



Trustees' Annual Report and Financial Statement Dec 31, 2022

bringing transformation with young people in challenging places

June 2023
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CIO registered in
England & Wales
charity nr. 1176567

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Our Vision

For the next generation to gain the rights that God has freely granted to every human being, to attain the fullness that God intends for them as good citizens of this world, and of the world to come.

Highlighting our Impact in 2022



We train workers who serve children and young people.

We were able to re-open our overseas training expeditions operations from February 28 as the covid-19 pandemic restrictions eased.

- **Uganda:**
 - 6 Ugandan trainers coached.
 - 68 children's workers trained.
- **Sri Lanka:**
 - 4 Sri Lankan trainers coached.
 - 43 youth workers trained.
- **Burundi:**
 - 36 children's workers trained.
- **Myanmar:**
 - 40 children's workers trained.
 - 52 NGO workers trained.
- **Burkina Faso:**
 - 38 children's workers trained.
 - 60 youth leaders trained.
- **the Gambia:**
 - 35 children's workers trained.



We enable families to thrive through clean water.

We were able to commence our overseas water filter distribution expeditions operations from February 28 as the covid-19 pandemic restrictions eased.

- **the Gambia:**
 - 2 expeditions with total of 37 participants distributed 400 filters.
 - new sponsorship scheme enabled 150 filter sponsorships.
- **Burkina Faso:**
 - 400 filters distributed through the Scouts.
 - 6 Scout leaders trained.



We engage young people and adults in building homes.

We were able to reopen our overseas building expeditions operations from February 28 as the covid-19 pandemic restrictions eased.

- **Mexico:**
 - 2 house building teams with total of 39 participants built 2 houses for families in Tijuana.
 - pilot house building expedition for 13 men built one house for a family in Sonora.
- **South Africa:**
 - 1 house building team with total of 44 participants built 2 houses for families in a township near Johannesburg.
- **Kenya:**
 - 1 house building team with 14 participants built 2 houses for families, and a guest house for a local NGO.

Key Contacts

Correspondence & Media

Correspondence Address	Cornerstone Centre, Castle Hill Avenue, FOLKESTONE, CT19 5NW
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Social	« facebook.com/amoreurope »

Legal & Administrative

Charity Name	Amor Europe CIO
Registered Charity Number	1176567
Registered Office	Cornerstone Centre, Castle Hill Avenue, FOLKESTONE, CT20 2QR
Trustees	Molly Fowlie (Chair) Harley Wykes (Vice Chair) Gayla Congdon Paul Stanfield Mark Staveley
Bankers	Metro Bank, 35–37 North Street, GUILDFORD, GU1 4TE HSBC (Protected Trust Services Air Travel) 19 Minster Street, SALISBURY, SP1 1TE
Independent Examiner	Gavin Kibble MBE, ACMA Mozaic Innovate Ltd. 1 Kineton Road, COVENTRY, CV2 3NR
Solicitors	Moore Barlow, the Oriel, Sydenham Road, GUILDFORD, GU1 3SR

Trustees' Annual Report

incorporating the Director's Report

Introduction

Amor Europe was registered with the Charity Commission on January 8, 2018. The CIO is founded on a Christian ethos, and the principles on which it operates issue from the Christian faith, authentically expressed.

The vision for the Charity proceeds from its desire to be good news to children, enabling them to flourish through experiencing beautiful actions by the global church and those mobilised by it. At this stage in our development these actions include:



1. Educating church leaders in respecting and meeting the next generation's needs and adjusting the way they interact, to children's needs and preferences.



2. Providing families with clean water filters that are genuinely effective, long-lasting, removing the horrific consequences of drinking dirty water.



3. Providing appropriate homes in which children's families can care for them where this is not otherwise attainable without benevolent help.

The Trustees present their report and financial statements for the period to 31/12/2022.

The Charity is a CIO and governed by its Constitution.

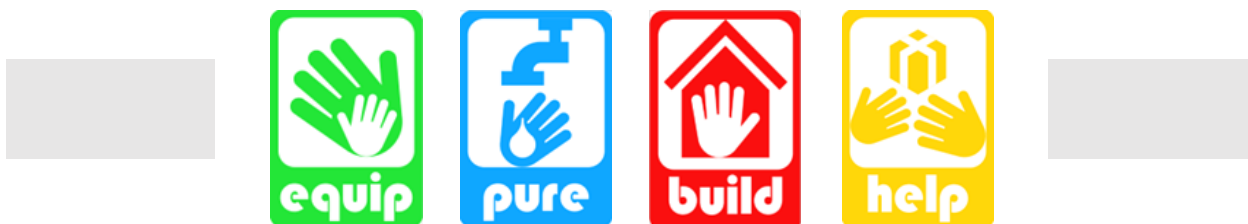
Our Charitable Objectives

The charitable objects of Amor Europe are:

1. The prevention or relief of poverty by providing: grants, items, and services to individuals in need and/or charities or other organisations working to prevent or relieve poverty.
2. To help young people advance in life through:
 - a. the provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; and
 - b. providing support and activities which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals.

Fulfilling Our Aims

To assist the achievement of these objects, we aim to bring impact among the next generation in four distinct but related strategic ways.



1. EQUIP

We equip workers who serve children and young people. Uniquely placed, through long-established and field-tested operations first developed under **Urban Saints**, our EQUIP programme provides skills training for effective children's work to church leaders, community leaders, and also to other Non-Governmental or Community Based Organisation volunteers, working in challenging places.



Our children's worker courses include basic safeguarding, intelligent discipline strategies, innovative approaches, engagement, and working to high standards. We encourage the establishment of quality, inclusive, community-building youth and children's work. This is a significant factor in building community cohesion.

We believe that by enabling children's workers to adequately, imaginatively, and appropriately teach about Jesus, they provide children with the opportunity to follow him, and to flourish spiritually and socially by doing so.

2. PURE

According to UNICEF, every two minutes a child aged under 5 years dies due to diarrhoea. Water-borne disease is a significant cause of children not attending school, of adults unable to attend work, and also a significant cost to families when they have to buy medicines.

PURE puts safe, clean drinking water into the mouths of children and families, in the name of Jesus.

