

CONNECT: NORTH KOREA

England & Wales · Charity number 1176563

Details

Status Registered

Legal form CIO

Registered 2018-01-08

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

Contact

Address 1st Floor
78 Coombe Road
New Malden
Surrey
KT3 4QS

Phone 02084129898

Email information@connectnorthkorea.org

Website www.connectnorthkorea.org

Activities

Objects: THE OBJECTIVES OF THE CIO ARE:1) TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) IN NORTH KOREA BY ALL OR ANY OF THE FOLLOWING MEANS:MONITORING ABUSES OF HUMAN RIGHTS;EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS;RAISING AWARENESS OF HUMAN RIGHTS ISSUES; ANDPROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;2) TO ADVANCE THE EDUCATION AND TRAINING OF NORTH KOREANS GRANTED REFUGEE STATUS AND THEIR DEPENDANTS IN NEED THEREOF SO AS TO ADVANCE THEM IN LIFE AND ASSIST THEM TO ADAPT WITHIN A NEW COMMUNITY.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWERTO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

Activities: We enable North Korean escapees to heal, grow, and live the lives they choose.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£545,118	£502,008	£112,577	10
2023-12-31	£353,591	£360,572	-	-
2022-12-31	£285,836	£253,094	-	-
2021-12-31	£123,571	£139,035	-	-
2020-12-31	£118,556	£72,827	-	-

Trustees

Name	Role	Appointed
Pepa Shore	Chair	2024-07-16
Laura Rebecca Butlin		2024-05-15
Sun You Park		2024-05-15
Susan Kim		2024-05-15
Timea Szeteiova		2025-07-15

CONNECT: NORTH KOREA

England & Wales - Charity number 1176563

Accounts

Connect: North Korea
Charitable Incorporated Organisation
CIO Registration Number: 1176563
Unaudited Accounts
Trustees Report and Financial Statements
For the year ended 31 December 2024.

Connect: North Korea

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Connect: North Korea

Reference and Administration Details for the Financial Year Ended 31 December 2024.

Trustees

Sun You Park (Appointed: 15 May 2024)

Zoe Elizabeth Jacob (Appointed: 15 May 2024; Resigned 20 October 2025)

Laura Rebecca Butlin (Appointed: 15 May 2024)

Susan Kim (Appointed: 15 May 2024)

Pepa Shore (Chair, Appointed: 16 July 2024)

Oliver Windridge (Resigned: 25 September 2024)

Mitra Motlagh (Resigned: 25 September 2024)

Victoria Nida (Resigned: 25 September 2024)

Charity Registration Number

1176563

Registered Office

1st Floor, 78 Coombe Road, New Malden, Surrey, KT3 4QS

Bank

CAF Bank, 25 Kings Hill Ave, Kings Hill, West Malling, ME19 4JQ

Independent Examiner

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Connect: North Korea

Trustees Report for the Financial Year End 31 December 2024.

The Trustees present their annual report together with the financial statements of the CIO for the year 1 January 2024 to 31 December 2024. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Principal Office: 120B Malden Road, New Malden, Surrey, KT3 4BH.

Structure, Governance, and Management

Governing Document

Connect: North Korea is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in January 2018 under registration number 1176563. The current constitution was adopted on January 7, 2018.

Organisational Structure

The board of trustees – which currently has 5 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer has been appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all community-based activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years. Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended up to one additional term.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations);
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - educating the public about human rights;
 - raising awareness of human rights issues; and
 - promoting public support for human rights;

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) To advance the education and training of North Koreans granted refugee status and their dependents in need thereof so as to advance them in life and assist them to adapt within a new community.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Highlights

We have had our busiest year since we opened our doors in 2018. Over the past two years, we've seen a significant increase in both the number of clients and total visits, along with a surge in new clients and more frequent visits from existing ones. Thanks to the dedication of our staff, by the end of December 2024, we had addressed 905 urgent socio-economic issues from within the community. As in previous years, physical health remains a top priority for our clients, but we supported many issues, such as applying for courses at colleges or setting up a website for their new business.

Notably, there was a 166% increase in immigration/visa cases. We believe this is due to new Home Office policies i.e. a new requirement for eVisas. This also exemplifies the challenges North Koreans face across all areas: difficulty navigating the new policies, limited language skills to address these issues, and challenges using digital equipment. This indicates that our outreach team needs to effectively respond and be prepared to the new immigration policies, including the needs of refugees and asylum seekers.

We saw excellent progress on our physical health work - with 45 members of the community surveyed about their health and interviews scheduled for 2025. Work also included delivering NHS workshops and building our network with local partners.

In 2024, we had a slight uptick in ESOL students, from 24 in 2023 to 29 in 2024. We have a steady rate of individuals receiving scholarship support and clients being matched with volunteers for vocational help. Building on our work in 2023, we also increased the number of young people supported both directly and indirectly. This has been through 1:1 appointments, wellbeing groups, UCAS workshops, and teacher training. Just under 50 teachers in total received tailored training about North Korean pupils in their schools.

Overall we supported 235 individual clients across all three of our programmes, engaged over 30 volunteers to help our clients, trained just under 50 teachers on the North Korean context and set up five community wellbeing projects.

Although we were unable to support a scholar for September 2024 entry in our EFN programme (due to language scores), we have seen a huge increase in applications for the programme and the number of people we are supporting both with English and postgraduate applications.

In 2024 we also hosted three events, engaging both members of the public and inviting North Korean community members to participate and perform. We started off with a bang at our Lunar New Year concert, celebrating classical guitarist Emily Ye. Then we held a screening of 'Little Pyongyang' in central London for Refugee Week. Finally, we celebrated Chuseok in New Malden, with food from community chefs and speeches from staff and students in our ESOL class.

We were delighted to collaborate and work with multiple organisations in 2024, both in the UK and South Korea. Partners ranged from our local NHS integrated care board, local schools, University of the Arts London on their Abundance Project, national refugee charities, scholarship organisations such as Ashinaga, international NGOs helping North Korean escapees, and all the organisations who delivered training to our staff.

Enabling Resilience

North Korean people often arrive in a new country with mental and physical health challenges that negatively impact their everyday lives. Life in such an oppressive state, coupled with the trauma caused by their experiences escaping North Korea, as well as social isolation, are all significant barriers to escaped North Korean people being able to move forward positively in their new lives. Enabling Resilience combines community outreach, physical and mental health intervention and support, as well as advice services to help our North Korean clients tackle the urgent crises they face.

We have two main programme goals:

1. Support escaped North Korean people to improve their mental health, physical health and general well-being through targeted activities.
2. Enable escaped North Korean to overcome the day-to-day barriers they face in their efforts to build new lives, with relevant advice and services.

In 2024 our team held 905 appointments with clients in the UK alone! A 56% increase in cases compared to 2023. The top three issues clients came to us remained the same across the year: 'Household Bills', 'Physical Health' and 'Benefits' (incl. Pension). However, due to a new regulation by the UK government on electronic visas, we saw a huge 166% increase in visa-related appointments.

COVID	0
Household Bills	142
Benefits/Pension	161
Immigration/Visa	85
Council/Housing	104
Physical Health	275
Mental Health	16
English/Education	42
Employment	26
Legal	34
Children/Schooling	20
TOTAL	905

In our Mental and Physical Health Workstream we supported 20 clients with 1:1 psychotherapy and 68 clients through group wellbeing sessions, in comparison to 29 clients in 2023. All of our group projects were led by North Korean expert community members with the support from the

CNK team and a Korean speaking mental health professional. This year we hosted: guitar, dance, cooking, singing and table tennis.

CASE STUDY - MR. AHN

Mr. A, a single father, dishwasher in a local Korean restaurant and has sole caring responsibilities for his elderly mother. Initially, he approached CNK to request support in submitting his mother's Housing Benefit application, as she had received notice of an intended rent increase from her private landlord. Our team wrote a letter to Kingston Council on her behalf.

While speaking with Mr. A about his mother, he explained he has sleep problems, so we invited him to our Pentathlon Session on 'Sleeping Well' - which he duly came along to with his four-year-old son. After the Pentathlon Session, Mr. A also asked for help with changing his mother's GP from Kingston to New Malden as it would be easier and more accessible for them both. We first had to complete a legal Next of Kin application for him, which is a prerequisite to authorise his decision-making on behalf of his mother.

We booked an appointment at New Malden GP surgery to register his mother, which we also attended and translated on his and her behalf as the GP required a full medical history for her patient records. At this appointment, he brought up the challenge of her Housing Benefit, so we booked an appointment for the following week. Kingston Council had asked for evidence of the previous rent payment, so our team helped to arrange it. Finally, the following week, he received an email and some missed calls from the private landlord regarding the arrears, which the team rang back up and sorted for him, and the information was sent to Kingston Council.

The level of support required by Mr. A has entailed a significant use of our resources but exemplifies the intersectional challenge that our community faces. In some extreme cases of most vulnerable families, their problems are multiple, and their resilience is extremely low. Without our support, there is a very real possibility that their problems will continue to compound until they find themselves homeless, in poor mental and physical health, unable to provide for their children or elderly dependents, and pushed further and further to the margins of society.

Enabling Freedom

In North Korea, jobs are assigned by the state, and the education system fails to equip individuals with the skills needed to thrive in modern capitalist societies. For many North Korean escapees, this creates significant barriers as they start new lives. Enabling Freedom provides comprehensive educational, well-being, and financial support to help North Koreans overcome these challenges. Through tailored English language training, access to recognised qualifications, and confidence-building initiatives, we empower participants to pursue fulfilling careers, achieve their potential, and fully embrace the opportunities and freedoms of their new lives.

This year we focused our services as three workstreams:

1. English language lessons split by lower and upper levels, delivered by trained staff
2. Scholarships, including paying course fees, providing stipends, and 1:1 mentor matching to support academic success and employability

3. Youth support for accessing work experience, further and higher education, as well as relationship building with local schools to improve understanding and support for North Korean pupils

Our ESOL program has grown from 24 to 29 registrants this year, with a focus on fostering critical thinking alongside communication skills to help participants navigate life in the UK with confidence. Many students, even those with strong English proficiency, embrace the challenge of critical thinking topics, which are new to them and essential for personal and professional growth. As a testament to their progress, the two strongest upper-level ESOL students were awarded scholarships for further education at local colleges.

Additionally, in 2024, we expanded our youth support work in three major capacities. Firstly, with support from Refugee Education UK, we translated a primary school transition pack for parents into Korean. Secondly, we delivered two workshops for community members to better navigate the UCAS system. Thirdly, we developed and started delivering a Cultural Competency and North Korea training module for schools and organisations and trained over 40 teachers.

CASE STUDY: MS. IM

When Ms. Im arrived in the UK in 2016 alone with two children, she only knew one English word: 'hello'. Despite having attended university in North Korea, Ms. Im's qualifications are unusable in the UK, and she needed to start from scratch to build a better life for herself and her children. She was alone and without community, struggling to make ends meet and with limited financial support. Not only this, but she was confronted with a whole new way of life and needed to navigate an unfamiliar system in a different language. 'Too much to do and no help around', was how she described it to us.

After Ms. Im moved to New Malden (home to Little Korea in London) with her children, she heard about CNK from other Korean community members - that we help North Koreans with lots of things and, in particular, English skills. We first made contact with her after she applied for our ESOL classes. She saw our advert being circulated via KakaoTalk, a Korean-language messaging app and followed the link to sign up. Our teacher got in contact with her and encouraged her along to the beginners class, helping to start her journey.

Ms. Im has proven to be a dedicated learner, progressing from absolute beginners to the intermediate level in just a few years, and studying alongside her children who help her outside of class. Last year, Ms. Im decided she was ready for the next step and applied to CNK's EF scholarship so she could take her GCSEs - a key set of qualifications in the UK which opens doors to other opportunities. She has her eyes set on an advanced UK qualification in the future and wants to be able to have a steady job and be a role model for her children. Outside of ESOL, we have been actively supporting Ms. Im - she is an engaged member of the CNK community, regularly participating in cooking classes, and she has reached out to CNK for support on various other challenges as well.

When we asked about our support she told us: 'I am very grateful for CNK. I know if I have any problems, I can always lean on CNK to help.'

Enabling Freedom Network

We believe North Korean escapees are best suited to drive lasting positive change for their own communities. The Enabling Freedom Network (EFN) is the first social leadership and scholarship programme that helps North Korean escapees develop educational and leadership skills to reach their potential and empower others. The EFN Scholarship supports talented North Korean escapees passionate about improving their communities. We currently offer full scholarships covering travel, tuition, and living expenses for postgraduate studies, in partnership with the University of Edinburgh and the University of Bristol. Our aim is for North Korean escapees to gain recognised tertiary and/or leadership qualifications and help drive positive social change within their communities

We held our first EFN workshop in Seoul in August 2024 in person with 20 attendees. Our scholar for 2024 shared their experience of applying for universities with CNK. It was a great opportunity to understand interests in studying abroad within the North Korean community and to build a network in the community in South Korea. CNK's Education Co-Lead provided strong in-person delivery, actively listening to attendees about how they want to improve their community leadership skills.

