenue, West Malling, Kent,
ME19 4TA

Advisers: (General) Trust Advice
(Formerly AFVS (Advice for the
Voluntary Sector))
Sovereign Centre, Poplars, Yapton Lane
Walberton, West Sussex, BN18 0AS

(Safeguarding) Thirtyone:eight
PO Box 133, Swanley, Kent, BR8 7UQ

The charity is a member organisation of the *Evangelical Alliance*, *Global Connections* and *South-West Agency Network*.

OBJECTIVES AND ACTIVITIES

The objective of the charity is the advancement of the Christian faith in the UK and in France and elsewhere for the benefit of the public in accordance with the statements of belief appearing in the schedule, particularly but not exclusively by providing financial support for missionaries and pastors, and church buildings in France that offer services within the community.

The objectives are fulfilled through:

1. Providing financial support for missionaries and pastors in France and other francophone countries so they can devote themselves to their congregations.
2. Providing financial help to French churches so that they can offer worship services and community activities in suitable accommodation that will enable members of the public to improve their spiritual well-being.
3. Providing encouragement and information to UK supporters to stimulate their faith.
4. Providing opportunities to UK supporters to participate first-hand in missionary and practical service, and also to support churches and missionaries in France.
5. Providing information on the spiritual, social, political, and cultural situation in France so as to stimulate practical support from UK supporters to alleviate needs and enhance social cohesion.
6. Contributing to the spiritual and moral education of people in the UK through talks, presentations, and provision of information to churches by any appropriate means.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the grant making policy for the year.

The Trustees confirm that they have referred to the Charity Commission's Governance Code for Smaller Charities.

Nearly all grants made by the charity go to churches or workers directly connected to its principal mission partner in France: the church union known as "Perspectives". Occasionally, grants are made to individuals/institutions with a looser affiliation to Perspectives.

The charity adopted a formal grant-making policy in 2018.

Volunteers make an extremely valuable contribution to the work of the charity. Nine Area Representatives support the UK Director by connecting with local supporters, churches, and Christian festivals. The charity's Electronic Communications Co-Ordinator is a volunteer who compiles and distributes a monthly email prayer bulletin in addition to electronic versions of the main paper mailings. The Trustees are also volunteers and invest considerable time in overseeing the charity's governance. One of our British workers in France also provides support on a voluntary basis to students involved in Year Abroad placements in Perspectives churches.

ACHIEVEMENTS AND PERFORMANCE

In 2020, thanks to the generosity of supporters, France Mission was able to provide financial assistance totalling £346,000 (2019: £373,000) to 25 (2019: 21) separate churches/projects and to 38 (2019: 39) different church workers (all based in France, apart from one who was based in Quebec for the first eight months of 2020 before returning to France). Specific appeals were launched for a young pastor starting his first pastorate near Paris and for another pastor taking on a broader role supporting a number of churches without a pastor in central France.

Total income in 2020 amounted to £398,000 (2019: £410,000). Legacy income was lower last year than in 2019; underlying giving trends remain fairly constant.

During 2020, the charity continued to communicate regularly with supporters and the wider public using various channels: email prayer bulletins (monthly), appeal letters (quarterly), and a magazine (termly). Facebook posts were used sporadically until November 2020 when France Mission contracted the services of a freelance Social Media Content Producer based in France which has resulted in a more regular and more structured posting schedule on both Facebook and Instagram. At the start of 2020, the charity created its own YouTube channel and used this to share videos, notably interviews with missionaries working in France.

Formal Trustee meetings were held via videoconference in March and September.

Unfortunately, the Covid-19 pandemic meant that nearly all events planned for 2020 had to be cancelled. However, at the end of January (i.e. before the start of the pandemic), the UK Director was able to visit a number of churches and workers in Alsace in the company of a France Mission supporter who wanted to find out more about the work. After the first lockdown, the UK Director initiated online prayer meetings at which supporters could meet to hear news about France and pray for the country. These meetings took place every 6-8 weeks and were led by a worker based in France. The UK Director was also able to represent the charity at an online "global mission evening" organised by Exeter University Evangelical Christian Union in November.