This is achieved through our experience and proven intervention, a combination of:

- **local church partnership** — we work through existing indigenous church networks and contacts in each locality;
- **water filter provision** — issuing each family with an innovative water filter, and training them in its sustainable use, which when maintained correctly will continue to deliver clean and safe water for over 10 years. Filters are sourced from our partner **Sawyer International**.



3. BUILD

In the UK and Europe, we enable young people to work alongside community-minded adults in overseas expeditions to build houses for families trapped in marginal environments by poverty.



On our BUILD expeditions, houses built in sustainable vernacular architecture meet the needs of families facing destitution, releasing them from housing poverty, and keeping them together. Those who participate develop significantly in citizenship values and enhanced self-esteem, gain social and practical skills, and are more motivated to serve in their own communities on returning home.

4. HELP

In 2020, as a response to the Covid-19 pandemic and its devastating effects on those already marginalised by poverty we assessed our various partners' situations with regard to the hunger needs surrounding their locations.

In 2021 and 2022 we continued this approach, dedicating 50% of our annual fund raising initiative to pandemic and disaster poverty relief, mainly hunger-related through our trusted partners. We also enabled supporters to give directly to this cause rather than sharing their donation with Amor Europe.

HELP has become a permanent part of Amor Europe, responding to crises affecting our partners' locations as they arise from year to year.

Founding Principles

Our Vision, Passion, and Ethos

We are inspired towards this: for the next generation to gain the rights that God has freely granted to every human being, that they might attain the fullness of all that God intends for them as good citizens of this world, and of the world which is to come.

We are motivated to do this: to bring people together to make Jesus visible. In all our planning and work, our conversations and relationships, we seek to live by the Spirit of Jesus Christ, exhibiting Christ-like character and bearing the fruit of the Holy Spirit, promoting justice, righteousness, and peace in the communities with whom we connect, bringing Glory to God our Heavenly Father.

Our Values

All of our core staff and volunteers subscribe to our values, which are expressed as:

- Knowing God;
- Local Relationships;
- Global Partnerships;
- Distributed Power;
- Transformative Experiences.

As a Christian charity we are committed to seeing young people develop mentally, emotionally, spiritually, physically, and socially, to become the very best they can be. In a world troubled by injustice towards children, we empower people to make a difference.

Transformed people transform places. Our vision is all about bringing transformation with young people in challenging places.

Our Culture

In our six years of development we have been able to identify the following qualities which carry our values in clearly identifiable behaviours that we expect to demonstrate.

- | | |
|-----------------|---------------|
| • Integrity | • Inclusivity |
| • Prayerfulness | • Generosity |
| • Humility | • Fun |
| • Excellence | • Care |

Public Benefit

We have reviewed our aims and objectives, and the KPIs that arise from them, against the advice contained in the Charity Commission's general guidance on public benefit. In reviewing our activities to date, and those we have planned for the year ahead, we have again taken the Charity Commission's guidance into account. Our work targets communities where young people are liable to exploitation, destitution, abuse, ill health, or radicalisation as a result of poverty. We are pleased to report that we have been able to bring significant benefit to children and young people, as detailed in the following review of activities for the year.

Review of Activities in 2022

HELP



Emergency Response Special Project

— to meet needs arising from disasters affecting our partners

Afghan Crisis

We allocated half of the proceeds of our annual “Walk the World” sponsorship event, to a special fund set up for the provision of food to hungry families in Afghanistan, through our trustworthy partners (names withheld as this is a public document). In addition, we invited supporters to contribute independently of the event.

The disaster affecting Afghanistan arises from the withdrawal of Western aid agencies and security support from alliance forces following the accession to power of the Taliban. The suffering of the people as a result of some of the decisions of this regime has been distressing to observe. Our partners support schools, pay teachers, and directly feed hungry people.

In total we raised and donated £4,490 for direct poverty alleviation in Afghanistan.

We followed the advice received in training delivered by the Charities Commission in 2019 regarding international transfer routes for finance and reporting requirements.

Ukraine War

We were asked to coordinate a delivery of aid from a partner charity (linked to our Moldova partner) to Moldova, where there was a refugee crisis and a food shortage. We put together a team involving *Love Moldova*, *Feed the Hungry*, *Zeo Church Moldova*, and *AGI Logistics* (a commercial company based in Folkestone who contributed expertise gratis).

This team sent two full articulated lorries of aid from the UK, fully documented and reported to the Moldova Govt, distributed free at the point of need in the Ungheni area.

EQUIP



Partnerships for Children’s Worker Training Abroad

Our training activities abroad are developed through partnership with local NGOs or churches. We base our partnerships on shared values. Every partnership follows our process towards establishing formal working agreements, and the nature of our work means that we have to rely on recommendations, references, and common sense in assessing potential partners. Most new partnerships arise from existing relationships, often long established between the overseas partner and our team members in other charitable contexts.

We currently have in place partnerships with:

- eight NGOs (Thailand, Laos, Philippines, India, Togo, the Gambia, Uganda, Burma, Burundi);
- two church networks (Burkina Faso, Sierra Leone); and
- two national children's networks, in Sri Lanka, and Burkina Faso.

In 2021 we began sponsorship of a Network Coordinator in **Sri Lanka**. In 2022 we worked alongside the indigenous team led by the Coordinator and validated their training credentials.

In **Uganda** we coached six local trainers and 68 children's workers, running two training courses with Ugandan trainers from partner **Smile**, accrediting six Smile trainers after training and coaching them.

We took Ugandan trainers into **Burundi** to work alongside our international trainers from the UK in a new initiative with **AVC**, a Swiss-based organisation seeking to develop holistic youth development. We trained 36 youth workers and established the basis for formal partnership.

In **Myanmar** we ran two initiatives. One in support of a network of churches committed to developing excellent work with children. The other training an NGO running missions to reach out to villages traumatised by conflict, specifically improving their work with children.

In **Burkina Faso** we ran training for 38 pastors in a church network in the West, and for 60 **Scout** leaders in the capital. The Scouts came from regions around the whole country including parts affected by terrorist violence.

In **the Gambia** we ran training for 35 children's workers alongside our partner.

Volunteer Development Overseas

We have very capable trainers based in Uganda, Laos, Thailand, Burkina Faso, Sri Lanka, and Togo. We expect to add Indian volunteers in 2023.