We had 24 applicants for our scholarship programme in the autumn of 2024 and recruited over 20 volunteer tutors to help support students with English exams via our [new webpage](#). We also held four workshops targeted at developing critical thinking and research skills.

At the beginning of 2024, four community members applied for the University of Edinburgh and the University of Bristol with our support. Our selected scholarship recipient deferred their course in order to improve their English skills for the 2025 entry and a further student was able to go to the USA with a Fulbright scholarship as a result of our English support.

Starting in September 2025, we are providing up to two full scholarships to any one-year full-time postgraduate degree, as well as covering travel and living expenses.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have a limited reserve of £9,223 at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next strategic period, ending 2029.

Investment Policy

We have no investments. All cash is held within our CAF Bank account, which earns a small amount of interest. We will be creating our first investment strategy, policies, and procedures within the financial year ending December 31, 2025.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, we recruited our first paid staff member on individual giving this year.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

The trustees and directors in the period and at the report approval date were:

Sun You Park (Appointed: 15 May 2024)

Zoe Elizabeth Jacob (Appointed: 15 May 2024; Resigned: 20 October 2025)

Laura Rebecca Butlin (Appointed: 15 May 2024)

Susan Kim (Appointed: 15 May 2024)

Pepa Shore (Chair, Appointed: 16 July 2024)

Oliver Windridge (Resigned: 25 September 2024)

Mitra Motlagh (Resigned: 25 September 2024)

Victoria Nida (Resigned: 25 September 2024)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in black ink that reads "Pepa Shore". The signature is written in a cursive, flowing style.

Pepa Shore, Chair

Dated: 30/10/2025

Independent Examiner's Report to the Trustees of Connect: North Korea CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 16 to 26.

Responsibilities and basis of report

As the charity'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 charity's accounts 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 charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of [Association of Chartered Certified Accountants], which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 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 Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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


Samantha Rouse FCCA DChA

Kreston Reeves LLP
Chartered Accountants
37 St Margarets Street
Canterbury
Kent
CT1 2TU

Date 30 October 2025

Connect: North Korea

Statement of Financial Activities for the period ended 31 December 2024

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2024 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £
Income from:							
Donations and Grants	4	459,450	84,049	543,499	270,397	82,988	353,385
Investments		-	139	139	-	205	205
Other Income		-	1,480	1,480	-	1	1
Total Income		459,450	85,668	545,118	270,397	83,194	353,591
Expenditure on:							
Raising Funds: Voluntary Income	5	431	20,228	20,659	396	25,020	25,416
Charitable Activities:	6	416,889	61,624	478,513	258,832	73,364	332,196
Governance	7	2,460	376	2,836	-	2,960	2,960
Other Charitable Activities		-	-	0	-	-	-
Total Expenditure		419,780	82,228	502,008	259,228	101,344	360,572
Net Movement in Funds		39,670	3,440	43,110	11,169	(18,150)	(6,981)
Total funds brought forward		63,684	5,783	69,467	52,515	23,933	76,448
Total funds carried forward		103,354	9,223	112,577	63,684	5,783	69,467

The notes on pages 18 to 27 form part of these financial statements.

Connect: North Korea**Balance Sheet****As at 31 December 2024**

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2024 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £
Fixed Assets	8	-	9,343	9,343	-	1,937	1,937
Current Assets Debtors	9	54,762	10,000	64,762	9,800	2,702	12,502
Cash at Bank and in Hand		49,950	2,709	52,659	56,846	9,090	65,936
Current Assets		104,712	12,709	117,421	66,646	11,792	78,438
CREDITORS: amounts falling due within one year	10	(1,358)	(12,829)	(14,187)	(2,962)	(7,946)	(10,908)
Net Current Assets		103,354	(120)	103,234	63,684	3,846	67,530
Net Assets		103,354	9,223	112,577	63,684	5,783	69,467
Total Funds	11&12	103,354	9,223	112,577	63,684	5,783	69,467

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



Pepa Shore, Chair

Dated: 30/10/2025

Notes to the Financial Statements

The registered address for the CIO is: Connect: North Korea, 1st Floor, 78 Coombe Road, New Malden, Greater London, KT3 4QS

Registered as a Charitable Incorporated Organisation in England on 08 January 2018.

These accounts cover the period 01 January 2024 to 31 December 2024.

1. Accounting policies

The principal accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). The accounts are rounded to the nearest pound.

Connect: North Korea meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Connect: North Korea is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' 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 CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO 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.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

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

Restricted funds comprise donations or grants received for specific purposes as defined by the donor or funding body. These funds must be used in accordance with the conditions imposed and cannot be used for the general purposes of the charity.

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 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.

1.18 Creditors

Creditors 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.

1.19 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.

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

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives. The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis Computer equipment and software over 5 years, on a straight-line basis.

1.22 Going Concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2. Remuneration of trustees and key management personnel

No trustees received remuneration for their services to the company in the period (2023: £nil). One trustee received expenses for travel (£79) in the period (2023: £nil).

The Trustees have determined that there are no individuals which meet the definition of key management personnel and as such no disclosure of key management personnel remuneration is required.

3. Staff numbers and costs

The charity had 10 full-time employees in 2024 (2023: 9.5). The costs were as follows:

Wages and Salaries including Donations in Kind	2024	2023
	£	£
Salaries	298,104	197,656
Employer's National Insurance	23,586	10,692
Pension costs	9,839	5,986
Salaries and pension costs	331,529	214,334

Full time employees	2024	2023
	Number	Number
Costs of generating funds	-	-
Charitable activities	10	9.5
Total	10	9.5

No employee received remuneration amounting to more than £60,000 for the year.

4. Donations & Grants

	Restricted	Unrestricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Donations	1,803	11,636	13,439	13,255
Grants	457,590	68,000	525,590	340,130
Gift Aid	57	4,413	4,470	-
Totals	459,450	84,049	543,499	353,385

5. Cost of Raising Funds

	Restricted	Unrestricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Fundraising costs	396	20,087	20,483	25,312
Bank fees	35	141	176	104
Totals	431	20,228	20,659	25,416

6. Charitable Activities

	Restricted	Unrestricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Scholarships	3,037	2,796	5,833	12,181
Advertising	172	2,303	2,475	5,935
Consultants	16,976	9,700	26,676	28,592
Depreciation	0	1,687	1,687	1,663
IT expenses	1,291	807	2,098	3,892
Cleaning	41	19	60	47
Rent	19,019	15,976	34,995	15,856
Postage & freight	94	5	99	45
Insurance	-	858	858	858
Printing	1,242	35	1,277	896
Legal fees	2,454	-	2,454	-
Salaries	274,136	21,986	296,122	197,656
Employer's National Insurance	22,618	968	23,586	10,692
Pension costs	9,282	557	9,839	5,986
Public Engagement	500	2,303	2,803	978
Staff Wellbeing	5,147	359	5,506	3,603
Staff Training	2,560	100	2,660	1,922
Subscriptions	481	83	564	208
Loss on disposal of fixed assets	-	-	-	213
Telephone & internet	1,832	-	1,832	1,221
Rates	-	-	-	(18)
Travel & Entertainment	1,671	362	2,033	1,796
Interest paid	-	-	-	22
Mental Health Clinical Support	11,370	-	11,370	5,077
Mental Health Therapy Fees	750	-	750	1,290
Mental Health Peer-led Programmes	5,546	-	5,546	4,675
General expenses	16,670	720	17,390	6,910
Management fees	20,000	-	20,000	20,000
Totals	416,889	61,624	478,513	332,196

7. Governance Costs

	Restricted	Unrestricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Audit & accountancy	2,460	376	2,836	2,960
Totals	2,460	376	2,836	2,960

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £1,980 (2023: £1,860).

8. Fixed Assets

	Office Equipment £	2024 £	2023 £
Cost			
At 1 January 2024	8,136	8,136	6,534
Additions	9,093	9,093	2,202
Disposals	-	-	(600)
At 31 December 2024	17,229	17,229	8,136
Depreciation			
At 1 January 2024	6,199	6,199	4,923
Charge for year	1,687	1,687	1,663
Disposals	-	-	(387)
At 31 December 2024	7,886	7,886	6,199
Net book value			
At 31 December 2024	9,343	9,343	1,937
At 31 December 2023	1,937	1,937	1,611

9. Debtors

	Restricted £	Unrestricted £	2024 £	2023 £
Trade debtors	54,762	10,000	64,762	12,502
Total debtors	54,762	10,000	64,762	12,502

10. Creditors

	Restricted £	Unrestricted £	2024 £	2023 £
Trade creditors	1,358	1,888	3,246	2,962
Social security and other taxes	-	8,701	8,701	5,544
Other creditors	-	260	260	242
Accruals	-	1,980	1,980	2,160
Total creditors	1,358	12,829	14,187	10,908

11. Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2024	63,684	5,783	69,467
Incoming resources	459,450	85,668	545,118
Expenditure	(419,780)	(82,228)	(502,008)
At 31 December 2024	103,354	9,223	112,577

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2023	52,515	23,933	76,448
Incoming resources	270,397	83,194	353,591
Expenditure	(259,228)	(101,344)	(360,572)
At 31 December 2023	63,684	5,783	69,467

12. Restricted funds

	Balance at 1 January 2024 £	Incoming £	Outgoing £	Balance at 31 December 2024 £
Core Cost, London	4,397	18,000	(22,397)	-
EF, Education	-	64,707	(64,707)	-
EF, Overhead & Programme	5,961	12,872	(18,833)	-
EF Scholarship	443	1,000	(1,443)	-
EFN Scholarship	-	1,860	(1,077)	784
ER, Abundance	-	1,589	(1,091)	498
ER, Community Support	38,701	85,230	(119,996)	3,935
ER, Health Inequalities	7,564	69,946	(43,895)	33,615
ER, Mental Health	15	35,078	(22,735)	12,358
ER, Overhead & Programme	1,615	61,749	(53,844)	9,520
ER, Peer Led Wellbeing Groups	-	7,588	(3,609)	3,979
Public Engagement	4,988	28,741	(33,729)	-
Overheads	-	71,090	(32,425)	38,665
Totals	63,684	459,450	(419,780)	103,354

	Balance at 1 January 2023 £	Incoming £	Outgoing £	Balance at 31 December 2023 £
Community Centre	1,500	-	(1,500)	-
Core Cost, London	-	25,500	(21,103)	4,397
ER, Community Support	30,537	96,197	(88,033)	38,701
Communications and Fundraising	-	16,102	(11,114)	4,988
Lived Experience	11,672	-	(11,672)	-
English 1-on-1	84	-	(84)	-
EF, EFN Scholarship	1,047	2,028	(2,632)	443
EF, ESOL	7,675	-	(7,675)	-
EF, Overhead & Programme	-	49,738	(43,777)	5,961
ER, Health Inequalities	-	51,648	(44,084)	7,564
ER, Mental Health	-	18,812	(18,797)	15
ER, Overhead & Programme	-	10,372	(8,757)	1,615
Totals	52,515	270,397	(259,228)	63,684

13. Restricted funds (continued)

Fund	Purpose
Core Cost, London	Funds were received to support core costs of work undertaken in London only.
EF, Education	Funds were received to support the salaries of our education staff.
Community Centre	Funds were received to support technology purchase.
ER, Community Support	Funds were received to support community outreach and advice.
Public Engagement	Capacity-building funds were received to support our pub.
English 1-on-1	Funds were received to support 1-on-1 tutoring for North Korean refugees.
ER, ESOL	This fund is for funds received to support the ESOL component of our Enabling Freedom Programme.
ER, Health Inequalities	This fund is for funds received to support investigation on health inequalities and design of interventions to mitigate those inequalities.
ER, Mental Health	This fund is for funds received to support the Mental Health component of our Enabling Resilience Programme.
EF, EFN Scholarship	Funds were received to support vocational and university scholarship for North Korean refugees.
EF, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Freedom programme.
ER, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Resilience programme.
ER, Abundance	Funds were received to support our involvement with a university-led academic research project on wellbeing and community spaces.
Overheads	Funds were received to support our organisational overheads.

14. Related party transactions

Korea Future Initiative CIO was a related party until 25 September 2024. All serving trustees of Connect: North Korea CIO were also Trustees of Korea Future Initiative CIO.

During the current year the charity has not entered into any related party loan arrangements.

The Charity received management services from Korea Future Initiative CIO of £20,000 (2023: £20,000) which were paid during the period.

CONNECT: NORTH KOREA

England & Wales - Charity number 1176563

Accounts

Connect: North Korea
Charitable Incorporated Organisation
CIO Registration Number: 1176563
Unaudited Accounts
Trustees Report and Financial Statements
For the year ended 31 December 2023.