Throughout 2020, the charity continued to help British Christians connect with local believers in France. Two university students of French began internships with Perspectives churches via France Mission at the start of 2020, but both came home just before the first lockdown in France. A third student was able to complete a term working with a Perspectives church in the autumn term. A couple of other students were put in touch with local churches and/or student Christian Unions to help support them during their year abroad. Believers of all ages were provided with information about short-term mission opportunities in France and/or with details of French churches to visit while holidaying in France (though the numbers choosing to travel in 2020 were down for obvious reasons).

At 31 December 2020, the charity had 2568 contacts on its database, 2226 of whom (2019: 2332) were considered to be active supporters. Of these 2226 supporters, 46% (2019: 56%) were/had also been financial donors. This drop from 56% to 46% is primarily due to ongoing refinement of the data held in the database. Included in these figures, 54 new entries were added to the charity's database in 2020 (2019: 71). Relatively little press advertising was undertaken in 2020 due to the pandemic. Unfortunately, an advertising insert placed in a Christian publication in March 2020 came out as the first lockdown was about to come into force and therefore resulted in a very limited response. Another advertisement placed just before

Christmas in another magazine was not published correctly; the magazine responsible has therefore offered the charity free advertising in its Easter 2021 issue.

The charity used its membership of OSCAR (the UK information service for world mission) to advertise various opportunities in France throughout 2020.

In 2020 the charity continued its involvement in SWAN (South-West Agencies Network). This involvement yielded useful opportunities for collaborative work, especially in relation to university Christian Unions.

FINANCIAL REVIEW

The charity's finances were in a healthy state at the end of the period and were scrutinised by an Independent Examiner who raised no concerns. The charity continues to use non-essential reserves to soften the impact of the post-Brexit exchange rate for UK missionaries, as well as making additional grants.

Including Gift Aid, the January 2020 information letter raised £2,300; the May appeal letter raised £3,400; the August appeal letter raised £8,900; and the December Christmas letter raised £2,000 in 2020 (there will also be income from this mailing in 2021). The average anticipated response for a standard appeal letter is £5,000.

Legacy income in 2020 came to £5,000, lower than in 2019 (£9,400).

One-off gifts in 2020 were received from 392 named donors (2019: 410), with 8 anonymous donations (2019: 8). During the year, 324 donors used regular giving mechanisms to support the work (2019: 330).

The charity is very grateful to all those who donate to the work.

The majority of the charity's income comes from donations and legacies from supporters. A small proportion (generally no more than 2% of annual income) will sometimes come from grants.

The charity reviews its exposure to risks (financial and other) in line with guidance from the Charity Commission. The conclusions are discussed and agreed at Trustee meetings. The major risks monitored during 2020 were Covid-19 (no discernible impact in 2020) and the continuing weakness of the pound-euro exchange rate related to Brexit uncertainty.

The charity continued to use some reserves to provide additional support to mission partners in France whose personal support base is primarily based in the UK and whose income was therefore particularly adversely affected because of the poor exchange rate. A total of £9,000 was spent supporting 9 workers in this way in 2020 (£7,200 for the same number of workers in 2019).

The Trustees monitor closely the gifts made to the general fund, i.e. those where no specific recipient is stated by the donor, as these provide the funds for the charity's overheads and enable other schemes to be funded as are drawn to the charity's attention during the year.

RESERVES POLICY

The reserves policy is to hold such funds as are considered necessary and prudent to ensure the charity can continue to function and provide funds to beneficiaries in the event of reasonably foreseeable and possible changes to income or outgoing costs. These are monitored regularly and while such risks and the consequent reserves held will vary over time, the reserves are typically in the order of 3 months' worth of income plus funds held in anticipation of imminent funding requests. To this end the trustees are currently retaining £125,000 as working capital including a provision of £25,000 as contingency against effects on income from Covid-19 and/or Brexit.