Volunteer Development in the UK

Volunteer recruitment and development follows a process established over ten years or more. Recommended practitioners experience an orientation weekend, and then may apply to join the team. If successful, and following DBS checks and taking up of references, they join an experienced team leader on a training trip abroad. The EQUIP Lead takes responsibility for briefing, debriefing, and assessing volunteers including team leaders, who also make assessments of the volunteers in their care. Formal feedback from all team members and partners is taken.

In mobilising self-funded volunteer Global Trainers, the charity maximises its impact while minimising operating costs. The personal development benefits to volunteers are significant, and the interaction with their networks of supporters creates excellent community engagement with our partners.

Two new Global Trainers travelled for the first time in 2022.

Resource Development

We have taken a strategic decision for the public good to licence all our published materials under a *Creative Commons Attribution–ShareAlike* International Licence. This enables our partners to be creative in adapting resources to their local context without concerns of infringing copyright.

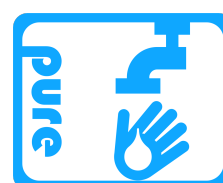
Training is written to be replicable, and is delivered in most contexts to and through Christian NGOs or church and community networks. An important part of our ethos is the development of authentic Christ-like spirituality — peace-creating, loving, and generous in nature. To this end we now include five devotional focus moments in each of our three training courses, and have published 15 devotional sessions for this.

Our new suite of resources was published in October 2022 and has the following components:

- Devotions = facilitating 'encounter' moments of authentic spiritual development.
- Handbooks = equipping partners with the tools to replicate the training indigenously.
- Supplements = collections of worksheets extracted from the handbook for ease of delivery.
- Presentations = slides projecting iconic images to increase understanding of content.
- Picture Books = enabling participants to make notes in their own language against images.

New modules authored for this publication include Creation Care, Prayer, and Justice.

PURE



Water Filtration for Households

We have a partnership with **Sawyer International** « sawyer.com » to supply “PointOne” filters for clean water. Once installed and the householder trained in their care, the filters have demonstrated efficacy for millions of gallons without the need for replacement parts. No harmful bacteria can pass through the filters and accurate data from multiple countries indicate that they eliminate water borne disease, reduce costs for families, and improve attendance rates at school and employment.

Filter Sponsorship

At the end of 2021 we developed a sponsorship project, enabling individuals to sponsor filters. The sponsorship amount of £60 covers the cost the filter, transportation, installation and after care, and reporting.

Sponsors receive a frameable certificate of sponsorship, detailing how the filter works and why it is needed. They also receive photo of the family that receives the filter, a baseline data report on health prior to installation, then six-week, six-month and random updates the health data. The reporting enables the sponsor to see exactly what difference the filter has made, for whom and exactly where. All data is collected with permission regarding use from the family concerned.

150 filters were sponsored by December 2022, and the data flows to sponsors worked relatively seamlessly, enabling sponsors to see a picture of their sponsored families, health and finance data relating to water, and medicine purchases.

Expeditions

In 2021 we designed and advertised our first PURE expedition. We identified **the Gambia**, a nation with which we have excellent existing links, and as a place where contaminated surface water is routinely consumed by families. We plan to take a pilot team of around 20 people to **the Gambia** to install 200 filters, releasing around 1000 people from water poverty.

Conversations online towards partnership with **SOW** have been undertaken, and concrete plans for the expedition, planned for Easter 2022 are in place.

The pilot PURE expedition will be used to develop a PURE Expeditions strategy. This will enable an increasing number of volunteers to bring transformation to families.

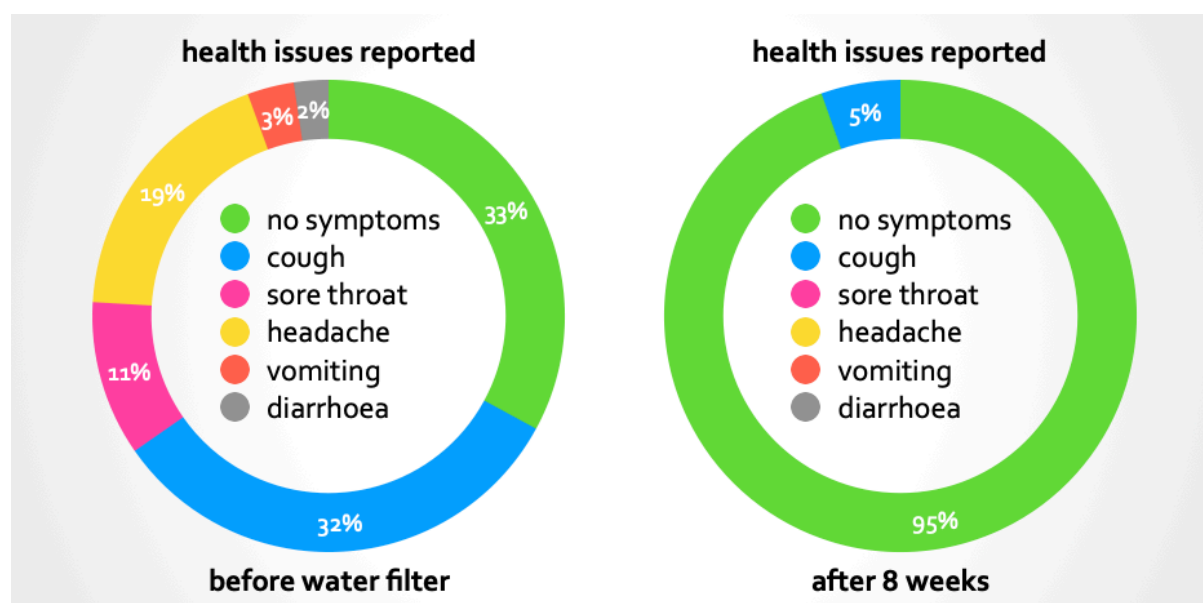
We have maintained strong friendship with the **Evangelical Scouts of Burkina Faso** through the year, having cancelled our training visit and pilot filter installation project planned for March 21, 2020. This visit will be rescheduled for when travel restrictions ease sufficiently for it to be undertaken safely.

Our plan is to work in partnership with the Scouts to enable groups to equip their members' families with water filters. We will utilise the data from the first installations to strengthen funding bids for significant investors.