Connect: North Korea

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Connect: North Korea**Reference and Administration Details for the Financial Year Ended 31 December 2023.****Trustees**

Sun You Park (Appointed: 15 May 2024)

Zoe Elizabeth Jacob (Appointed: 15 May 2024)

Laura Rebecca Butlin (Appointed: 15 May 2024)

Susan Kim (Appointed: 15 May 2024)

Emma Shore (Chair, Appointed: 16 July 2024)

Victoria Nida (Resigned: 25 September 2024)

Oliver Windridge (Resigned: 25 September 2024)

Mitra Moadab Motlagh (Resigned: 25 September 202)

Jinhee Lee (Resigned: 14 April 2023)

Margaret Ahn (Resigned: 05 July 2023)

Richard Moreton (Resigned: 31 August 2023)

Perpetua Adar (Resigned: 05 October 2023)

Robin Peter Walker (Resigned: 31 December 2023)

Charity Registration Number

1176563

Registered Office

120B Malden Road, New Malden, Surrey, KT3 6DD

Bank

CAF Bank, 25 Kings Hill Ave, Kings Hill, West Malling, ME19 4JQ

Independent Examiner

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Connect: North Korea

Trustees Report for the Financial Year End 31 December 2023.

The Trustees present their annual report together with the financial statements of the CIO for the year 1 January 2023 to 31 December 2023. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Principal Office: 120B Malden Road, New Malden, Surrey, KT3 4BH.

Structure, Governance, and Management

Governing Document

Connect: North Korea is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in January 2018 under registration number 1176563. The current constitution was adopted on January 7, 2018.

Organisational Structure

The board of trustees – which currently has 5 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer has been appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all community-based activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years. Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended up to one additional term.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations);
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - educating the public about human rights;
 - raising awareness of human rights issues; and
 - promoting public support for human rights;

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) To advance the education and training of North Koreans granted refugee status and their dependents in need thereof so as to advance them in life and assist them to adapt within a new community.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Highlights

By the end of December 2023, our Outreach Team resolved 580 urgent socio-economic issues from within the community. Cases ranged from accompanying a menstrual health appointment, to translating at a veterinary practice, to speaking with teachers on behalf of parents and helping set up direct debits for rent due.

Outside of this support - information, advice, guidance, interpreting and translation - we had 106 unique programme engagements, with 68 individual members of the North Korean community joining in our wellbeing sessions, applying for scholarships, or receiving English tuition. 50 of those clients were based in the UK and 18 were members of the international North Korean diaspora.

Overall we supported 176 individual clients across all three of our programmes. We had four community members lead projects themselves. Our youngest client was only 2 years old, coming to our community cooking session, while our oldest client was 101!

Starting in spring, CNK's Health Lead started work on gathering key data on structural problems and health inequalities the North Korean community face. They worked closely with our Community Health Champion and the local NHS team to plan and roll out activities such as Korean-language health workshops.

Our two new Education Leads also strengthened our English classes, supporting more students than ever with learning. They also started important work on building relationships with local schools and developed a cultural sensitivity module for teachers to better understand the North Korean context.

Our Enabling Freedom Network programme saw 18 individuals put themselves forward and apply for postgraduate education. We are excited to be developing much needed English support for these students, helping to grow their critical thinking skills and academic expertise.

Across 2023 we also hosted three events, engaging both members of the public and inviting North Korean community members to participate and perform. Our North Korean Food Exhibition encouraged the public to think about new aspects of North Korea outside the narrative of the Kim family. In September, Chuseok was celebrated with a performance from our dance group and from our guitar class lead.

We also worked with multiple organisations in 2023, both in the UK and South Korea, and ranging from education based organisations, race and inequality advocacy groups, as well as health-focused forums. In particular, we enjoyed working with Mind in Kingston to develop an anti-stigma mental health video for the UK-based Korean community, which can be viewed on YouTube. We were also excited to host the Right Hon. Sir Ed Davey MP in our office, attend events hosted by the South Korean embassy and the All Party Parliamentary Group on North Korea, as well as events hosted by our generous funders.

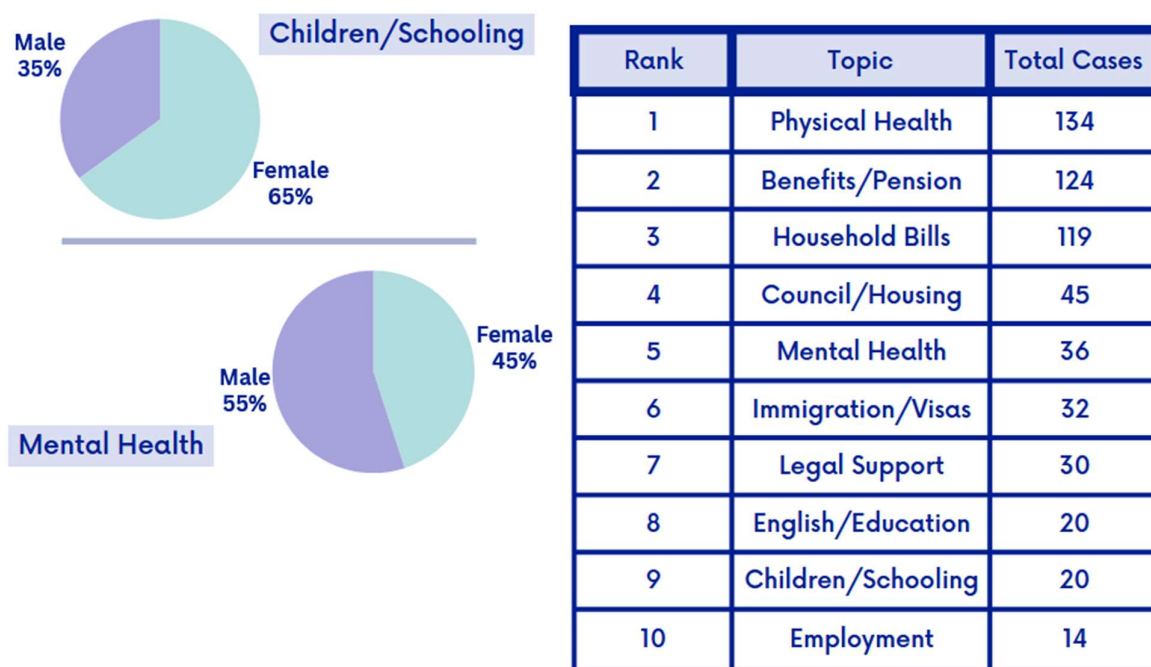
Enabling Resilience

North Korean people often arrive in a new country with mental health challenges and experiences of trauma that negatively impact their everyday lives and their ability to integrate fully. Enabling Resilience combines community outreach, physical and mental health intervention and support, as well as advice services to help our North Korean clients tackle the urgent crises they face. Importantly, our trusted Korean mental health professionals have a shared lived experience with our clients, which means they are uniquely placed to support North Korean people with their recovery. This year we also championed peer-led activities, growing our community's ability to lead wellbeing sessions for one another.

We have two main programme goals:

- Enable North Korean escapees to improve their mental and physical health, wellbeing, access relevant advice, and ameliorate challenges they have to building new lives through targeted activities.
- Enable North Koreans to make better decisions through improving organisational understanding of how local services work, how challenges can be overcome and advocating on behalf of clients with relevant authorities.

In our Outreach Workstream, we had 567 appointments, an increase of 23% compared to 2022, helping to resolve 580 issues within the community. Top three issues clients came to us remained the same across the year: 'Household Bills', 'Physical Health' and 'Benefits' (incl. Pension).



The largest gender divide was on issues relating to Children/Schooling.

Despite most therapy clients being female, more male clients saw the Outreach Team for Mental Health related issues.

In our Mental and Physical Health Workstream we supported 16 clients with 1:1 psychotherapy and 29 clients through group wellbeing sessions. We rolled out four group projects: yoga, guitar, cooking and dance, all of which were led by North Korean expert community members with the support from the CNK team and a Korean speaking mental health professional.

We also co-produced Korean three language health leaflets on healthy ageing, healthy weight and smoking which contained key basic health education and how to access services either in English or in Korean.

CASE STUDY - MRS CHO

Mrs Cho had been finding life in the UK increasingly stressful when she first came to us with an urgent visa issue. Visa status can cause a lot of anxiety and uncertainty for North Korean people, especially if they don't have the English language skills to fully understand their legal rights and the support they are entitled to.

Mrs Cho is over 60. After an initial chat with our experienced team, it became clear that she also needed extra health support. We first invited her to a vaccination check-up, hosted by the NHS. Many within the North Korean community feel apprehensive about dealing with authorities because of traumatic experiences with state forces in North Korea. This understandable distrust often includes medical professionals, so we were happy when after some hesitation Mrs Cho finally agreed to attend.

During the vaccination top up, she explained that she was also having pain in her legs. We registered her on the day at a local surgery and helped her book an appointment with a GP. Our Outreach Team member, Sek, started working with Mrs Cho on all her healthcare appointments from this point onwards. We knew it would be more comforting for Mrs Cho to regularly see a familiar member of the community, who shared her language and lived experience.

Sek attended the GP appointment with Mrs Cho and interpreted for her, which made the medical visit much less scary. The doctor immediately noted Mrs Cho's symptoms, took her blood pressure, and then referred her to the hospital for blood tests to check for diabetes. Sek supported Mrs Cho at her hospital appointment too, providing emotional support at the blood test which was a daunting prospect for Mrs Cho.

Mrs Cho was soon diagnosed with diabetes. Our team helped her translate the documents she received from the NHS, explaining the condition, and setting up her medical prescription.

If Mrs Cho had never made his first visit to our office, she likely would have found herself in A&E as a result of her undiagnosed diabetes. Thankfully, she is now safely receiving medication and she knows that she can contact us if she needs a diabetes check-up or help with any other issues. She will also be attending our healthy living sessions to understand how to improve her physical activity and diet in the future.

Enabling Freedom

Jobs are assigned in North Korea, and the education that many escapees received growing up leaves them unable to participate in the modern job market once they have escaped. Enabling Freedom supports North Korean people living in the UK to gain English language skills, professional qualifications, and to develop the confidence they need to access types of work that would otherwise be unavailable to them. This empowers them to truly pursue their dreams and, for the first time, choose the lives and careers they want.

This year we developed our services into three workstreams:

1. English language lessons split by beginner and intermediate levels
2. Vocational scholarship, including paying course fees, providing a stipend and 1:1 mentor matching to support employability
3. Youth support for accessing work experience, further and higher education, as well as relationship building with local schools to improve attitudes and support for North Korean pupils

Across both our English language lessons and vocational scholarship workstreams, we supported 32 clients to improve their skillsets, gain confidence and enter formal employment. With level tests taken at the beginning and end of English classes, our students, on average, improved their scores by 8%. All six of our recipients from 2022-2023 completed and passed their courses, with three entering related employment within one month of finishing their course!

Based on community feedback from 2022 we developed our youth support. Either young people had no families to rely upon or parents needed support with understanding the UK school. As a result, we engaged in training and developed our workstream with support from the community, as well as organisations such as Achieving for Children and Refugee Education UK. In 2023 we specifically provided support to 21 youths, in addition to five acutely disadvantaged young people under 25 to access education they would have otherwise been denied because of their legal or financial status.

CASE STUDY - MR. PARK

Mr. Park escaped North Korea 12 years ago with his two children. Since then, they have been living together in the UK. As is often the case for North Korean people, Mr. Park found himself unprepared for his new life and without the English skills needed to communicate with authorities and advocate for his children.

In fact, now Mr. Park's children are teenagers, they have taken on the role of helping their father overcome many of the family's daily challenges, such as their unsafe housing situation. Recently, the family home had a sudden leak and the landlord refused to do anything about it. This is something no child should have to take responsibility for, and so Mr. Park came to us for help.

Thankfully, our outreach team spoke with their landlord to sort out their unacceptable living situation. The landlord was unfortunately unresponsive, so our team stepped in again and helped the family book flat viewings so they could move out and improve their housing environment.

However, it became clear that there was another, more pressing issue affecting the Park family children. As their father was unable to communicate well with teachers and the school administration, the Park children were facing the stark reality of being forced to end their education early which would severely limit their futures.

Mr. Park's daughter in particular was studying for her A-Levels at the time we met the family. She had dreams of studying economics or even chemistry at university but because of the family's visa status and her father's unfamiliarity with the system, she had been unable to enrol in any schools or colleges.

We worked with Mr. Park and his daughter, hoping we could make sure she had the chance to complete her A-Levels. However, the Home Office made no effort to reply and this wasn't possible. Luckily, instead we were able to offer her one of our scholarships to continue her education outside of the usual channels.

If our services didn't exist, it is likely Mr. Park's daughter would not have been able to complete her A-Levels. She is now 19 and has already missed out on huge parts of her education. Without support, she would still be waiting for a response from the Home Office, without hope of improving herself and her family's situation.