INVESTMENT POLICY

The charity's reserves are held in bank accounts protected by the Financial Services Compensation Scheme. The charity has no other investments.

SAFEGUARDING POLICY

France Mission is committed to ensuring the wellbeing of and safety of those coming into contact with its personnel and activities. There is a safeguarding policy in place and suitable guidance and assistance is obtained from the 31:8 organisation where necessary.

TRUSTEE APPOINTMENT

New Trustees are typically drawn from among the charity's supporters and are either approached directly by the existing Board or respond to an invitation published in the charity's communications. Trustees are appointed following a successful trial period and receipt of satisfactory references. Trustees are required to have a current DBS, and undertake the Safeguarding for Trustees course run by thirtyone:eight. A new Trustee is provided with a copy of the charity's handbook: *Key Information and Policies*, which includes in Chapter 1: Legal Status, Trust Document and Policies and Chapter 2 Personnel: Duties and Appointment. A new Trustee would also receive copies of the previous year's annual report and accounts, as well as the Charity Commission leaflets *The Essential Trustee: What You Need to Know* and *Being a Trustee*. Depending on their previous experience as a trustee, new candidates may require completing a suitable training course, e.g. "Becoming an Effective Trustee" by Bowring and Jazz.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The general responsibilities of the Trustees of any charity are set out by the Charity Commission and are not repeated here. The charity, i.e., the Trustees, are also responsible for keeping themselves and the charity up to date with current legislation and procedure relating to their position and the work of the charity.

Insofar as financial matters are concerned, 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).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution 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 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 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.

In the process of scrutinising the accounts and financial information on a regular basis, the Trustees confirm that the financial affairs of the charity are sound on a "going concern" basis.

Approved by the Board of Trustees on and signed on its behalf by:

Signed:

A handwritten signature in blue ink, appearing to read "RIJ Crockford".

RIJ Crockford
Chair of Trustees

Date: *July 12th 2021*

Independent Examiner's report to the trustees of France Mission

I report to the charity trustees on my examination of the accounts of France Mission (the Charitable Incorporated Organization (CIO)) for the year ended 31 December 2020 set out on pages 9 to 17.

Responsibilities and basis of report

As the CIO's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts as carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

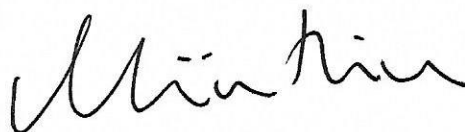
Independent examiner's statement

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

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

1. accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Report) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles 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 the Republic of Ireland (FRS 102).

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



Miriam Hickson CTA FCA
Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Date: 28 July 2021

STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
		2020	2020	2020	2019	2019	2019
		£	£	£	£	£	£
Income	(note 2)						
Donations and legacies		95,187	301,368	396,555	99,475	309,284	408,759
Investments		1,635	0	1,635	1,676	0	1,676
Total		96,822	301,368	398,190	101,151	309,284	410,435
Expenditure							
Raising Funds	(note 3)	16,660	0	16,660	28,724	0	28,724
Charitable Activities	(note 4)	48,593	297,133	345,726	0	372,750	372,750
Support Costs	(note 5)	36,361	0	36,361	42,610	0	42,610
Total		101,614	297,133	398,747	71,334	372,750	444,084
Net Income/(Expenditure)		(4,792)	4,235	(557)	29,817	(63,466)	(33,649)
Transfers		0	0	0	(35,682)	35,682	0
Net Movements in Funds		(4,792)	4,235	(557)	(5,865)	(27,784)	(33,649)
Total Funds B/F		159,559	0	159,559	165,424	27,784	193,208
Total Funds C/F		154,767	4,235	159,002	159,559	0	159,559

The charity has no endowments and therefore has neither income or expenditure, or assets, for endowments.

The notes on pages 11 to 17 form part of these financial statements.