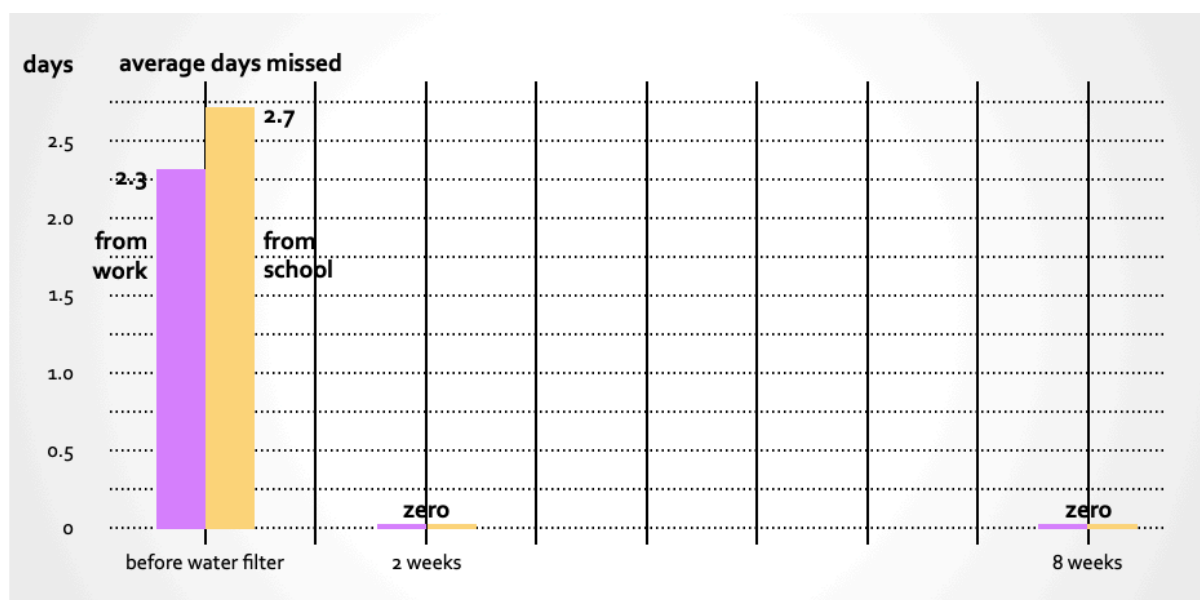
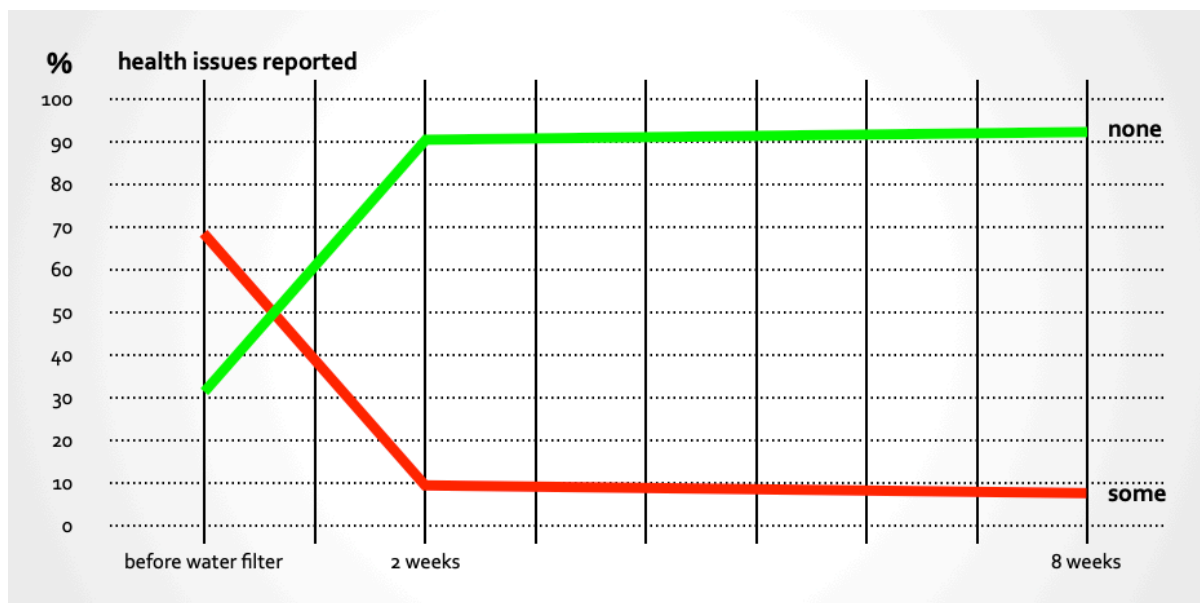
Burkina Faso Scouts

We obtained funding of \$15,000 USD and \$10,000 USD respectively for one project in Burkina Faso. This project enabled the training of youth leaders in effective youth work, and in the installation and care of 400 water filters and 800 buckets to 400 families whose children attended Scouts groups.

The full report on the project is available here <http://e.pc.cd/o7NotalK> and a summary of the key data is shown in the diagrams here.



The green sector is that relating to "no symptoms" of health issues. This improves significantly in the eight weeks after the family begin using their water filter.



Measured at two weeks and eight weeks after the family begin using their water filter, the dramatic improvement in health and positive impact on school attendance and working life can be clearly seen.

BUILD



House Building Expeditions

The charity opened a Trust Bank account with Protected Trust Services (PTS) in 2018, applied for and gained ATOL status in April 2019, and took its first package tours overseas in July 2019. All aspects of running a package tour operation, compliant with UK regulations are in place.

We renewed our ATOL licence in 2022 without difficulty.

In 2022 we took 96 people overseas to build seven homes as follows:

- Thirteen men travelling to Puerta Peñasco, Mexico on a planned men's personal development expedition to build one home.

The men followed a programme of personal development including awe and wonder experiences and times of personal reflection.

- 39 young people and leaders travelling to Tijuana, Mexico to build two homes.
Two teams each building one home.
- 44 young people and leaders travelling to South Africa to build two homes
This team addressed justice issues of period poverty, clothing poverty, hunger, and apartheid. In addition to building homes, they sponsored sports kits and distributed warm hoodies donated by Urban Saints.
- Fourteen young people and leaders travelling to Kenya to build two homes
The team worked Kenyan partner *PURSUE* in support of widows and outcasts, removed jiggers from the feet of children and built two mud huts (locally appropriate homes) for families in need of poverty.