Enabling Freedom Network

We firmly believe that the best people to drive lasting positive change for North Korean escapees are North Korean people themselves. Our Enabling Freedom Network is a world-first social leadership and scholarship programme designed to enhance the education and global impact of North Korean refugee change-makers. Our programme has two key aims:

- North Korean escapees gain recognised tertiary and/or leadership qualifications and help drive positive social change within their communities, including supporting other North Koreans make the most of their new freedoms, and choose the lives they want to live
- North Korean communities globally are connected and regularly are able to share knowledge and experiences which helps increase a climate of support for North Koreans

We had 18 applicants for our scholarship programme in 2023 and recruited volunteer tutors to help support students with English exams and develop their critical thinking skills ahead of starting their postgraduate course. We were excited to match 12 students with skilled online volunteer teachers and to provide financial support for exams to three students.

This year we also added the University of Bristol to our scholarship programme, in addition to the University of Edinburgh. Starting in September 2024, we are providing up to two full scholarships to any one-year full-time postgraduate degree, as well as covering travel and living expenses.

During the academic year, we will host termly leadership workshops, based on four pillars of development with reading and exercises to complete. We will continue our successful mentor matching with individual(s) who can advise and guide on long term goals. Finally, after graduation, participants have access to all other Connect: North Korea services and as part of this programme we will be regularly catching up with previous students and connecting them with relevant networks.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have a limited reserve of £5,783 at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next strategic period, ending 2030. We have hired our first Individual Giving Manager – starting January 2023 – to begin making that a reality.

Investment Policy

We have no investments. All cash is held within our CAF Bank account, which earns no interest. We will be creating our first investment strategy, policies, and procedures within the financial year ending December 31, 2023.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, we recruited our first paid staff member on individual giving this year.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

The trustees and directors in the period and at the report approval date were:

Sun You Park (Appointed: 15 May 2024)

Zoe Elizabeth Jacob (Appointed: 15 May 2024)

Laura Rebecca Butlin (Appointed: 15 May 2024)

Susan Kim (Appointed: 15 May 2024)

Emma Shore (Chair, Appointed: 16 July 2024)

Victoria Nida (Resigned: 25 September 2024)

Oliver Windridge (Resigned: 25 September 2024)

Mitra Moadab Motlagh (Resigned: 25 September 2024)

Jinhee Lee (Resigned: 14 April 2023)

Margaret Ahn (Resigned: 05 July 2023)

Richard Moreton (Resigned: 31 August 2023)

Perpetua Adar (Resigned: 05 October 2023)

Robin Peter Walker (Resigned: 31 December 2023)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in black ink that reads "Pepa Shore". The signature is written in a cursive, flowing style.

Pepa Shore, Chair

Dated: 30/10/2024

Independent Examiner's Report to the Trustees of Connect: North Korea CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages 17 to 28.

Responsibilities and basis of report

As the charity'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 charity's accounts 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 charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 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 Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Samantha Rouse FCCA DChA
Kreston Reeves LLP Chartered Accountants
37 St Margarets Street
Canterbury
Kent
CT1 2TU

Date: 30/10/2024

Connect: North Korea

Statement of Financial Activities for the period ended 31 December 2023

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £
Income from:							
Donations and Grants	4	270,397	82,988	353,385	192,596	93,135	285,731
Investments		-	205	205	-	105	105
Other Income		-	1	1	-	-	-
Total Income		270,397	83,194	353,591	192,596	93,240	285,836
Expenditure on:							
Raising Funds: Voluntary Income	5	396	25,020	25,416	1,436	19,465	20,901
Charitable Activities:	6	258,832	73,364	332,196	166,343	63,200	229,543
Governance	7	-	2,960	2,960	-	2,650	2,650
Other Charitable Activities		-	-	-	-	-	-
Total Expenditure		259,228	101,344	360,572	167,779	85,315	253,094
Net Movement in Funds		11,169	(18,150)	(6,981)	24,817	7,925	32,742
Total funds brought forward		52,515	23,933	76,448	27,698	16,008	43,706
Total funds carried forward		63,684	5,783	69,467	52,515	23,933	76,448

The notes on pages 19 to 28 form part of these financial statements.

Connect: North Korea

Balance Sheet

As at 31 December 2023

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £
Fixed Assets	9	-	1,937	1,937	-	1,611	1,611
Current Assets Debtors	10	9,800	2,702	12,502	1,000	723	1,723
Cash at Bank and in Hand		56,846	9,090	65,936	51,515	26,185	77,700
Current Assets		66,646	11,792	78,438	52,515	26,908	79,423
CREDITORS: amounts falling due within one year	11	(2,962)	(7,946)	(10,908)	-	(4,586)	(4,586)
Net Current Assets		63,684	3,846	67,530	52,515	22,322	74,837
Net Assets		63,684	5,783	69,467	52,515	23,933	76,448
Total Funds	12&13	63,684	5,783	69,467	52,515	23,933	76,448

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



Pepa Shore, Chair

Dated: 30/10/2024

Notes to the Financial Statements

The registered address for the CIO is: Connect: North Korea, 120B Malden Road, New Malden, Surrey, KT3 6DD, United Kingdom

Registered as a Charitable Incorporated Organisation in England on 08 January 2018.
These accounts cover the period 01 January 2023 to 31 December 2023.

1. Accounting policies

The principal accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). The accounts are rounded to the nearest pound.

Connect: North Korea meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Connect: North Korea is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' 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 CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO 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.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

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

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 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.

1.18 Creditors

Creditors 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.

1.19 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.

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

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives. The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis Computer equipment and software over 5 years, on a straight-line basis.

1.22 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

2. Remuneration of trustees and key management personnel

No trustees received remuneration for their services to the company in the period (2022: £nil).

3. Staff numbers and costs

The charity had 9.5 full-time employees in 2023 (2022: 5). The costs were as follows:

Wages and Salaries including Donations in Kind	2023	2022
	£	£
Salaries	197,656	101,265
Employer's National Insurance	10,692	2,043
Pension costs	5,986	2,146
Salaries and pension costs	214,334	105,454
Full time employees	2023	2022
	Number	Number
Costs of generating funds	-	-
Charitable activities	9.5	5
Total	9.5	5

No employee received remuneration amounting to more than £60,000 for the year.

4. Donations & Grants

	Restricted	Unrestricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Donations	2,028	11,227	13,255	5,298
Grants	268,369	71,761	340,130	279,752
Gift Aid	-	-	-	681
Donated services	-	-	-	-
Totals	270,397	82,988	353,385	285,731

5. Cost of Raising Funds

	Restricted	Unrestricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Fundraising costs	396	24,916	25,312	20,733
Bank fees	-	104	104	168
Totals	396	25,020	25,416	20,901

6. Charitable Activities

	Restricted	Unrestricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Scholarships	8,832	3,349	12,181	11,296
Advertising	2,246	3,689	5,935	4,037
Consultants	14,075	14,517	28,592	60,489
Depreciation	1,500	163	1,663	2,296
IT expenses	1,212	2,680	3,892	1,589
Cleaning	14	33	47	-
Rent	4,170	11,686	15,856	15,434
Postage & freight	22	23	45	362
Insurance	858	-	858	157
Printing	543	353	896	259
Salaries	167,522	30,134	197,656	101,265
Employer's National Insurance	8,836	1,856	10,692	2,043
Pension costs	4,722	1,264	5,986	2,146
Public Engagement	873	105	978	
Staff Wellbeing	3,103	500	3,603	
Staff Training	1,818	104	1,922	2,458
Light & power	-	-	-	207
Subscriptions	158	50	208	
Loss on disposal of fixed assets	-	213	213	
Telephone & internet	1,221	-	1,221	830
Rates	-	(18)	(18)	-
Travel (domestic)	381	73	454	-
Travel (international)	324	-	324	-
Per Diem	75	459	534	
Interest paid	-	22	22	-
Entertainment	191	293	484	-
Mental Health Clinical Support	5,077	-	5,077	-
Mental Health Therapy Fees	1,290	-	1,290	-
Mental Health Peer-led Programmes	4,675	-	4,675	-
General expenses	5,094	1,816	6,910	4,675
Management fees	20,000	-	20,000	20,000
Totals	258,832	73,364	332,196	229,543

7. Governance Costs

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Total 2022 £
Audit & accountancy	-	2,960	2,960	2,650
Totals	-	2,960	2,960	2,650

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £1,860.

8. Fixed Assets

	Office Equipment £	2023 £	2022 £
Cost			
At 1 January 2023	6,534	6,534	5,617
Additions	2,202	2,202	917
Disposals	(600)	(600)	-
At 31 December 2023	8,136	8,136	6,534
Depreciation			
At 1 January 2023	4,923	4,923	2,627
Charge for year	1,663	1,663	2,296
Disposals	(387)	(387)	-
At 31 December 2023	6,199	6,199	4,923
Net book value			
At 31 December 2023	1,937	1,937	1,611
At 31 December 2022	1,611	1,611	2,990

9. Debtors

	Restricted £	Unrestricted £	2023 £	2022 £
Trade debtors	9,800	2,702	12,502	1,723
Total debtors	9,800	2,702	12,502	1,723

10. Creditors

	Restricted	Unrestricted	2023	2022
	£	£	£	£
Trade creditors	2,962	-	2,962	0
Social security and other taxes	-	5,544	5,544	2,609
Other creditors	-	242	242	237
Accruals	-	2,160	2,160	1,740
Total creditors	2,962	7,946	10,908	4,586

11. Fund movements summary

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
At 1 January 2023	52,515	23,933	76,448
Incoming resources	270,397	83,194	353,591
Expenditure	(259,228)	(101,344)	(360,572)
At 31 December 2023	63,684	5,783	69,467

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
At 1 January 2022	27,698	16,008	43,706
Incoming resources	192,596	93,240	285,836
Expenditure	(167,779)	(85,315)	(253,094)
At 31 December 2022	52,515	23,933	76,448

12. Restricted funds

	Balance at 1 January 2023 £	Incoming £	Outgoing £	Balance at 31 December 2023 £
Community Centre	1,500	-	(1,500)	-
Core Cost, London	-	25,500	(21,103)	4,397
ER, Community Support	30,537	96,197	(88,033)	38,701
Communications and Fundraising	-	16,102	(11,114)	4,988
Lived Experience	11,672	-	(11,672)	-
English 1-on-1	84	-	(84)	-
EF, EFN Scholarship	1,047	2,028	(2,632)	443
EF, ESOL	7,675	-	(7,675)	-
EF, Overhead & Programme	-	49,738	(43,777)	5,961
ER, Health Inequalities	-	51,648	(44,084)	7,564
ER, Mental Health	-	18,812	(18,797)	15
ER, Overhead & Programme	-	10,372	(8,757)	1,615
Totals	52,515	270,397	(259,228)	63,684

	Balance at 1 January 2022 £	Incoming £	Outgoing £	Balance at 31 December 2022 £
Community Centre	1,500	-	-	1,500
ER, Community Support	13,422	50,410	(33,295)	30,537
Cross-Activity Support 1	-	6,500	(6,500)	-
Cross-Activity Support 2	-	-	-	-
Communications and Fundraising	4,337	3,640	(7,977)	-
Lived Experience	7,900	28,057	(24,285)	11,672
English 1-on-1	84	-	-	84
EF, EFN Scholarship	-	5,812	(4,765)	1,047
EF, ESOL	455	23,901	(16,681)	7,675
EF, Overhead & Programme	-	7,410	(7,410)	-
ER, Mental Health	-	8,200	(8,200)	-
ER, Overhead & Programme	-	58,666	(58,666)	-
Totals	27,698	192,596	(167,779)	52,515

13. Restricted funds (continued)

Fund	Purpose
Core Cost, London	Funds were received to support core costs of work undertaken in London only.
Community Centre	Funds were received to support technology purchase.
ER, Community Support	Funds were received to support community outreach and advice.
Cross-Activity Support 1	Funds were received to support multiple different activities, including mental health and community advice.
Cross-Activity Support 2	Funds were received to support multiple different activities, including mental health and community advice.
Communications and Fundraising	Capacity-building funds were received to support our fundraising and communications.
Lived Experience	Funds were received to support lived experience within the organisation.
English 1-on-1	Funds were received to support 1-on-1 tutoring for North Korean refugees.
ER, ESOL	This fund is for funds received to support the ESOL component of our Enabling Freedom Programme.
ER, Health Inequalities	This fund is for funds received to support investigation on health inequalities and design of interventions to mitigate those inequalities.
ER, Mental Health	This fund is for funds received to support the Mental Health component of our Enabling Resilience Programme.
EF, EFN Scholarship	Funds were received to support vocational and university scholarship for North Korean refugees.
EF, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Freedom programme.
ER, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Resilience programme.

14. Related party transactions

Korea Future Initiative CIO is a related party. All serving trustees of Connect: North Korea CIO are also Trustees of Korea Future Initiative CIO

During the current year the charity has not entered into any related party loan arrangements.

The Charity has received management services from Korea Future Initiative CIO of £20,000 (2022: £20,000) which were paid during the period.

Accounts

Connect: North Korea
Charitable Incorporated Organisation
CIO Registration Number: 1176563
Unaudited Accounts
Trustees Report and Financial Statements
For the year ended 31 December 2022.

