

INTERSTICIA UK

England & Wales · Charity number 1181435

Details

Status	Registered
Legal form	Charitable company
Company number	11185197
Registered	2019-01-07
Register	View on the Charity Commission register

Contact

Address	5 North Road London Highgate Village N6 4BD
Phone	0061413626737
Email	info@intersticia.org
Website	www.intersticia.org

Activities

Objects: THE ADVANCEMENT OF EDUCATION FOR THE PUBLIC BENEFIT BY:(A) PROVIDING SUPPORT AND FUNDING FOR THE BENEFIT OF EMERGING LEADERS IN THEIR CHOSEN FIELDS OF EXPERTISE, INCLUDING IN PARTICULAR GRANTS AND SCHOLARSHIPS FOR THEIR TUITION COSTS AND/OR THEIR LIVING COSTS;(B) PROVIDING SUPPORT AND OPPORTUNITIES FOR EMERGING LEADERS TO EXPERIENCE AND DEVELOP LEADERSHIP SKILLS IN THE INTERSTICE BETWEEN TECHNOLOGY, CULTURE AND SOCIETY BY CREATING LEARNING OPPORTUNITIES, INCLUDING THROUGH THE PROVISION OF ACCESS TO DIGITAL RESOURCES, CONFERENCES, RETREATS AND WORKSHOPS;(C) PROMOTING THE DEVELOPMENT OF DIGITAL LITERACY AND LEADERSHIP SKILLS, INCLUDING THROUGH PUBLIC EVENTS SUCH AS CONFERENCES AND WORKSHOPS.'EMERGING LEADERS' MEANS INDIVIDUALS AGED 18 – 40 WITH LEADERSHIP EXPERIENCE OR AN AMBITION TO GAIN EXPERIENCE IN LEADERSHIP, INCLUDING WITHOUT LIMITATION POSTGRADUATE STUDENTS ATTENDING UNIVERSITIES.

Activities: The Charity supports emerging leaders through scholarships, bursaries and leadership development. It also holds public educational events aimed to develop digital literacy and leadership skills.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-28	£74,284	£73,357	-	-
2024-02-29	£74,284	£73,357	-	-
2023-02-28	£28,411	£40,129	-	-
2022-02-28	£36,975	£46,622	-	-
2021-02-28	£15,950	£22,418	-	-

Trustees

Name	Role	Appointed
ANN ELIZABETH ROWLAND-CAMPBELL	Chair	2018-02-02
Berivan Esen		2020-09-01
Louise Jacqueline Sibley		2021-02-10
Samantha Grace Rowland Campbell		2024-02-01
TRISTAN MARK LUMLEY		2018-02-02

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Accounts

Company number: 11185197

Charity Number: 1181435

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Trustees report and financial statements

For the period ended 28 February 2025

Intersticia UK
Reference and administration information

Company number 11185197

Charity number 1181435

Registered office and operational address

5 North Road, Highgate Village, London, N6 4BD, United Kingdom

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tristan Lumley
Ann Rowland-Campbell
Berivan Esen
Louise Sibley
Samantha Campbell

Bankers

Lloyds Bank
P O Box 1000
Uttoxeter
BX1 1LT

Solicitors

Bates Wells & Braithwaite
10 Queen Street Place
London
EC4R 1BE

Independent Examiner

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

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Trustees' annual report for the year ended 28 February 2025

The trustees present their report and the unaudited financial statements for the year ended 28 February 2025. Included within the trustees' report is the directors' report as required by company law.

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

Objectives and activities

The objects of the charity were the advancement of education for the public benefit by:

- (a) providing support and funding for the benefit of emerging leaders in their chosen fields of expertise, including in particular grants and scholarships for their tuition costs and/or their living costs;
- (b) providing support and opportunities for emerging leaders to experience and develop leadership skills in the interstice between technology, culture and society by creating learning opportunities, including through the provision of access to digital resources, conferences, retreats and workshops;
- (c) promoting the development of digital literacy and leadership skills, including through public events such as conferences and workshops.

'Emerging leaders' means individuals aged 18 - 40 with leadership experience or an ambition to gain experience in leadership, including without limitation postgraduate students attending universities.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

Intersticia UK exists to develop and promote digital fluency and develop "smart humans" in terms of how we proactively create, manage, harness and utilise digital technologies. As per our Objectives we do this primarily through the following activities:

1. We identify, support, nurture and encourage individuals through our Scholarships and Fellowships
2. We work with like-minded partner organisations to support entrepreneurship and innovation
3. We hold public events with a specific aim of promoting conversations and building skills in digital literacy and leadership

In the 2024 - 2025 year we worked to continue supporting our Fellows and partner organisations as the world began to integrate the use of Artificial Intelligence, the election of the Trump Administration changed global political dynamics, and the impacts of Climate Change became more obvious. Whilst the impact of the Covid-Pandemic is still evident it is the "Cost of Living" Crisis which appears to most impact the younger people around the world whom we support. Commentary about our community and activities can be found on our website <https://intersticia.org/blog/>.