Restore Hope

We ran a Peace line project in Belfast for 10 university-aged students and leaders. Working with Youth Initiatives, the team did some youth work, some gardening, and refurbished a youth centre.

The team looked at the challenges faced in Belfast relating to community tension.

Quotes

We include here quotes from people who have benefited from our EQUIP, PURE, and BUILD initiatives in various locations.

What They Say...

- The learning that a house isn't just a home- it's dignity, inclusion, feeling valued, safety, an income (from the rented- out old shack) and hope.
— Tracy Squire, Scarborough.
- The whole trip was extremely impactful. The opportunity to interact with the family & pastor we were building for was wonderful. Working alongside Mexican Amor staff was a privilege. The food cooked for us each day was comforting and delicious. Being part of a successful house build for a family in need was deeply rewarding. The chance to decompress after the intensity of the build alongside fellow team members was really valuable.
— Mark, Bristol.
- Water can bring life but it can also bring death. My family - I have 2 kids, we suffered with diarrhoea. The moment the water filter came, oh God, it's a miracle that you came. My life is safe with this. It has saved us money and it has given us back our health.
— Veronica, the Gambia.

- Really wonderful, very edifying overall. Module 4 particularly touched us because of its relevance.

— Alain Nkambi, Burkina Faso.

- I gained a lot of things but top three:
 - Learned how I can be a good leader when I looked at leadership module.
 - Schedule for teaching over a period of time.
 - Safeguarding, how we can reduce risks and what to do when something happens.

The last thing that made me happy is about what he can do for somebody who faces discrimination and bullying, looking at the example of Jesus.

— Samuel Mpanda, Bujumbura, Burundi.

Operational Matters

Safeguarding

Amor Europe recognises the importance of safeguarding in its work with children, young people, and vulnerable adults. We follow the requirements of UK legislation in relation to vulnerable adults, children and young people, and the best practice standards advice of *ThirtyoneEight*, an established charity committed to assisting churches and Christian organisations with safeguarding, with whom we have taken membership. Our own team members are all required to take safeguarding training, and we also assist in the development of safeguarding training with our partners overseas.

We developed and adopted a Safeguarding Statement and agreed upon a mandatory code of practice in 2020. We have designed a Code of Conduct detailing the code of practice and reporting mechanisms for safeguarding. Code of Conduct pocket guides are issued to all our adult volunteers, prior to each event or expedition. We have developed safeguarding training units for use with and by all our teams. These were published and distributed in Q1 and Q2 of 2022 prior to any teams being deployed.

Our Safeguarding Lead and Safeguarding Trustee have both undertaken training to level 3 and 4 in 2022. The nature of exposure of our teams to risk and cross-cultural complications means that we need both specialist and general knowledge in delivering our culture of care.

We are collaborators with *Stop Child Witch Accusations*, a coalition of charities committed to the elimination of child abuse linked to faith and belief. The coalition participates in an experts' working group, recognised by and consulting with *UNESCO*.

Our Health & Safety Coordinator took and achieved an accredited Health & Safety for Managers course in 2022, and we updated our Health & Safety training for expedition teams, achieving delivery of training to all participants.

In 2023 we expect to develop online training and make it compulsory for all expedition participants prior to travelling. In addition, all expedition participants will receive a safety briefing at the start of their trip.

Awareness Raising

Throughout June 2022 we further developed “Walk the World” our fundraising and awareness event by inviting friends to organise a ‘Big Walk’ in which a group walked a significant distance together. We saw over 100 people walk with us and raise funds for Amor Europe.

The event raised **£8,674** of which **£4,490** was passed on to our partners in Afghanistan for poverty relief as detailed in ‘HELP’ above. In the four years of Walk the World events we have now walked 7/8 of the circumference of globe, and would hope to complete the entire journey around the world in steps in June 2023.

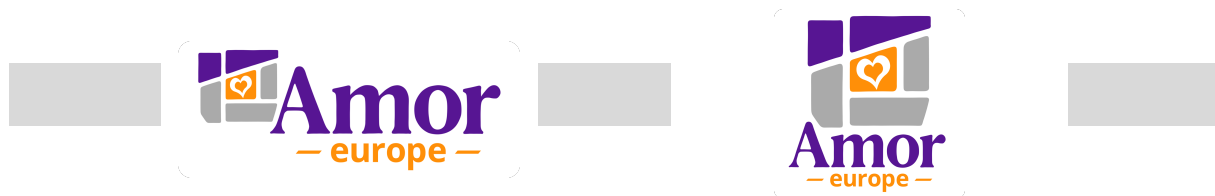
We held a Celebration and Conversation **Weekend at Lydiard House** in Swindon in September 2022. This event gathered the EQUIP and BUILD teams for refresher briefings. This event included a celebration dinner involving a live link to partners in Moldova and Lebanon. 30 people attended residentially and a total of 44 joined us for the dinner.

Rebrand

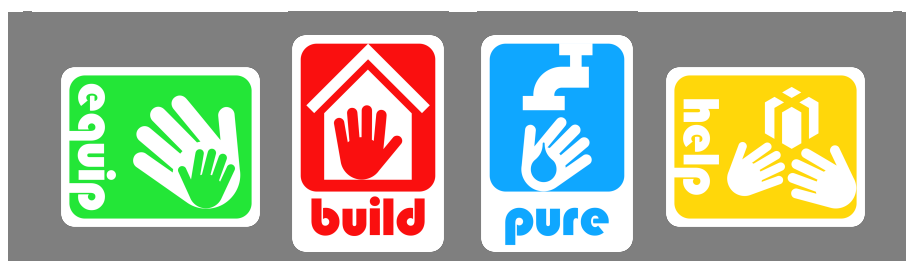
In 2022 we underwent a rebrand of the charity. We retained the name Amor Europe and the colour scheme, but changed the look and feel of the logo to be more representative of the mix of initiatives with which we are engaged. It is also generally in line with other Amor entities around the world (Mexico, South Africa, USA), though each of these is a separate organisation to Amor Europe.

The new logo represents a community seen from above – an urban map, with the central block in the form of a Mexican Amor home, with a heart representative of God’s heart for children in the centre of that block.

The new branding was appreciatively received by our stakeholders, there was no negative feedback.