Connect: North Korea

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Connect: North Korea

Reference and Administration Details for the Financial Year Ended 31 December 2022.

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh

Victoria Nida (Appointed: 27/04/2022)

Perpetua Adar (Appointed: 11/07/2022)

Jennifer Holroyd (Resigned: 22/01/2022)

Mario Dunn (Resigned: 22/01/2022)

Charity Registration Number

1176563

Registered Office

120B Malden Road, New Malden, Surrey, KT3 6DD

Bank

CAF Bank, 25 Kings Hill Ave, Kings Hill, West Malling, ME19 4JQ

Independent Examiner

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Connect: North Korea

Trustees Report for the Financial Year End 31 December 2022.

The Trustees present their annual report together with the financial statements of the CIO for the year 1 January 2022 to 31 December 2022. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Principal Office: 120B Malden Road, New Malden, Surrey, KT3 4BH.

Structure, Governance, and Management

Governing Document

Connect: North Korea is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in January 2018 under registration number 1176563. The current constitution was adopted on January 7, 2018.

Organisational Structure

The board of trustees – which currently has 7 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising and communications and audit and risk, which meet quarterly. A Chief Executive Officer and Director-Designate have been appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all community-based activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. All trustees are independent of each other. We welcome and encourage applicants from all backgrounds and do not discriminate on the basis of age, disability (physical or learning), LGBTQI+ or relationship status, pregnancy and maternity, race, religion and belief, gender or social class. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations);
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - educating the public about human rights;
 - raising awareness of human rights issues; and
 - promoting public support for human rights;

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) To advance the education and training of North Koreans granted refugee status and their dependents in need thereof so as to advance them in life and assist them to adapt within a new community.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Public awareness on human rights

The implications of the COVID pandemic and the cost of living crisis of 2022/2023 made it clear that we needed to focus our work on community support for North Korean escapees wherever they are to help them build the new lives they deserve. As such, we are not undertaking any work on public awareness on human rights at this moment in time.

Community Service Provision

Thanks to substantial and generous support from Kingston upon Thames London Borough Council, City Bridge Trust, the National Lottery Community Fund, Foyle Foundation, London Community Foundation, Greater London Authority, London Learning Consortium/European Social Fund, Trust for London, Tudor Trust, other trusts and foundations, and private donations, our new programmes launched in September 2021 – Enabling Resilience and Enabling Freedom – grew rapidly.

Achievements and Performance

Enabling Resilience

Our Enabling Resilience programme is a holistic psycho-social community support programme for North Korean escapees in the UK. We deliver services via two workstreams:

1. Community outreach support, providing translation support, information, advice and guidance to the North Korean community
2. Mental Health activities including 1:1 therapy with trained professionals and group workshops

The aim of this programme is to support North Korean escapees to build their resilience for overcoming the day-to-day barriers to building the new lives they deserve.

We have two main programme goals:

- 1) Enable North Korean escapees to improve their mental health, wellbeing, access relevant advice, and tap into their resilience for overcoming the day-to-day barriers they have to building new lives through mental health care, youth support, community outreach, and advice and guidance
- 2) Enable North Koreans to make better decisions through better understanding how local services work and how challenges can be overcome

Outreach Workstream

- 436 appointments, helping to resolve 487 issues within the community - this is over double the appointments we had in 2021.
- The top three issues clients came to use the service were: Household Bills, Physical Health, and Benefits (incl. Pension). These issues also saw the most repeat clients, many of whom were older and had difficulty in accessing services - particularly digitally - and required our support on a regular basis.

Mental Health Workstream

- We supported 20 clients through our mental health programming in 2022.
- 19 clients received tailored therapy and one extra client received befriending services.
- 89% of our therapy clients are female.
- The age of therapy clients ranged between 12 years and 50 years.
- The average number of sessions per therapy client is 12.
- The attendance rate of therapy clients was 81%

Measuring mental health and wellbeing is a difficult task and by providing tailored mental health support, we recognise that some clients might experience a dip in wellbeing before progressing on their journey to good mental health and resilience. With this in mind, our mental programming is evaluated in three ways:

- 1) Through attendance rate: we believe people are returning because they value the sessions and see them as worthwhile
- 2) Through recommendation of our mental health services to other people: we believe people are recommending our service because they found the sessions beneficial
- 3) Through an 'Adversity Grid': both therapist and client are given the space to reflect upon (their own) positive attributes and Adversity Activated Development (AAD) - positive changes having occurred as a result of facing adversity. This tool also helps to corroborate the need for our other services. See below the top themes from the grids, the particular issues that arise in therapeutic settings and the services we offer as a result:

Theme	Issue	CNK Service
Unable to live	Suicidal	Mental health support
Unable to cope	Overwhelmed	Advice and guidance
Unable to perform	Incapable	Educational support
Unable to meet expectations	Inadequacy	Mentoring and leadership

Enabling Freedom

Enabling Freedom supports North Koreans to gain the knowledge, confidence, skills and qualifications they need to find better jobs and improve their living standards. We deliver services via two workstreams:

- 1) English language lessons, with the aim of attaining a recognised ESOL certificate, and digital literacy training
- 2) Vocational scholarships to courses such as early years education, hairdressing, plumbing or computer coding. This is supported with mentor matching to help with all the aspects of job hunting

The aim of this programme is to support North Korean escapees to take advantage of the opportunities they now have, and to build the fulfilling lives everyone deserves.

We have one main programme goal: North Korean escapees gain recognised vocational and professional qualifications and choose a career path that will enable them to transform their lives, support themselves and their families, work towards their dreams and potential, make the most of their new freedoms, and choose the lives they want to live

ESOL and Digital Literacy Workstream

- 150 English classes delivered over 2022, with over 600 hours of tuition delivered to over 20 students.
- 12 new ESOL students started in September 2022
- We held our first digital literacy lessons with local partner, Superhighways, over the summer
- 100% of our ESOL students felt that through CNK English lessons they 'are able to learn topics that are useful and relevant to [their] daily lives'

Vocational Scholarship Workstream

- 3 three students during the 2021-2022 academic year for the vocational scholarship
- 100% pass rate for the 3 three students during the 2021-2022 academic year for the vocational scholarship. 2 students progressed to a Level 3 qualification, while the other student progressed onto further training with the NHS.
- 17 individuals expressed interested in our vocational programme (Jan) & 13 individuals applied for our vocational programme (Feb)
- 6 students taken forward to 2022-2023 academic year for the vocational scholarship, 2 of whom study locally at the South Thames Group College
- Organised mentorship for four new clients under the same programme in 2022

Enabling Freedom Network

In September 2022 we launched our third programme: **Enabling Freedom Network**. In partnership with the University of Edinburgh, we are providing two full scholarships to any one-year full-time postgraduate degree for the 2023 academic year, as well as covering travel and living expenses.

Our Enabling Freedom Network Programme builds on our other two programmes and seeks to address structural issues for the international North Korean diaspora community by:

- 1) Removing barriers to higher education by providing full scholarships to undergraduate and postgraduate degrees.
- 2) Providing relevant and effective training to North Koreans on leadership, enabling them to transform the lives of all North Korean escapees, enabling all escapees to build new, fulfilling lives, wherever they are in the world.

Through education, North Koreans will be able to access knowledge and social capital essential for improving their situation. Because we believe that North Koreans are the best placed to understand the challenges the community faces, in combination with leadership training, those who have participated in our programme will be able to represent their community in decision-making circles and bring into fruition innovative social change.

With our support and a positive feedback loop, North Korean change-makers will also encourage the development of a greater climate of support for North Korean escapees, including greater reporting on the ideas, initiatives, and influences implemented by these North Koreans because of the positive change.

To fulfil the aims of our programme we have structured the programme into support delivered prior to starting academic studies, during the studies and after graduation. Once applicants have been selected for the scholarship, they will receive:

- Support to apply to universities
- Pre-departure administrative support to obtain visas and necessary healthcare and/or insurances
- Pre-course support to develop a personalised development plan
- Pre-course support for anxiety, stress, and other ailments before moving

In addition, all course fees are paid for and living support is provided to participants. During studies, participants will engage in the following delivered by Connect: North Korea:

- Termly leadership workshops, based on four pillars of development with reading and exercises to complete
- Mentor matching with individual(s) who can advise and guide on long term goals.

After graduation, participants have access to all other Connect: North Korea services and as part of this programme we will conduct ourselves or via mentors:

- Informal monthly catch ups.
- A 6-month and a 12-month formal check-in
- Graduates of the programme will also be invited back to the annual academic launch event in September.

Future Activities

Enabling Resilience

- Maintain or increase client numbers (both for outreach and mental health)
- Increase number of partners to assess structural issues for the community
- Implement new evaluation methods

Enabling Freedom

- Maintain or increase ESOL client numbers
- Maintain vocational scholarship clients and increase mentorship scheme participation Design new teaching modules on digital literacy and pre-university support
- Implement new evaluation methods

Enabling Freedom Network

- Have a minimum of one client start in September 2023
- Increase university partnerships to a minimum of three total
- Implement new application process

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next financial year. We have hired our first Individual Giving Manager – starting January 2023 – to begin making that a reality.

Investment Policy

We have no investments. All cash is held within our CAF Bank account, which earns no interest. We will be creating our first investment strategy, policies, and procedures within the financial year ending December 31, 2023.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, the fundraising subcommittee developed a detailed fundraising strategy which was implemented this financial year.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh

Victoria Nida (Appointed: 27/04/2022)

Perpetua Adar (Appointed: 11/07/2022)

Jennifer Holroyd (Resigned: 22/01/2022)

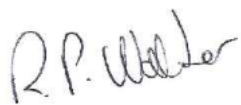
Mario Dunn (Resigned: 22/01/2022)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in dark ink, appearing to read 'R.P. Walker', is written over a faint, light-colored rectangular stamp.

Robin Peter Walker

Chair

Dated: 03/04/2023

Independent Examiner's Report to the Trustees of Connect: North Korea CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 19 to 27.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's accounts 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 charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the 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 Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or this report.

A handwritten signature in blue ink, appearing to read 'S. Rouse', is displayed on a light blue rectangular background.

Samantha Rouse FCCA DChA

Kreston Reeves LLP Chartered Accountants
37 St Margarets Street
Canterbury
Kent
CT1 2TU

Date 3 April 2023

Connect: North Korea

Statement of Financial Activities for the period ended 31 December 2022

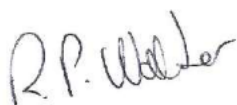
	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £
Income from:							
Donations and Grants	4	192,596	93,135	285,731	78,056	45,515	123,571
Investments		-	105	105	-	-	-
Other Income		-	-	-	-	-	-
Total Income		192,596	93,240	285,836	78,056	45,515	123,571
Expenditure on:							
Raising Funds: Voluntary Income	5	1,436	19,465	20,901	8,916	1,247	10,163
Charitable Activities:	6	166,343	63,200	229,543	81,436	45,916	127,352
Governance	7	-	2,650	2,650	-	1,520	1,520
Other Charitable Activities		-	-	-	-	-	-
Total Expenditure		167,779	85,315	253,094	90,352	48,683	139,035
Net Movement in Funds		24,817	7,925	32,742	(12,296)	(3,168)	(15,464)
Total funds brought forward		27,698	16,008	43,706	39,994	19,176	59,170
Total funds carried forward		52,515	23,933	76,448	27,698	16,008	43,706

The notes on pages 19 to 27 form part of these financial statements.

Connect: North Korea**Balance Sheet****As at 31 December 2022**

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £
Fixed Assets	8	-	1,611	1,611	-	2,990	2,990
Current Assets Debtors	9	1,000	723	1,723	-	1,680	1,680
Cash at Bank and in Hand		51,515	26,185	77,700	28,118	13,189	41,307
Current Assets		52,515	26,908	79,423	28,118	14,869	42,987
CREDITORS: amounts falling due within one year	10	-	(4,586)	(4,586)	(420)	(1,851)	(2,271)
Net Current Assets		52,515	22,322	74,837	27,698	13,018	40,716
Net Assets		52,515	23,933	76,448	27,698	16,008	43,706
Total Funds	11&12	52,515	23,933	76,448	27,698	16,008	43,706

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



Robin Peter Walker, Chair

Dated: 03/04/2023

Notes to the Financial Statements

The registered address for the CIO is: Connect: North Korea, 120B Malden Road, New Malden, Surrey, KT3 6DD, United Kingdom

Registered as a Charitable Incorporated Organisation in England on 08 January 2018.

These accounts cover the period 01 January 2022 to 31 December 2022.

1. Accounting policies

The principal accounting policies are summarised below.

1.1.1 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). The accounts are rounded to the nearest pound.

Connect: North Korea meets the definition of a public benefit entity under FRS 102.

1.1.2 Organisational status

Connect: North Korea is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.1.3 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' 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 CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO 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.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.1.5 Fund Accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

1.1.6 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.1.7 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.

1.1.8 Creditors

Creditors 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.