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Supporting individuals through Scholarships, Bursaries and Fellowship

The beneficiaries of our services are our Fellows, the communities with which they work, our partner organisations and the General Public through our public events. Specific details of our beneficiaries and how they have benefitted from our activities are described in the following paragraphs detailing our achievements and performance.

Rowland Scholarship – Goodenough College

Rowland Scholarships (2024 – 2025 Financial Year)

In July 2024 Intersticia received 19 applications for the Rowland Scholarship from around the world and we determined to interview four (4) candidates via Zoom on Sunday 14th July. These interviews were conducted by Erla Arnalds (Rowland Scholar 2023 – 2024), Abeer Abu Ghaith and Anni Rowland-Campbell. The main thing we were looking for in our 2024 Rowland Scholar was how a new scholar would collaborate with our existing community in particular by working in the interstice between society and technology but would also have a degree of momentum in their own field of interest.

We determined to offer the Rowland Scholarship for 2024 – 2025 to Nguyen Thi Hong Minh.

Nguyen Thi Hong Minh (2024 – 2025) – Minh comes from Vietnam and is currently living in Japan with her husband. She was accepted to study for her Masters of Arts at University College London in the field of Education and Technology in order to develop her work supporting students in need in Vietnam. She is co-founder of Opportunity Hunting, a non-profit in Thailand which seeks to help people find employment (see <https://web.archive.org/web/20240519085856/https://optyhunting.org/>). Minh is returning to Japan to continue her work following completion of her studies.

Updates on our Rowland Scholars:

- Dr Lionel Nzigami (2013 – 2014) – Lionel continues to live in Burundi where he has been supporting his wife and looking after their two young children. He continues to undertake placements as a Consultant Physician with the World Health Organisation.
- Hamish Laing (2014 – 2015) - Hamish currently works as a Renewable Engineering Manager for Meridian Energy, an electricity generator, developing new wind farms and solar farms in NZ. (<https://www.linkedin.com/in/hamishlaing/>)
- Ignacio de Solhemniac (2015 – 2016) – Ignacio has completed his PhD and is now back in Chile with his wife Josefina and three young sons working as an Associate Professor at a University in Chile. (<https://www.linkedin.com/in/ignacio-de-solminihac-sierralta-11946a273/>)
- Dr Britta Gustavson (2016 – 2017) – Britta completed her degree in Medicine at McGill University, Montreal and is currently pursuing a residency in Paediatric Ophthalmology at the University of British Columbia, Vancouver. (<https://www.linkedin.com/in/britta-gustavson-8619b0b9/>)
- Osheen Arora (2017 – 2018) – Osheen worked with Salesforce India and then completed her MBA at INSEAD Paris. She has now commenced work as a Consultant with Bain and Company in Dubai, UAE. (<https://www.linkedin.com/in/osheearora/>)
- Timothy Wong (2018 – 2019) – Timothy continues to work as a Doctor with Médecins Sans Frontières (MSF). (<https://www.linkedin.com/in/timhwong/>)
- Sergio Camacho Iannini (2019 – 2020) – Sergio is Communications and Advocacy Officer with Women's Link and is a permanent collaborator of [Sentiido](https://www.sentiido.org/), a foundation and independent media that works on gender and sexual diversity issues. (<https://www.linkedin.com/in/sergio-camacho-iannini-2405a380/>)
- Sean McDiarmid (2020 – 2021) – Sean is now working as a Strategy Advisor with the UK Foreign, Commonwealth & Development Office on the China Desk. (<https://www.linkedin.com/in/sean-m-57250a192/>)

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- Sergio Mutis (2021 – 2022) – Sergio has been working as a Researcher & Computational Designer at Zaha Hadid Architects and heads to the USA in September to commence a Master of Science Degree in Architecture Studies in Computation at the Massachusetts Institute of Technology. (<https://www.linkedin.com/in/sergio-eduardo-mutis/>)
- Farahana Cajuste (2021 – 2022) – Farahana is a Program Analyst at USAID supporting the Bureau for Latin America and the Caribbean, Office of Caribbean Affairs. (<https://www.linkedin.com/in/farahanacajuste/>)
- Yuhui Li (2022 – 2023) – Yuhui has returned to China and is now working at The China Banking and Insurance Regulatory Commission Huangnan Bureau, Xining
- Erla Arnalds (2023 – 2024) – Erla completed her Masters in Machine Learning at University College London and is now in her native Iceland working as a Software Developer for Careflux. (<https://www.linkedin.com/in/erla-arnalds/>)