In addition to the overall brand logo, our icons for the four initiatives of the charity were enhanced. Each comes in four variants, yet they are instantly recognisable by their common theme using open hands and are distinguished by their primary colours.



People

We introduce here those who make everything happen.

Trustees

The Trustees who served throughout 2022 are listed on the Key Contact page at the top of this report. We are grateful to them for all their valuable contributions.

In October our former Chair of Trustees Peter Jeffrey accepted the lifetime position of 'Founding President' and Molly Fowlie became our new Chair.

Trustee Recruitment: Potential Trustees are sought to bring specific skills identified and needed by the Board. After preliminary discussion with the Chair the individual is invited to read the core documents of the Charity, and the Trustee Framework, which outlines the role, competences, and characteristics of a Trustee of Amor Europe.

We welcomed Mark Staveley to join the Trustees in 2022.

Hub Team

Executive responsibility for operating the Charity is delegated by the Trustees to the Hub Team. Every member of the Hub Team has responsibility for delivering a significant part of the Charity's work and functioning. The Hub Team is led by the CEO but each member, including the CEO serves the others much as the three persons of God serve one another in mutual honour.

The Hub Team contains those who facilitate the other teams: the Engine Room taking care of the operational matters; EQUIP overseeing our Global Training programme; BUILD overseeing our home building and hope building expeditions and sponsorships; and PURE overseeing clean water and hygiene expeditions, projects and sponsorships.

Our Hub Team is formed of two full-time workers, one part-time worker and four contractor-consultants on an hourly basis.

Engine Room

Our support services currently include our Finance Lead and DBS Administrator, and our email circulars and postal mailings have design input from our Resources Lead. All these services are overseen by the Hub Lead.

Governance

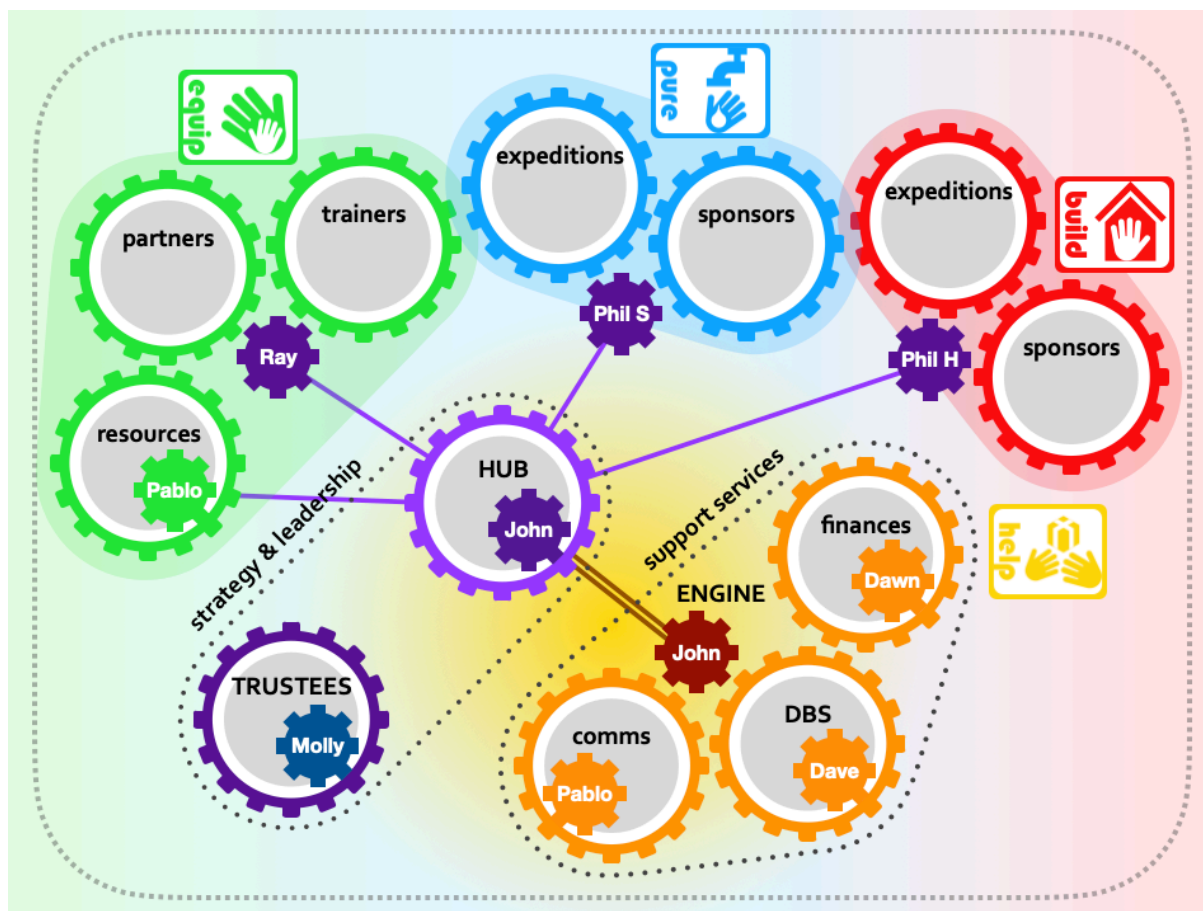
The Board of Trustees has responsibility for directing and controlling the affairs of the trust. There are board meetings four times a year to:

- review the trusts activities, finances and performance;
- approve future plans and strategy; and
- monitor risks and ensure they are appropriately managed.

We have developed a Board Plan that gives order to the CIO's progress and monitoring throughout the year through accountability and responsibility processes.

Teams and their Relationships

The Trustees delegate day-to-day management of the trust to John Fudge (the CEO) and the Hub Team. Here's a schematic view of our key relationships.



TEAM RELATIONSHIPS

Remuneration and pay levels for the key management personnel and within the trust generally are determined by the Trustees having regard to organisations of a similar size and nature.

Risk Management

In 2022 Trustees, along with assistance from the CEO compiled their Risk Register. The CEO undertook training in this subject with Global Connections. Each Trustee has oversight of specific parts of the register and the policies that help govern it.

Trustees manage the key risks of the Charity by regular review of CEO reports against the Board's risk management protocols, and by reviewing all KPIs, which are RAG (red–amber–green) designated.