1.1.9 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.

1.2.1 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.2.2 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives. The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis. Computer equipment and software over 5 years, on a straight-line basis.

1.2.3 Going Concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.2.4 Foreign Currency

Transactions in foreign currencies are recognised at the rate of exchange at the date of transaction. Monetary assets and liabilities are translated into sterling at the exchange rate on the balance sheet date. All exchange differences are recognised through the statement of financial activities.

1.2.5 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.

1.2.6 Tax on ordinary activities

Connect: North Korea is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2. Remuneration of trustees and key management personnel

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. No trustees received remuneration for their services to the charity in the period (2021: £nil). No expenses were paid to any Trustee or connected person during the period.

3. Staff numbers and costs

The charity had 5 full-time employees in 2022 (2021: 1). The costs were as follows:

Wages and Salaries including Donations in Kind	2022	2021
	£	£
Salaries	101,265	30,660
Employer's National Insurance	2,043	351
Pension costs	2,146	265
Salaries and pension costs	105,454	31,276
Full time employees	2022	2021
	Number	Number
Costs of generating funds	-	-
Charitable activities	5	1
Total	5	1

No employee received remuneration amounting to more than £60,000 for the year. We consider no Key Management Personnel to be disclosed.

4. Donations & Grants

	Restricted	Unrestricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Donations	812	4,486	5,298	8,075
Grants	191,784	87,968	279,752	107,582
Gift Aid	-	681	681	540
Donated services	-	-	-	7,374
Totals	192,596	93,135	285,731	123,571

5. Cost of Raising Funds

	Restricted	Unrestricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Fundraising costs	1,431	19,302	20,733	10,000
Bank fees	5	165	168	163
Totals	1,436	19,465	20,901	10,163

6. Charitable Activities

	Restricted	Unrestricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Scholarships	8,373	2,923	11,296	6,421
Advertising	922	3,115	4,037	2,762
Professional Support	43,190	17,299	60,489	48,175
Depreciation	-	2,297	2,297	1,344
IT expenses	347	1,242	1,589	1,314
Donated services	-	-	-	7,374
Rent	4,200	11,234	15,434	5,001
Postage & freight	347	15	362	5
Insurance	-	157	157	385
Printing	229	30	259	119
Salaries	101,265	-	101,265	30,660
Employer's National Insurance	1,304	739	2,043	351
Pension costs	1,115	1,031	2,146	265
Staff Training	1,733	725	2,458	1,473
Light & power	109	98	207	154
Telephone & internet	577	253	830	498
General expenses	2,632	2,042	4,675	1,051
Management fees	-	20,000	20,000	20,000
Totals	166,343	63,200	229,543	127,352

7. Governance Costs

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Total 2021 £
Audit & accountancy	-	2,650	2,650	1,520
Totals	-	2,650	2,650	1,520

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £1,740.

8. Fixed Assets

	Office Equipment £	2022 £	2021 £
Cost			
At 1 January 2022	5,617	5,617	2,249
Additions	917	917	3,368
At 31 December 2022	6,534	6,534	5,617
Depreciation			
At 1 January 2022	2,627	2,627	1,283
Charge for year	2,296	2,296	1,344
At 31 December 2022	4,923	4,923	2,627
Net book value			
At 31 December 2022	1,611	1,611	2,990
At 31 December 2021	2,990	2,990	966

9. Debtors

	Restricted £	Unrestricted £	2022 £	2021 £
Trade debtors	1,000	723	1,723	1,680
Total debtors	1,000	723	1,723	1,680

10. Creditors

	Restricted £	Unrestricted £	2022 £	2021 £
Trade creditors	-	-	-	424
Social security and other taxes	-	2,609	2,609	1,127
Other creditors	-	237	237	-
Accruals	-	1,740	1,740	720
Total creditors	-	4,586	4,586	2,271

11. Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2022	27,698	16,008	43,706
Incoming resources	192,596	93,240	285,836
Expenditure	(167,779)	(85,315)	(253,094)
At 31 December 2022	52,515	23,933	76,448

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2021	39,994	19,176	59,170
Incoming resources	78,056	45,515	123,571
Expenditure	(90,352)	(48,683)	(139,035)
At 31 December 2021	27,698	16,008	43,706

12. Restricted funds

	Balance at 1 January 2022 £	Incoming £	Outgoing £	Balance at 31 December 2022 £
Community Centre	1,500	-	-	1,500
ER, Community Support	13,422	50,410	(33,295)	30,537
Cross-Activity Support 1	-	6,500	(6,500)	-
Cross-Activity Support 2	-	-	-	-
Communications and Fundraising	4,337	3,640	(7,977)	-
Lived Experience	7,900	28,057	(24,285)	11,672
English 1-on-1	84	-	-	84
EF, EFN Scholarship	-	5,812	(4,765)	1,047
EF, ESOL	455	23,901	(16,681)	7,675
EF, Overhead and Programme	-	7,410	(7,410)	-
ER, Mental Health	-	8,200	(8,200)	-
ER, Overhead and Programme	-	58,666	(58,666)	-
Totals	27,698	192,596	(167,779)	52,515

	Balance at 1 January 2021 £	Incoming £	Outgoing £	Balance at 31 December 2021 £
Community Centre	1,500	-	-	1,500
ER, Community Support	5,985	32,925	(25,488)	13,422
Cross-Activity Support 1	7,425	-	(7,425)	-
Cross-Activity Support 2	6,345	-	(6,345)	-
Communications and Fundraising	17,800	16,994	(30,457)	4,337
Lived Experience	-	28,057	(20,157)	7,900
English 1-on-1	84	-	-	84
EF, ESOL	855	-	(400)	455
ER, Mental Health	-	80	(80)	-
Totals	39,994	78,056	(90,352)	27,698

12. Restricted funds (continued)

Fund	Purpose
Community Centre	Funds were received to support technology purchase.
Community Support	Funds were received to support community outreach and advice.
Cross-Activity Support 1	Funds were received to support multiple different activities, including mental health and community advice.
Cross-Activity Support 2	Funds were received to support multiple different activities, including mental health and community advice.
Communications and Fundraising	Capacity-building funds were received to support our fundraising and communications.
Lived Experience	Funds were received to support lived experience within the organisation.
English 1-on-1	Funds were received to support 1-on-1 tutoring for North Korean refugees.
EF, EFN Scholarship	Funds were received to support vocational and university scholarship for North Korean refugees.
EF, ESOL	This fund is for funds received to support the ESOL component of our Enabling Freedom Programme.
EF, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Freedom programme.
ER, Mental Health	This fund is for funds received to support the Mental Health component of our Enabling Resilience Programme.
ER, Overhead and Programme	Funds were received to support our overheads and programme costs for our Enabling Resilience programme.

13. Related party transactions

Korea Future Initiative CIO is a related party. All serving trustees of Connect: North Korea CIO are also Trustees of Korea Future Initiative CIO.

The Charity has received management services from Korea Future Initiative CIO of £20,000 (2021: £20,000) which were paid during the period.

During the current year the charity has not entered into any related party loan arrangements.

During the prior year, the trustees of Connect: North Korea provided a loan of £35,000 to Korea Future Initiative. The total balance owed to the charity in 2021 was £43,329, with repayments being made of £43,329. The balance owed to the charity at 31 December 2021 was £nil.

CONNECT: NORTH KOREA

England & Wales - Charity number 1176563

Accounts

Connect: North Korea
Charitable Incorporated Organisation
CIO Registration Number: 1176563
Unaudited Accounts
Trustees Report and Financial Statements
For the year ended 31 December 2021.

Connect: North Korea

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Connect: North Korea

Reference and Administration Details for the Financial Year Ended 31 December 2021.

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh (Appointed: 12/04/2021)

Sultan Torshkhoev (resigned: 01/05/2021)

Jennifer Holroyd (resigned: 22/01/2022)

Mario Dunn (resigned: 22/01/2022)

Charity Registration Number

1176563

Registered Office

149 High Street, New Malden, Greater London, KT3 4BH

Bank

CAF Bank, 25 Kings Hill Ave, Kings Hill, West Malling, ME19 4JQ

Connect: North Korea

Trustees Report for the Financial Year End 31 December 2021.

The Trustees present their annual report together with the financial statements of the CIO for the year 1 January 2021 to 31 December 2021. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Principal Office: 149 High Street, New Malden, Surrey, KT3 4BH.

Structure, Governance, and Management

Governing Document

Connect: North Korea is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in January 2018 under registration number 1176563. The current constitution was adopted on January 7, 2018.

Organisational Structure

The board of trustees – which currently has 5 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer and Director-Designate have been appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all community-based activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years. Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations);
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - educating the public about human rights;
 - raising awareness of human rights issues; and
 - promoting public support for human rights;

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) To advance the education and training of North Koreans granted refugee status and their dependents in need thereof so as to advance them in life and assist them to adapt within a new community.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Public awareness on human rights

The implications of the COVID pandemic made it clear that we needed to focus our work on community support for North Korean escapees wherever they are to help them build the new lives they deserve. As such, we are not undertaking any work on public awareness on human rights at this moment in time.

Community Service Provision

Thanks to the substantial support from Kingston upon Thames London Borough Council, the National Lottery Community Fund, Leathersellers' Company Charitable Fund, BME Health Forum/Comic Relief, Hillcote Foundation, Marsh Charitable Trust, Trust for London, Tudor Trust, CAST, and private donations, we have been able to grow our support for the North Korean refugee community this year.

Since the onset of the pandemic, our Community Outreach team have repeatedly highlighted how forced isolation, stress, fear, anxieties and uncertainty surrounding COVID-19 has triggered – and exacerbated – existing mental health conditions across the community.

Other day-to-day issues caused by low levels of English – accessing benefits, support for paying bills, GP appointments – exacerbate mental health and wellbeing problems caused in and when leaving North Korea.

In response to these new and existing problems, a new holistic and integrated intervention was needed in order to build the resilience, skills, and qualifications of the North Korean community to enable them to build new lives. In September 2021 – and after a long period of consultation – Connect: North Korea launched two out of three new programming streams (the third, Enabling Freedom Network, will formally begin in 2023):

- 1) Enabling Resilience
- 2) Enabling Freedom

Enabling Resilience is a holistic psycho-social community support programme for North Korean escapees. Enabling Resilience combines community outreach, youth support, mental health care, and advice, information, and guidance services to support North Korean escapees to build their resilience for overcoming the day-to-day barriers they have to building new lives.

This programme supports the step change needed to prepare to join Enabling Freedom and the Enabling Freedom Network.

In 2021, demand for day-to-day support through Enabling Resilience was exceptionally high. Demand was so high that we had to hire three additional Community Support Officers to keep up. Our community support team met, triaged, and supported over 100 North Korean escapees to build their resilience. From booking and attending medical appointments to support with banking services to identifying North Koreans needing help with their mental wellbeing and connecting them to our mental health team, our Community Support Officers have excelled in providing support to the North Korean community.

Complex mental health problems developed from life in such an oppressive state, coupled with traumas from their experiences escaping the country, are also a significant barrier to North Korean escapees being able to move forward positively in their new lives. So they often arrive in a new country with mental health problems and support needs that further exacerbate their challenges.

As well as continuing to provide support for the wellbeing and resilience of the adults in the North Korean community, 2021 saw Connect: North Korea begin trials of support for the wellbeing of younger North Koreans.

Through ongoing consultations with the North Korean escapee community, we identified that younger North Koreans often had problems with their identity and often had miscommunication problems with their parents due to language differences. We provided 10 young North Koreans with group music therapy in order to express themselves freely and to resolve their conflicts with the above matters.

The final component of our work in 2021 for Enabling Resilience was the beginning of the development of a comprehensive overview of the support services available to North Korean escapees. Through this process, we are identifying support services, building partnerships, and creating an integrated and wider support network for all North Koreans.

Enabling Freedom

North Koreans leaving the country all face unique and significant economic, political, cultural and societal differences which are barriers to them building new lives. From language barriers to using ATMs to qualifications, there are many barriers to overcome for North Koreans to integrate and improve their circumstances.

The cultivation of the Kim regime is so central to North Korean life that educational qualifications are geared towards serving the leadership rather than empowering North Korean people. These unusable qualifications ensure North Korean escapees struggle to find good jobs after finding freedom.

Language is also a barrier to finding freedom for North Korean escapees. In daily life, North Korean escapees often do not have the second language skills to be able to integrate, make friendships, access education or training, make informed choices about their lives and careers, and take their full place in society.

These barriers result in North Koreans being employed in low paid work with few opportunities to make the most of their new-found freedom.

In response to these challenges, we established Enabling Freedom. **Enabling Freedom** is focused on transforming the lives and prospects of North Korean escapees through an innovative training and education programme, which runs throughout the academic year.

Connect: North Korea provides the holistic educational, well-being, and financial support needed for North Korean escapees to gain recognised vocational and professional qualifications and choose a career path that will enable them to transform their lives, support themselves and their families, work towards their dreams and potential, make the most of their new freedoms, and *choose* the lives they want to live.