Doughton Fellows (2024 – 2025 Financial Year)

Amira Shahla (2019, 2024 – 2025) - In 2019 we awarded Amira Shahla a US\$10,000 Doughton Scholarship, an initial amount of £1,000 (US\$1,260) being used to support Palestinian psychologists to attend the Besod Siach (LINK) conference in Israel. In January 2024 Amira determined that the time was right to utilise the balance of her US \$10,000 scholarship (US\$8,740) to contribute to the funding of her participation in the POCD - "Program in Organizational Consulting and Development: A Psychoanalytic-Systemic Approach" to be conducted in Israel over the next two years (see <https://tavistockandportman.ac.uk/courses/consulting-and-leading-in-organisations-psychodynamic-and-systemic-approaches-d10/>).

Intersticia's commitment is that the funding is to be paid in the following instalments:

- 31st January, 2024 - US\$2,500
- 20th June, 2024 - US\$2,500
- 31st January, 2025 - US\$2,500
- 20th June, 2025 - US\$1,740

Amira's commitment is to:

- Deliver a Lecture on her research at an Intersticia sponsored event, either face to face or online
- Deliver a Video or Blog post for www.intersticia.org to describe her learnings from this scholarship for other Fellows
- Attend Intersticia Leadership Activities when she is able

In 2024 we also awarded a second Doughton Fellowship, but one that will not begin until 2026. This is to

Juan Pablo Castilla (2024 – 2026) - Juan Pablo Castilla is an economist with a Master's degree in Economics from Universidad de los Andes. Previously, he served as a high school economics professor and currently teaches Introduction to Economics and Microeconomics at Universidad de los Andes. Additionally, Juan Pablo is the founder and general manager of Apata Colombia, a platform aimed at fostering peace and reducing inequalities through tourism initiatives. His research focuses on topics related to armed conflict, peacebuilding, education, and pedagogy. Juan Pablo is passionate about leveraging pedagogy and tourism to contribute to the reduction of inequalities. Juan Pablo intends pursuing a PhD over the next few years in Complexity Theory and Economics. (<https://co.linkedin.com/in/juan-pablo-castilla-3758ba140>).

Juan Pablo is now applying for courses and in the process of planning his studies for 2026.

Update on Doughton Scholars:

- Dr Berivan Esen (2016 – 2020) – Berivan has completed her PhD at the University of Leicester in the United Kingdom. Berivan is an astrobiologist, interested in the search for life (or its remains) on Mars, with a focus on the analytical

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techniques used in these efforts. In 2019, Berivan undertook a Science Policy Fellowship with the UK Parliament's Parliamentary Office for Science and Technology (POST), based in Westminster. There she led the research and writing of a POSTnote, on the topic of "Remote sensing and machine learning". Following her PhD Berivan joined the UK Space Agency as International Relations Officer (North America) and now Copernicus Manager. Berivan serves as a Trustee for Intersticia UK.

- Dr Marco Valerio (2020 – 2021, 2022) – Marco has completed his PhD in Psychology at the University of New South Wales, Australia with research investigating strategies to enhance the placebo effect and the importance of rituals for health and performance. He is passionate about group dynamics and participated as a member and staff in several group relations conferences including being Co-Ordinator for ALI Il Nodo in Italy 2025 and, and for the Tavistock Institute's 2024 Leicester Conference. Marco is working as a Lecturer, Researcher and Mindfulness Facilitator with the University of New South Wales and a Portfolio Manager with Exchange. (<https://www.linkedin.com/in/marco-valerio/>)
- Amira Shahla (2019 – 2020 and now 2024 – 2026) – Amira continues to work as a clinical Psychologist in Haifa, Israel, whilst juggling a busy life with two young boys. (<https://www.linkedin.com/in/amira-shahla-4271b833/>)

Leadership Fellows (2024 – 2025 Financial Year)

There were no scholarships awarded in 2024 – 2025 as we determined to continue our support of the current community, and in particular **Abeer Abu Ghaith** – (2023 – 2025) (<https://intersticia.org/fellows/abeer-abu-ghaith/>).

In October 2023 Abeer was forced to leave Palestine due to the current Israeli-Palestinian conflict as it became increasingly clear that it was unsafe for her to work in Palestine. Intersticia has supported Abeer since this time, through her application for Protection in the United Kingdom, and now as she begins to rebuild her life in London. Abeer's business MENA Alliances which seeks to source and provide outsourcing work in technology has suffered due to the adoption and development of artificial intelligence and so our support of Abeer continues as she now seeks to redefine her work and career.