BALANCE SHEET

		2020 £	2020 £	2019 £	2019 £
Fixed Assets					
Tangible Assets	(Note 6)		1,485		1,670
Current Assets					
Debtors	(Note 7)	5,629		3,148	
Cash at bank and in hand	(Note 8)	174,765		187,952	
Current Assets		180,394		191,100	
			181,879		192,770
Current Liabilities	(Note 9)		(22,877)		(33,211)
Total assets less current liabilities			159,002		159,559
Total net assets			159,002		159,559
Funds	(Note 10)				
Restricted			4,235		0
Unrestricted			154,767		159,559
Total Funds			159,002		159,559

Approved by the Board of Trustees on and signed on its behalf by:

Signed:


RIJ Crockford
Chair of Trustees

Date:  July 12th 2021

The notes on pages 11 to 17 form part of these financial statements.

NOTES TO THE ACCOUNTS

Note 1 PRINCIPAL ACCOUNTING POLICIES

The Financial Statements have been prepared under the historic cost convention in accordance with the Charities Act 2011 and the Charities SORP (FRS 102) using accrual accounting, subject to the provisions for entities with income below £500,000.

France Mission meets the definition of a public benefit entity under 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 £.

Income

Donations and fund-raising income are accounted for when received. Other income, including Gift Aid, is accounted for on an accruals basis as far as it is prudent to do so.

Legacies are accounted for when received or when receipt is probable and the value can be measured with sufficient reliability.

Grants

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. In the case of an unconditional grant offer this is accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are only accrued when the recipient has been notified of the grant and any remaining unfulfilled conditions attaching to that grant are outside the control of the charity.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Staff Pension

The Charity contributes towards employees' personal pension schemes.

Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of France Mission and which have not been designated for other purposes.

Restricted funds are those raised to be used in accordance with specific restrictions imposed by donors for supporting projects or individuals.

Fixed Assets

Depreciation has been based on past experience or trustees' expectations where there has been no experience on which to evaluate likely useful life. Depreciation is provided in equal annual instalments over the estimated life of each tangible asset at the following rates. Assets below £500 are not capitalised.

Office equipment – 10 years

Cash

Cash at bank includes cash and short term highly liquid investments with a maturity of one year or less from the date of opening of the deposit.

Creditors and provisions

Creditors and provisions are recognised when the charity has a present obligation arising from a past event which will probably result in the transfer of funds to another party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Assets and liabilities

The charity has financial assets and liabilities only 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.

TRUSTEES' ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 DECEMBER 2020



Note 2	<i>Income</i>	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		funds	funds	funds	funds	funds	funds
		2020	2020	2020	2019	2019	2019
		£	£	£	£	£	£
	Donations	81,395	264,940	346,335	80,668	275,892	356,560
	Gift Aid	8,792	36,428	45,220	9,441	33,392	42,833
	Legacies	5,000	0	5,000	9,366	0	9,366
	<i>Sub total</i>	95,187	301,368	396,555	99,475	309,284	408,759
	Bank Interest	1,635	0	1,635	1,676	0	1,676
	Total	96,822	301,368	398,190	101,151	309,284	410,435

Note 3	<i>Raising Funds</i>	2020	2019
		£	£
	Events	308	2,139
	Advertising & Marketing	10,092	14,270
	Database costs	2,290	2,290
	Communications including appeals	3,970	10,025
	Total	16,660	28,724

Note 4	<i>Expenditure on Charitable Activities</i>	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		funds	funds	funds	funds	funds	funds
		2020	2020	2020	2019	2019	2019
		£	£	£	£	£	£
		48,593	297,133	345,726	63,466	309,284	372,750

As the charity is predominantly granting money to support work in France no allocation of support costs is done. Further details can be found under Note 10.

Most funding is done through the support of individual workers for whom support is raised on an individual basis.

General Funds and Appeals are used to support church building and other projects that have been identified as helpful in achieving the goals of the charity.