At the operational level, all expeditions and associated events and activities undergo a full risk assessment and approval process prior to being launched. These are actively reviewed in response to changing circumstances.

Plans

Progress of Plans for 2022

- We expected to resume BUILD and EQUIP expeditions.
Expeditions resumed from 28 February and we ran all but one expedition (the Ukraine conflict affected Moldova and we had to cancel.)
- Rollout of new Safeguarding training and Health & Safety training.
This was delivered on time and seamlessly included in expedition preparations.
- Our Competent person for Health & Safety will undertake Management level training in Health & Safety, and upgrade our policies, systems, and training courses.
Completed as planned.
- Deliver our first pilot PURE expedition.
Two PURE expeditions were successfully completed in 2022.
- Commence communication of the exact location, identity and health improvements of the families receiving water filters to the individual sponsors who sponsored the filters.
Data relating to families receiving sponsored water filters began flowing to sponsors' emails and mobile phone numbers via our contracted arrangements with Sparrow GIS Systems.
- Our Safeguarding Trustee and Safeguarding Coordinator will be trained to level 3 and level 4 respectively in Safeguarding. We will take care that this training includes cross-cultural mission.
Completed as planned.
- Further develop 'RESTORE HOPE' UK mission activities that involve sponsoring a house build overseas.
Belfast mission completed. This will be offered as a model to schools in the future.
- Rebrand to remove the over-emphasis on house building from our logo.
Complete.
- Recruit at least two new Trustees to the Board with competence in areas that the Board recognises it needs.
One new Trustee recruited. Board review completed.
- Bring through our Sustainability Policy into realisation, enabling Amor Europe to have a positive effect on carbon and plastic by Jan 1st, 2024.
We are on track with policy implementation.

Future Plans in 2023

- Review our Safeguarding Policies and practices following training received in 2022.
- Move our presentation based training materials for Safeguarding and Health & Safety to interactive online courses where we can record evidence of completion.
- Roll out new EQUIP training materials to partners around the world, arranging translations wherever possible

- Develop an EQUIP 'Training of Trainers' course.
- Run at least one new EQUIP Global Trainers mobilisation course with four or more attendees.
- Increase the EQUIP team, particularly developing team leaders.
- Increase the number of EQUIP partners around the world.
- Develop a financially sustainable model for delivery of PURE water filters in West Africa and seek funding to implement it.
- Develop partnership with Grace Foundation for a schools based BUILD expedition to Mexico in 2024.
- Review the BUILD team and seek ways of increasing the BUILD programme possibly in partnership with Amor Ministries USA and Amor South Africa.
- Increase our capacity to give leadership and resources for personal Spiritual development for all Amor Ministries stakeholders and participants.

Financial Review and Reserves Policy

Monthly Financial Status

Ongoing operational costs are around £9,000 per month. And we can rely on regular income (committed Standing Orders) in excess of £5,000 per month (including GiftAid). This leaves a deficit of around £4,000 per month, which is met from other sources of income (trusts, activities, ad-hoc donations, and such).

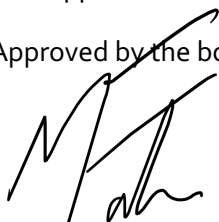
Reserves Target

Our Reserves Policy sets out the objective to hold sufficient funds to cover the deficit of a minimum of three months' worth (and a maximum of six months' worth) of operational costs. This currently puts the intended lower limit of our reserves at £12,000.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees report and financial statements in accordance with applicable law and regulations.

Approved by the board and signed on its behalf by:



Molly Fowlie

Chair.

Financial Statements

Accounts for Amor Europe, a CIO registered with the Charity Commission (no. 117656) from 1 January 2022 to the end of the financial year on 31 December 2022.

Statement of Financial Activities for the year ended 31st December, 2022

		Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
	Note	£	£	£	£	£	£
Income from:							
Donations and Legacies	2	106,883	29,791	136,674	115,862	-	115,862
Charitable Activities	3	200,403	68,724	269,127	9,137	14,701	23,838
Income from investments		-	-	-	-	-	-
Total income		307,286	98,515	405,801	124,999	14,701	139,701
Expenditure							
Raising Funds		441	-	441	-	-	-
Charitable Activities	4	303,634	96,866	400,500	122,766	4,360	127,126
Other	5	8,430	-	8,430	9,585	-	9,585
Total expenditure		312,504	96,866	409,370	132,351	4,360	136,711
Excess of income over expenditure		(5,218)	1,649	(3,569)	(7,351)	10,341	2,990
Transfer between funds	12	8,063	(8,063)	-	-	-	-
Net movement in funds		2,845	(6,413)	(3,569)	(7,351)	10,341	2,990
Opening balance funds as at 1st January	12	22,378	10,341	32,719	29,729	-	29,729
Closing balance funds as at 31st December	12	<u>25,222</u>	<u>3,927</u>	<u>29,150</u>	<u>22,378</u>	<u>10,341</u>	<u>32,719</u>


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

The notes on the following pages form part of these financial statements.

Balance Sheet as at 31st December, 2022

		2022		2021	
		£	£	£	£
Fixed Assets			-		-
Current Assets					
Cash at bank and in hand		28,335		36,512	
Debtors	7	4,072		-	
Total Current Assets			32,407		36,512
Current Liabilities falling due <1 year					
Sundry creditors	8	3,257		3,793	
Total Current Liabilities			3,257		3,793
Net Current Assets			29,150		32,719
Net Assets			29,150		32,719
Income Funds					
Unrestricted Funds		25,222		22,378	
Restricted Funds		3,927		10,341	
Total Funds			29,150		32,719

Approved by the Trustees by:



Molly Fowlie (Chair)

date: 13 / 06 / 2023

Notes to the Financial Statements for the year ended 31st December 2022

1 Accounting Policies

- 1.1 The financial statements have been prepared in accordance with the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to organisations 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 organisation is a Public Benefit Entity as defined by FRS 102.

The organisation has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for organisations applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The financial statements have been prepared under the historical cost convention.