Since launching in September 2021, Enabling Freedom has supported 8 escapees to improve their language skills, employment preparation, and qualifications.

Finally, as strong advocates that North Koreans themselves are best placed to understand the challenges they face and find the best solutions to overcome those problems, Enabling Freedom Network is a new programme launching in 2023 to support North Koreans in those endeavours.

This programme enhances the leadership and organisational management skills of key North Korean escapee change-makers – from lawyers to academics and from doctors to civil society and community leaders – enabling them to gain a university qualification from a leading university and participate in a leadership programme. They will then take those skills back to their communities to transform the lives of all North Korean escapees, enabling all escapees to build new, fulfilling lives, wherever they are in the world, with lasting impact for generations to come.

Towards the end of 2021, we started building relationships with NGOs and universities to begin the process of signing MOUs with partner institutions.

Achievements and Performance

Our major achievement in 2021 was the complete revisioning of our programming to create a greater impact for North Koreans around the world. To that end, we launched 2 new holistic support programmes designed to enable North Korean escapees to build the new lives they deserve: Enabling Resilience and Enabling Freedom.

These programmes launched in September and are in a pilot phase. We will add a third programme stream - Enabling Freedom Network - in 2023. Finally, our team grew again in 2022. We have added 6 new staff members this past year in communications, fundraising, community outreach, and programme management.

Future Activities

Our future activities will be guided by close evaluation of the impact of our two new programmes. The design and implementation of the third programme will be shaped by that process.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next financial year – we are hiring a fundraising officer in 2021 to make this a reality.

Investment Policy

We have no investments. All cash is held within our CAF Bank account, which earns no interest. We will assess the possibility of investments and creating an investment strategy, policies, and procedures – if required – at the end of the next financial year.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, the fundraising subcommittee has developed a detailed fundraising strategy with appropriate funders – both institutional and private – identified and we have recruited a part-time Fundraising Officer to meet our financial objectives.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh (Appointed: 12/04/2021)

Sultan Torshkhoev (resigned: 01/05/2021)

Jennifer Holroyd (resigned: 22/01/2022)

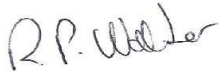
Mario Dunn (resigned: 22/01/2022)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in dark ink, appearing to read 'R.P. Walker', written in a cursive style.

Robin Peter Walker, Chair

Dated: 26/04/2022

Independent Examiner's Report to the Trustees of Connect: North Korea CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 14 to 24.

Responsibilities and basis of report

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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can 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 report in respect of my examination of the charity's accounts 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

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the 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 Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or this report.



Samantha Rouse FCCA DChA

Kreston Reeves LLP
Chartered Accountants
37 St Margarets Street
Canterbury
Kent
CT1 2TU

Date 29/04/2022

Connect: North Korea

Statement of Financial Activities for the period ended 31 December 2021

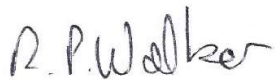
	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2020 £
Income from:							
Donations and Grants	5	78,056	45,515	123,571	61,365	57,191	118,556
Investments		-	-	-	-	-	-
Other Income		-	-	-	-	-	-
Total Income		78,056	45,515	123,571	61,365	57,191	118,556
Expenditure on:							
Raising Funds: Voluntary Income	6	8,916	1,247	10,163	63	6,124	6,187
Charitable Activities:	7	81,436	45,916	127,352	29,158	36,682	65,840
Governance	8	-	1,520	1,520	-	800	800
Other Charitable Activities		-	-	-	-	-	-
Total Expenditure		90,352	48,683	139,035	29,221	43,606	72,827
Net Movement in Funds		(12,296)	(3,168)	(15,464)	32,144	13,585	45,729
Total funds brought forward		39,994	19,176	59,170	7,850	5,591	13,441
Total funds carried forward		27,698	16,008	43,706	39,994	19,176	59,170

The notes on pages 16 to 24 form part of these financial statements.

Connect: North Korea**Balance Sheet****As at 31 December 2021**

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds £	Restricted Funds £	Unrestricted Funds £	Total Funds £
				2021			2020
Fixed Assets	9	-	2,990	2,990	-	966	966
Current Assets Debtors	10	-	1,680	1,680	-	8,329	8,329
Cash at Bank and in Hand		28,118	13,189	41,307	39,994	11,578	51,572
Current Assets		28,118	14,869	42,987	39,994	19,907	59,901
CREDITORS: amounts falling due within one year	11	(420)	(1,851)	(2,271)	-	(1,698)	(1,698)
Net Current Assets		27,698	13,018	40,716	39,994	18,210	58,204
Net Assets		27,698	16,008	43,706	39,994	19,176	59,170
Total Funds	12&13	27,698	16,008	43,706	39,994	19,176	59,170

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



Robin Peter Walker, Chair

Date: 26/04/2022

Notes to the Financial Statements

The registered address for the CIO is: Connect: North Korea, 149 High Street, New Malden, Surrey, KT3 4BH, United Kingdom

Registered as a Charitable Incorporated Organisation in England on 08 January 2018.
These accounts cover the period 01 January 2021 to 31 December 2021.

1. Accounting policies

The principal accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). The accounts are rounded to the nearest pound.

Connect: North Korea meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Connect: North Korea is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' 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 CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO 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.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

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

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 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.

1.18 Creditors

Creditors 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.

1.19 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.

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

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives. The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis Computer equipment and software over 5 years, on a straight-line basis.

1.22 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

2. Remuneration of trustees and key management personnel

No trustees received remuneration for their services to the company in the period (2020: £nil).

No trustees received benefits-in-kind for their services to the company in the period (2020: £nil).

No trustees received re-imbursement of their expenses from the company in the period (2020: £nil).

3. Staff numbers and costs

The charity had 1 full-time employees in 2021 (2020: 0). We have hired new staff members towards the end of the year. The costs were as follows:

Wages and Salaries including Donations in Kind	2021	2020
	£	£
Salaries	30,660	1,766
Employer's National Insurance	351	-
Pension costs	265	59
Salaries and pension costs	<u>31,276</u>	<u>1,825</u>
Full time employees	2021	2020
	Number	Number
Costs of generating funds	-	-
Charitable activities	1	-
Total	<u>1</u>	<u>-</u>

No employee received remuneration amounting to more than £60,000 for the year.

4. Tax on ordinary activities

Connect: North Korea is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5. Donations & Grants

	Restricted	Unrestricted	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Donations	-	8,075	8,075	13,841
Grants	78,056	29,526	107,582	79,715
Gift Aid	-	540	540	-
Donated services	-	7,374	7,374	25,000
Totals	<u>78,056</u>	<u>45,515</u>	<u>123,571</u>	<u>118,556</u>

6. Cost of Raising Funds

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Total 2020 £
Fundraising costs	8,916	1,084	10,000	6,063
Bank fees	-	163	163	124
Totals	8,916	1,247	10,163	6,187

7. Charitable Activities

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Total 2020 £
Scholarships	-	6,421	6,421	-
Advertising	1,414	1,348	2,762	-
Consultants	41,989	6,186	48,175	10,140
Depreciation	-	1,344	1,344	350
IT expenses	517	797	1,314	747
Donated services	-	7,374	7,374	25,000
Rent	999	4,002	5,001	3,996
Postage & freight	-	5	5	220
Insurance	-	385	385	432
Printing	-	119	119	-
Salaries	24,827	5,833	30,660	1,766
Employer's National Insurance	305	46	351	-
Pension costs	193	72	265	59
Staff Training	848	625	1,473	-
Light & power	-	154	154	142
Repairs & maintenance	-	-	-	-
Telephone & internet	294	204	498	304
General expenses	50	1,001	1,051	7,796
Management fees	10,000	10,000	20,000	14,888
Totals	81,436	45,916	127,352	65,840

8. Governance Costs

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Total 2020 £
Audit & accountancy	-	1,520	800	800
Totals	-	1,520	800	800

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £750.

9. Fixed Assets

	Office Equipment £	2021 £	2020 £
Cost			
At 1 January 2021	2,249	2,249	1,950
Additions	3,368	3,368	299
At 31 December 2021	5,617	5,617	2,249
Depreciation			
At 1 January 2021	1,283	1,283	933
Charge for year	1,344	1,344	350
At 31 December 2021	2,627	2,627	1,283
Net book value			
At 31 December 2021	2,990	2,990	966
At 31 December 2020	966	966	1,017

10. Debtors

	Restricted £	Unrestricted £	2021 £	2020 £
Prepayments	-	1,680	1,680	-
Other debtors	-	-	-	8,329
Total debtors	-	1,680	1,680	8,329

11. Creditors

	Restricted £	Unrestricted £	2021 £	2020 £
Trade creditors	420	4	424	1,004
Social security and other taxes	-	1,127	1,127	94
Other creditors	-	-	-	-
Accruals	-	720	720	600
Total creditors	420	1,851	2,271	1,698

12. Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2021	39,994	19,176	59,170
Incoming resources	78,056	45,515	123,571
Expenditure	(90,352)	(48,683)	(139,035)
At 31 December 2021	27,698	16,008	43,706

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2020	7,850	5,591	13,441
Incoming resources	61,365	57,191	118,556
Expenditure	(29,221)	(43,605)	(72,827)
At 31 December 2020	39,994	19,176	59,170

13. Restricted funds

	Balance at 1 January 2021 £	Incoming £	Outgoing £	Balance at 31 December 2021 £
Community Centre	1,500	-	-	1,500
ER, Community Support	5,985	32,925	(25,488)	13,422
Cross-Activity Support 1	7,425	-	(7,425)	-
Cross-Activity Support 2	6,345	-	(6,345)	-
Communications and Fundraising	17,800	16,994	(30,457)	4,337
Lived Experience	-	28,057	(20,157)	7,900
English 1-on-1	84	-	-	84
EF, ESOL	855	-	(400)	455
ER, Mental Health	-	80	(80)	-
Totals	39,994	78,056	(90,352)	27,698

	Balance at 1 January 2020 £	Incoming £	Outgoing £	Balance at 31 December 2020 £
Advice	-	500	(500)	-
Community Aid	-	5,500	(5,500)	-
Community Centre	-	1,500	-	1,500
ER, Community Support	-	8,860	(2,875)	5,985
Cross-Activity Support 1	-	10,000	(2,575)	7,425
Cross-Activity Support 2	-	10,000	(3,655)	6,345
Communications and Fundraising	-	23,000	(5,200)	17,800
Lived Experience	-	-	-	-
English 1-on-1	7,850	-	(7,766)	84
EF, ESOL	-	2,005	(1,150)	855
ER, Mental Health	-	-	-	-
Totals	7,850	61,365	(29,221)	39,994

13. Restricted funds (continued)

Fund	Purpose
Community Support	Funds were received to support community outreach and advice.
Community Centre	Funds were received to support the purchase of equipment for the organisation.
Cross-Activity Support 1	Funds were received to support multiple different activities, including mental health and community advice.
Cross-Activity Support 2	Funds were received to support multiple different activities, including mental health and community advice.
Communications and Fundraising	Capacity-building funds were received to support our fundraising and communications.
Lived Experience	Funds were received to support lived experience within the organisation.
English 1-on-1	Funds were received to support 1-on-1 tutoring for North Korean refugees.
ER, ESOL	This fund is for funds received to support the ESOL component of our Enabling Freedom Programme.
ER, Mental Health	This fund is for funds received to support the Mental Health component of our Enabling Resilience Programme.

14. Related party transactions

Connect: North Korea CIO of which all serving Trustees are also Trustees of Korea Future Initiative CIO has provided loans during the period of £35,000 (2020: £42,663) to Korea Future Initiative CIO, the balance due to the Charity at the 31 December 2021 was £nil (2020: £8,329).

The Charity has received management services from Korea Future Initiative CIO of £20,000 (2020: £14,888) which were paid during the period.

CONNECT: NORTH KOREA

England & Wales - Charity number 1176563

Accounts

Connect: North Korea
Charitable Incorporated Organisation
CIO Registration Number: 1176563
Unaudited Accounts
Trustees Report and Financial Statements
For the year ended 31 December 2020.

Connect: North Korea

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Connect: North Korea

Reference and Administration Details for the Financial Year Ended December 31, 2020.

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Sultan Torshkhoev

Margaret Ahn

Jennifer Holroyd

Jinhee Lee (appointed: 27/04/20)

Mario Dunn (appointed: 25/01/21)

Alice Chamberlain (resigned: 26/09/20)

Deborah Moore (resigned: 25/01/21)

Charity Registration Number

1176563

Registered Office

149 High Street, New Malden, Greater London, KT3 4BH

Bank

CAF Bank, 25 Kings Hill Ave, Kings Hill, West Malling, ME19 4JQ

Connect: North Korea

Trustees Report for the Financial Year End December 31, 2020.

The Trustees present their annual report together with the financial statements of the CIO for the year 1 January 2020 to 31 December 2020. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Principle Office: 149 High Street, New Malden, Surrey, KT3 4BH.