2020 Grants to institutions	2020	2019
	£	£
Agapé France	1,250	1,250
Abc-les-Bains	6,132	6,180
Argenton-sur-Creuse	150	120
Auray	10,500	15,634
Blois-Centre	500	6,226
Centre de la Réconciliation (Lill)	5,479	4,705
Châteauroux	240	250
Commeilles-en-Parisis	625	626
Fondation de France	0	50
FM Solidarité	750	0
Institut Biblique de Nogent	1,500	10,000
Le Pré Saint Gervais	495	420
Loches	3,000	2,400
Marseille-St Louis (Point Bible)	312	80
Montreuil-sous-Bois	120	480
Paris-Cardinet	4,879	4,410
Paris-Cardinet Manse	3,188	40,873
Pontivy	1,489	408
Quévert	120	120
Saint-Brieuc	0	600
St Etienne	375	300
Taverny building fund	2,000	0
the FLTE (Vaux-sur-Seine)	1,750	6,151
Vendôme	4,000	0
Villers-lès-Nancy	500	0
TOTAL	49,354	101,283

Grants to 38 individuals:	£296,372	
Grants to 39 individuals:		£271,467
Total Grants	£345,726	£372,750

<i>2019 Grants to institutions</i>	<i>2019</i>	<i>2018</i>
	£	£
Agape France	1,250	1,250
Abx-les-Bains	6,180	6,346
Argenton-sur-Creuse	120	168
Auray	15,634	750
Blois-Centre	6,226	3,415
Cai	0	7,183
Centre de la Réconciliation (Lille)	4,705	3,325
Châteauroux	250	200
Cormeilles-en-Parisis	626	325
FM Solidarité	0	363
Fondation de France	50	0
Marseille Saint-Louis	80	0
Montreuil-sous-Bois	480	670
Le Pré Saint Gervais	420	577
Loches	2,400	9,488
Nantes	0	1,834
Paris-Cardinet	4,410	4,711
Paris-Cardinet Manse	40,873	156
Paris-Télégraphe	0	156
Pontivy	408	235
Quévert	120	120
Rennes-Nord	0	5,000
Rennes-Sud	0	6,114
Saint-Brieuc	600	0
St Etienne	300	419
Tours	0	1,067
Institut Biblique de Nogent	10,000	20,151
FLTE (Vaux-sur-Seine)	6,151	1,850
Film Envoyé-s	0	9,588
Siloe Production	0	1,858
	101,283	87,317
Grants to 39 individuals:	£271,467	
Grants to 39 individuals:		£267,456
Total Grants	£372,750	£354,773

Note 5	Support Costs	2020	2019
		£	£
	Depreciation	185	185
	Payroll	29,257	36,939
	Office Costs	2,742	3,151
	Accounting Services	1,773	689
	Professional Services	280	221
	Independent examiner's fees	2,000	450
	Governance	124	975
	Total	36,361	42,610

Note 6	Fixed Assets	2020	2019
	<i>Office Equipment</i>	£	£
	COST		
	At 1.1.20	4,903	4,903
	Additions	0	0
	Disposals	0	0
	At 31.12.20	4,903	4,903
	DEPRECIATION		
	At 1.1.20	3,233	3,233
	Charge for the year	185	0
	Disposals	0	0
	At 31.12.20	3,418	3,233
	As at December 2020	1,485	
	As at December 2019		1,670

Note 7	Debtors	2020 £	2019 £
	Gift Aid	3,631	3,148
	Prepayments	1,998	0
	Total	5,629	3,148

Note 8	Cash at bank and in hand	2020 £	2019 £
	Bank Deposits	170,044	150,000
	Cash at bank and in hand	4,721	37,952
	Total	174,765	187,952

Note 9	Liabilities	2020 £	2019 £
	Creditors due within one year	22,877	33,211
	Total	22,877	33,211