The principal accounting policies adopted are set out below:

1.2 Going concern

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

1.3 Funds

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

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

1.4 Income

Income is recognised when the organisation is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the organisation has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

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

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, accounts and deposits held with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.7 Trade Creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Notes to the Financial Statements for the year ended 31st December 2022 (continued)

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
2 Donations and Legacies						
General Donations	82,489	-	82,489	74,642	-	74,642
Fundraising	8,093	-	8,093	8,808	-	8,808
Grants	-	29,791	29,791	20,541	-	20,541
Tax recovered on giving	16,300	-	16,300	11,871	-	11,871
	<u>106,883</u>	<u>29,791</u>	<u>136,674</u>	<u>115,862</u>	<u>-</u>	<u>115,862</u>
3 Income from Charitable Activities						
PURE Filters / Trip Income	-	68,724	68,724	-	13,803	13,803
BUILD Trips	193,721	-	193,721	4,445	898	5,320
River	2,437	-	2,437	-	-	-
Annual Celebration	4,245	-	4,245	4,212	-	4,212
Training	-	-	-	480	-	480
	<u>200,403</u>	<u>68,724</u>	<u>269,127</u>	<u>9,137</u>	<u>14,701</u>	<u>23,815</u>
4 Expenditure on Charitable Activities						
Wages and Salaries	78,125	-	78,125	76,204	-	76,204
Activity Expenses	1,047	-	1,047	2,888	-	2,888
Consultancy	13,993	-	13,993	12,887	-	12,887
Gambia Trip	-	65,911	65,911	-	-	-
Water Filters (Burkina Faso)	-	25,507	25,507	-	-	-
Water Filters	-	5,448	5,448	-	1,860	1,860
Build Trips	173,019	-	173,019	4,909	2,000	6,909
River	2,100	-	2,100	-	-	-
Materials	6,663	-	6,663	3,894	-	3,894
GV Costs	12,504	-	12,504	-	-	-
Donations to partners in need	7,883	-	7,883	15,431	-	15,431
Annual Celebration	5,330	-	5,330	4,404	500	4,904
Insurance	2,971	-	2,971	1,424	-	1,424
Training	-	-	-	725	-	725
	<u>303,634</u>	<u>96,866</u>	<u>400,500</u>	<u>122,766</u>	<u>4,360</u>	<u>127,126</u>
5 Other						
Salary Costs	-	-	-	-	-	-
Staff Training	-	-	-	-	-	-
Administration Costs	1,816	-	1,816	4,191	-	4,191
Accounting Services	3,907	-	3,907	2,862	-	2,862
Trustee Expenses	143	-	143	200	-	200
Team Meetings	731	-	731	1,960	-	1,960
DBS	1,079	-	1,079	166	-	166
Bank & Currency Charges	143	-	143	156	-	156
Independent Examination	450	-	450	50	-	50
Carbon Offset	162	-	162	-	-	-
	<u>8,430</u>	<u>-</u>	<u>8,430</u>	<u>9,585</u>	<u>-</u>	<u>9,585</u>

Notes to the Financial Statements for the year ended 31st December 2022 (continued)

6 Staff Costs

	2022	2021
	£	£
Salary	72,750	72,861
Employers NI	2,046	2,790
Employers Pension	3,328	3,343
	<u>78,125</u>	<u>76,204</u>

The average monthly headcount was 3 staff (2021: 3 staff) and the average monthly full-time equivalent headcount (including part-time staff) was 2.2 (2021: 2.2). No employee was paid more than £60,000. The charity contributes to a workplace pension scheme.

The charity's trustees were not paid or received any other benefit from employment with the charity. Trustees' expenses of £143 were incurred during the year (2021: £200). No charity trustee received payment for professional or other services supplied to the charity during the year (2021: nil).

7 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade Debtors	-	-
Prepayments / Gift Aid	4,072	-
	<u>4,072</u>	<u>-</u>

8 Creditors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade Creditors	1,310	2,005
Accruals and deferred income	400	-
H.M. Revenue & Customs	1,547	1,787
	<u>3,257</u>	<u>3,793</u>

9 Related Party Transactions

There were no related party transactions during the year (2021: nil).

10 Guarantees

There were no guarantees given by the charity where any potential liability was outstanding at the 31st December 2022 (2021: nil).

11 Capital Commitments

There were no material capital commitments at the 31st December 2022 (2021: nil).

12 Movement of Funds

	Balance as at 01/01/2021	Income	Expenditure	Transfers	Balance as at 01/01/2022	Income	Expenditure	Transfers	Balance as at 31/12/2022
	£	£	£	£	£	£	£	£	£
Restricted Funds									
PURE Filters	-	1,860	(1,860)	-	-	5,760	(1,833)	-	3,927
Burkina Faso Filters Project	-	1,860	(1,860)	-	-	29,791	(29,122)	(669)	-
Gambia Trip	-	11,943	-	-	11,943	62,964	(65,911)	(8,996)	0
Build Trips	-	898	(2,000)	-	(1,102)	-	-	1,102	-
Annual Celebration	-	-	(500)	-	(500)	-	-	500	-
Total Restricted Funds	-	16,562	(6,221)	-	10,341	98,515	(96,866)	(8,063)	3,927
Unrestricted Funds	29,729	124,999	(132,351)	-	22,378	307,286	(312,504)	8,063	25,223
Total Funds	29,729	141,561	(138,571)	-	32,719	405,801	(409,370)	-	29,150

Notes to the Financial Statements for the year ended 31st December 2022 (continued)

Description of Restricted Funds

Pure Filters: A sponsorship programme where, for a fee, a person can buy a water filter to be installed. Training in how to use the filter use is given to the Gambian family receiving it.

Burkina Faso Filters Project: Grants to install water filters in Burkina Faso and train local families how to use them.

Gambia Trip: Funds covering 2 trips to travel to the Gambia to install water filters and meet and interact with local families.

Build Trips: Travel costs associated with a house building project for deprived families in Mexico.

Annual Celebration: Advanced deposit for a gathering of friends and families supporting Amor Europe in 2022.

Independent Examiner's Report

Independent examiner's report to the trustees of Amor Europe CIO

I report on the accounts for the year ended 31st December 2022 which are set out on page 21 onwards.

Respective responsibilities of the trustees and the examiner

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the organisation and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In connection with my examination, no matters have come to my attention:

- (1) which give me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 130 of the 2011 Act; or to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

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



Gavin Kibble MBE, ACMA

Mozaic Innovate Ltd
1 Kineton Road, Coventry
CV2 3NR

21st May, 2023