Structure, Governance, and Management

Governing Document

Connect: North Korea is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in January 2018 under registration number 1176563. The current constitution was adopted on January 7, 2018.

Organisational Structure

The board of trustees – which currently has 7 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Director is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Director has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all community-based activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years. Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations);
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - educating the public about human rights;
 - raising awareness of human rights issues; and
 - promoting public support for human rights;

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) To advance the education and training of North Koreans granted refugee status and their dependents in need thereof so as to advance them in life and assist them to adapt within a new community.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Public awareness on human rights

Owing to COVID-19, it was felt that our usual methods of raising public awareness – events – were not safe. The impact of COVID-19 was profound on our community, so we focused all efforts over the year on providing support.

Community Service Provision

Despite the difficulties this year, we were able to continue our programming and support for the community thanks to substantial support from Kingston upon Thames London Borough Council, the National Lottery Community Fund, City Bridge Trust, PayPal, People's Postcode Lottery, The Fore, CAST, and private donations. Our English programme, mental health care, and advice sessions were able to shift online or via phone to continue throughout the year. In response to COVID-19, we also created new programmes to help those who lacked access to food and those suffering from loneliness during the lockdown periods. We were able to provide support for over £6,000 to our community in food aid thanks to public donations and support from City Bridge Trust.

Connections - English-language provision

Connections is our flag-ship programme to support North Korean refugees in learning English. It has 2 main strands:

Twice-weekly English classes

The classes cover practical English language skills. From language they might use in the supermarket to the language used when speaking to their children's school teachers, these group classes will help address some of the barriers to life in New Malden and help them develop a community voice

2 qualified ESOL tutors delivered ESOL classes to 2 levelled group English classes for North Korean refugees throughout the year: 1 intermediate class and 1 beginner class. Each class met twice a week for an hour each time until the lockdown began. As schools closed, our beginner class was sadly suspended as childcare provision made it impossible for our tutor to continue. A target of 16 beneficiaries had been set for the year – unfortunately, lockdown made this impossible and we ended the year with 7 active beneficiaries in the intermediate class. Connect: North Korea had registered 15 individuals prior to lockdown. Given the impossibility of steady participation in the programmes, we opted not to level test our students this year. This service was sponsored for a large part of the year by funding from PayPal Giving Fund.

Befriending sessions with local volunteer mentors

Our clients meet on a fortnightly basis with local volunteer mentors to first of all enable them to practice their new-found skills in real-world settings, and secondly, to build their confidence. From the post office to the dentist, this part of the programme seeks to build the skills North Koreans need on the path to fluency. By focusing part of the programme on practical skills, North Koreans build their confidence and this will contribute to achieving independent lives, as well as enabling them to feel comfortable speaking English to native speakers. This programme shifted online after lockdown. With childcare responsibilities, our beneficiaries dropped, but we were still able to provide support to 10 clients post-lockdown (25 prior to the first lockdown). This part of the project received funding from the National Lottery Community Fund.

Advice

Thanks to support from City Bridge Trust, the National Lottery Community Fund, The Fore, Tesco, and Kingston Council, we were able to sustain and pivot our Advice, Information and Guidance services this year to provide emergency help to our clients online and by telephone during the COVID lockdown. 1 North Korean and 1 South Korean were recruited to provide information, guidance, and advice twice a week. Demand sky-rocketed during the first lockdown – support requests were up over 60% on the previous year. The specific nature of the help given was wide-ranging, covering COVID restrictions, furlough, housing, bills, translation for healthcare purposes, and other issues. We provided support during the year to 110 clients.

Mental Health Care

We have a small team of Korean-speaking mental health professionals working with us to deliver the extremely important mental health care that many in the community struggle to access because of language barriers. Thanks to support from the National Lottery Community Fund, The Fore, and City Bridge Trust, we have been able to continue providing mental health care throughout the year.

This year, we had targeted providing support for 6 clients and we have hit that target.

We were also able to launch a new programme towards the end of the year – Dongmu-Chingu – a new befriending service to provide weekly support for those suffering from loneliness because of COVID. We aim to support 30 clients through this service in the coming months.

Achievements and Performance

In 2020, our big achievement is continuing to meet the needs of our clients through all of our programming.

In particular, our advice sessions and support were tremendously successful, reaching over 110 clients.

We have also launched a new programme, Dongmu-Chingu.

Finally, we have grown our team by 2: both North Koreans. We will add a new North Korean staff member and fundraising officer in 2021.

Future Activities

Recognising that COVID-19 has changed society indefinitely, we want to adapt to this new reality and conceive new ways of achieving impact. Our values, approach and core assistance activities remain steadfast, but COVID-19 has provided us with an opportunity to take stock, to refocus on our vision to break the circle of disadvantage, and enhance the life chances of our severely marginalised, disadvantaged and underserved community. We want to respond positively to those who request help to lift themselves out of poverty by re-evaluating our programming. Our programming will remain as it is for the foreseeable future, but we have a new framework and programme in place for starting in the autumn of 2021.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next financial year – we are hiring a fundraising officer in 2021 to make this a reality.

Investment Policy

We have no investments. All cash is held within our CAF Bank account, which earns no interest. We will assess the possibility of investments and creating an investment strategy, policies, and procedures – if required – at the end of the next financial year.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, the fundraising subcommittee has developed a detailed fundraising strategy with appropriate funders – both institutional and private – identified and we have recruited a part-time Fundraising Officer to meet our financial objectives.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Deborah Moore (resigned: 25/01/2021)

Sultan Torshkhoev

Margaret Ahn

Jennifer Holroyd

Jinhee Lee (appointed: 27/04/2020)

Alice Chamberlain (resigned: 26/09/2020)

Mario Dunn (appointed: 25/01/2021)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

Robin Walker

Robin Peter Walker (Chair)

Dated: 05/04/2021

Independent Examiner's Report to the Trustees of Connect: North Korea CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages 13 to 19.

Responsibilities and basis of report

As the charity'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 charity's accounts 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

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 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 Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Samantha Rouse FCCA DChA

Certified Chartered Accountant

Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Date: 6 April 2021

Connect: North Korea

Statement of Financial Activities for the period ended 31st December 2020

	Note	Restricted Funds	Unrestricted Funds	Total Funds 2020	Restricted Funds	Unrestricted Funds	Total Funds 2019
Income from:							
Donations and Grants	5	61,365	57,191	118,556	34,505	21,770	56,275
Investments		-	-	-	-	-	-
Other Income		-	-	-	-	1,953	1,953
Total Income		61,365	57,191	118,556	34,505	23,723	58,228
Expenditure on:							
Raising Funds: Voluntary Income	6	63	6,124	6,187	-	1,234	1,234
Charitable Activities:	7	29,158	36,682	65,840	-	45,977	45,977
Governance	8	-	800	800	-	251	251
Other Charitable Activities		-	-	-	-	-	-
Total Expenditure		29,221	43,606	72,827	26,655	20,807	47,462
Net Movement in Funds		32,144	13,585	45,729	7,850	2,916	10,766
Total funds brought forward		7,850	5,591	13,441	-	2,675	2,675
Total funds carried forward		39,994	19,176	59,170	7,850	5,591	13,441

The notes on pages 15 to 19 form part of these financial statements.

Connect: North Korea

Balance Sheet

As at 31st December 2020

	Note	Restricted Funds	Unrestricted Funds	Total Funds	Restricted Funds	Unrestricted Funds	Total Funds
				2020			2019
Fixed Assets	9	-	966	966		1,017	1,017
Current Assets Debtors	10	-	8,329	8,329	3,272	5,165	8,437
Cash at Bank and in Hand		39,994	11,578	51,572	4,578	-	4,578
CREDITORS: amounts falling due within one year	11	-	(1,698)	(1,698)	-	591	591
Net Current Assets		39,994	18,210	58,204	7,850	4,574	12,424
Net Assets		39,994	19,176	59,170	7,850	5,591	13,441
Total Funds	12&13	39,994	19,176	59,170	7,850	5,591	13,441

The CIO's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the CIO to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

Robin Walker

Robin Peter Walker, Chair

Dated: 05/04/2021

Notes to the Financial Statements

The registered address for the CIO is: Connect: North Korea, 149 High Street, New Malden, Surrey, KT3 4BH, United Kingdom

Registered as a Charitable Incorporated Organisation in England on 08 January 2018.

These accounts cover the period 01 January 2020 to 31 December 2020.

1. Accounting policies

The principal accounting policies are summarised below.

1.1 Basis of preparation

The financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102, ('FRS 102'), with the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). The accounts are rounded to the nearest pound.

Connect: North Korea meets the definition of a public benefit entity under FRS 102.

1.2 Organisational status

Connect: North Korea is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.3 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' 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 CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO 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.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.5 Fund accounting

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

1.6 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

2. Remuneration of trustees and key management personnel

No trustees received remuneration for his services to the company in the period.

3. Staff numbers and costs

The charity had 0 full-time employees in 2020 (2019: 1). We have hired two part-time staff members at the end of the year. Staff costs were as follows:

Wages and Salaries including Donations in Kind	2020	2019
Salaries and pension costs	£1,825	£21,300

No employee received remuneration amounting to more than £60,000 for the year.

Trustees remuneration and expenses

During the year, no Trustees received any remuneration.

During the year, no Trustees received any benefits in kind.

During the year, no Trustees received any reimbursement of expenses.

4. Tax on ordinary activities

Connect: North Korea is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5. Donations & Grants

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Donations	-	13,841	13,841	23,723
Grants	61,365	18,350	79,715	34,505
Donated services	-	25,000	25,000	-
<u>Totals</u>	<u>61,365</u>	<u>57,191</u>	<u>118,556</u>	<u>56,275</u>

6. Cost of Raising Funds

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Fundraising costs	63	6,000	6,063	1,180
Bank fees	-	124	124	54
<u>Totals</u>	<u>63</u>	<u>6,124</u>	<u>6,187</u>	<u>1,234</u>

7. Charitable Activities

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Consultants	8,315	1,825	10,140	16,694
Depreciation	-	350	350	480
IT expenses	210	537	747	-
Donated services	-	25,000	25,000	-
Rent	2,331	1,665	3,996	4,084
Postage & freight	-	220	220	46
Insurance	-	433	432	506
Salaries	1,766	-	1,766	21,300
Pension costs	-	59	59	-
Light & power	-	142	142	188
Repairs & maintenance	-	-	-	600
Telephone & internet	149	155	304	438
General expenses	5,500	2,296	7,796	1,641
Management fees	10,887	4,000	14,888	-
<u>Totals</u>	<u>29,158</u>	<u>36,682</u>	<u>65,840</u>	<u>45,977</u>

8. Governance Costs

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Audit & accountancy	-	800	800	251
Totals	-	<u>800</u>	<u>800</u>	<u>251</u>

9. Fixed Assets

	Office Equipment £	2020 £	2019 £
Cost			
At 1 January 2020	1,950	1,950	1,950
Additions	299	299	-
At 31 December 2020	<u>2,249</u>	<u>2,249</u>	<u>1,950</u>
Depreciation			
At 1 January 2020	933	933	453
Charge for year	350	350	480
At 31 December 2020	<u>1,283</u>	<u>1,283</u>	<u>933</u>
Net book value			
At 31 December 2020	<u>966</u>	<u>966</u>	<u>1,017</u>

10. Debtors

	2020 £	2019 £
Other debtors	8,329	8,437
Total debtors	<u>8,329</u>	<u>8,437</u>

11. Creditors

	2020 £	2019 £
Trade creditors	1,004	-
Social security and other taxes	94	-
Other creditors	-	591
Accruals	600	-
Total creditors	<u>1,698</u>	<u>591</u>

12. Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
Opening balance	7,850	5,591	13,441
Incoming resources	61,365	57,191	118,556
Expenditure	(29,221)	(43,605)	(72,827)
<u>Totals</u>	<u>39,994</u>	<u>19,176</u>	<u>59,170</u>

13. Restricted funds

	Opening £	Incoming £	Outgoing £	Total funds £
Advice	-	500	(500)	-
Community Aid	-	5,500	(5,500)	-
Community Centre	-	1,500	-	1,500
Community Outreach	-	8,860	(2,875)	5,985
Cross-Activity Support 1	-	10,000	(2,575)	7,425
Cross-Activity Support 2	-	10,000	(3,655)	6,345
Digital, Comms, or Fundraising	-	23,000	(5,200)	17,800
English 1-on-1	7,850	-	(7,766)	84
English Group Classes	-	2,005	(1,150)	855
<u>Totals</u>	<u>7,850</u>	<u>61,365</u>	<u>(29,221)</u>	<u>39,994</u>

14. Related party transactions

Connect: North Korea CIO of which all serving Trustees are also Trustees of Korea Future Initiative CIO has provided loans during the period of £42,663 to Korea Future Initiative CIO, the balance due to the Charity at the 31 December 2020 was £8,329 (2019 £8,437) and is included in Other Debtors. The Charity has received management services from Korea Future Initiative CIO of £14,888 which were paid during the period.