Note 10	Funds	2020 £	2019 £
	Restricted Funds	4,235	0
	Unrestricted Funds	154,767	159,559
	Total	159,002	159,559

	b/f 1 January	Income	Expenditure	Transfers	c/f 31 December
	£	£	£	£	£
Restricted Funds					
Paris	0	91,508	(87,273)	0	4,235
Central France	0	97,553	(97,553)	0	0
Southern France	0	26,335	(26,335)	0	0
Other Mission Work	0	45,523	(45,975)	0	0
Church Projects	0	38,899	(38,447)	0	0
Canada	0	1,550	(1,550)	0	0
Total	0	301,368	(297,133)	0	4,235
Unrestricted Funds					
Working Capital	0	0	0	125,000	125,000
General	159,559	96,822	(101,614)	(125,000)	29,767
Total	159,559	96,822	(101,614)	0	154,767

Analysis of funds by asset

	Fixed Assets £	Current Assets £	Liabilities & Provisions £	Total £
Restricted Funds	0	4,235	0	4,235
Unrestricted Funds	1,485	176,159	(22,877)	154,767
Total	1,485	180,394	(22,877)	159,002

2019 Prior Year comparatives

	b/f 1 January	Income	Expenditure	Transfers	c/f 31 December
	£	£	£	£	£
Restricted Funds					
Paris	5,100	69,341	74,441	0	0
Central France	9,559	97,478	107,037	0	0
Southern France	3,200	4,119	7,319	0	0
Other Mission Work	5,371	60,345	72,300	6,584	0
Church Projects	0	72,452	101,550	29,098	0
Canada	2,029	3,853	5,882	0	0
Africa (Chad)	2,525	1,696	4,221	0	0
Total	27,784	309,284	372,750	35,682	0

Unrestricted Funds

General	165,424	101,151	71,334	(35,682)	159,559
Total	165,424	101,151	71,334	(35,682)	159,559

Analysis of funds by asset

	Fixed Assets	Current Assets	Liabilities & Provisions	Total
	£	£	£	£
Restricted Funds	0	0	0	0
Unrestricted Funds	1,670	191,100	(33,211)	159,559
Total	1,670	191,100	(33,211)	159,559

The **Restricted Funds** are broken down geographically to **Paris**, **Central France** and **Southern France** to show the areas where work has been supported.

"**Other Mission Work**" relates to work not readily identifiable to one of the geographical areas above.

"**Church Projects Fund**" relates to giving directed to churches rather than mission partners.

"**Canada**" relates to work supported in French-speaking Canada.

"**Working Capital**" relates to the funds kept by the charity as reserves.

Transfers have arisen as the difference between income and expenditure when closing off projects.

Note 11 ***Paid employees***

Staff costs

	2020	2019
	£	£
Wages and salaries	<u>29,257</u>	<u>36,939</u>
	2020	2019
	£	£
Salaries and wages	27,077	33,812
Social security costs	0	0
Defined contribution pension costs	<u>2,180</u>	<u>3,127</u>
	<u>29,257</u>	<u>36,939</u>

No employee earned emoluments of £60,000 or more, either in the current or the prior year.

Staff Numbers

The average monthly full-time equivalent staff during the year was as follows.

	2020	2019
Directorship	<u>1</u>	<u>1</u>
Total number of employees	<u>1</u>	<u>1</u>

Note 12 ***Examiner's Remuneration***

	2020	2019
	£	£
Fees payable to the Independent Examiner	2,000	450
Fees payable for other professional services	<u>990</u>	<u>0</u>
Total Payments	<u>2,990</u>	<u>450</u>

Note 13 ***Trustees' remuneration and benefits***

Trustees received no remuneration during the year or prior year.
 Payments of £252 were made to third parties in respect of trustee training (2019: £160).
 Indemnity Insurance for the Trustees was paid costing £215 (2019: £215).
 No other related party transactions took place in the year.

Trustees' expenses

Trustees' expenses for travel and associated meeting costs were £34 (2019: £975).