Updates on our Leadership Scholars:

- Negar Tayyar (2017) – Negar is the co-founder and Executive Director of the Global Whole Being Fund (GWBF), a global philanthropic fund supporting more than 4 million refugees across 23 countries. (<https://www.linkedin.com/in/negartayyar>)
- Bel Campbell (2017 – 2018) – Bel worked as a Communications and Engagement specialist currently delivering multiple communications and engagement programs for disability programs at the National Aboriginal Community Controlled Health Organisation (NACCHO) and has more recently taken up a Public Policy role in the Australian Department of Prime Minister and Cabinet (<https://au.linkedin.com/in/bel-campbell-9a927351>)
- Nick Byrne (2018 – 2021) – Nick worked as Global Head of Product with the International Chamber of Commerce before taking up a role as Director of Sustainability with Augusta Margaret River Council in Western Australia in 2023. (<https://au.linkedin.com/in/nbyrne>)
- Abeer Abu Ghaith (2022 – 2024) (<https://www.linkedin.com/in/abughait/>) – Abeer is a technology entrepreneur from Hebron, Palestine, now living in London from where she operates her MENA Alliances Group, an International business which provides high quality outsourced business and technology solutions harnessing talent in the MENA region. She is especially focused on creating economic opportunities for women and young people.

Founder Fellows (2024 – 2025 Financial Year)

There were no Founder Fellowships awarded this year but we continue to support Founders and Coders through the support of their leadership team, the contribution to their curriculum through the delivery of Brave Conversations, and the support of both individual Fellows and the Yalla Co-Operative.

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Updates on our Founder Fellows:

- Joe Friel (2018 – 2020) – Joe continues in his role as Co-founder, Project manager and UX lead of the Yalla Co-Operative (<https://www.yallacooperative.com/story-and-team>). This has been a particularly challenging time for him as most of the Yalla team remain in Gaza during the current conflict without access to electricity or internet. Yalla continues to support them with their salaries, together with other Gaza Yalla team members who are now living in either Istanbul or Madrid. In 2025 Ramy Al Shufara, co-Founder of Yalla and former member of the Founders programme died suddenly which made things particularly difficult for Joe and the team. (<https://uk.linkedin.com/in/joe-friel-08005316>)
- Kristina Talisa Jaggard (2019 – 2021) – Kristina lives in Berlin and works closely with Joe Friel as Project Manager with the Yalla Co-Operative and supports the Yalla team who are either working under extremely difficult circumstances in Gaza or working remotely in various places around Europe. (<https://www.linkedin.com/in/kristina-jaggard/>)
- Oliver Smith-Wellnitz (2019 – 2020) – Oliver continues his work as a Full Stack Developer at Elm as well as being a Drag Performer in his alter ego Aubrey Wodonga. He now lives in Berlin. (<https://uk.linkedin.com/in/oliver-sw>) (<https://www.aubreywodonga.com/>).
- Hannah Stewart (2022 – 2023) – Hannah works with the Ellen MacArthur Foundation (EMF) on the Isle of Wight as Scrum Master and Web Developer. Hannah works with Anni Rowland-Campbell to develop the Brave Conversations material and delivery for both Founders and Coders and around the world. (<https://www.linkedin.com/in/hannah-stewart-2a399913b/>)

Newspeak Scholarship (2024 – 2025 Financial Year)

On Wednesday 24th August, 2024, Louise Sibley and I interviewed two potential candidates for financial support whilst they undertake the Newspeak programme for 2024 – 2025.

We determined to award a Living Grant of £3,000 to Yung-Hsuan Wu who will undertake the Newspeak Political Technologies course (see <https://newspeak.house/residency>) as support to be a Non-Resident student for the first six months of his studies.

Yung-Hsuan Wu (2024 – 2025) - Yung-Hsuan Wu is passionate about examining the impact of technologies on society and humanity and has a Bachelor of Social Sciences from The University of Hong Kong (HKU) and a Master of International Affairs from The Geneva Graduate Institute. He has undertaken numerous research projects in the area of Artificial Intelligence and Governance and plans to either work in the technology space in the United Kingdom or pursue further studies. (<https://www.linkedin.com/in/yung-hsuan-wu/>)

Updates on our Founder Fellows:

- Jo Kerr (2018 – 2019) now lives in Glasgow and has taken up the role of CEO of Verture (the climate resilience charity -<https://verture.org.uk/> and <https://www.linkedin.com/in/jokerrjokerr/>).
- Dr Ardavan Afshar – (<https://intersticia.org/fellows/ardavan-afshar/>) - Ardavan completed his PhD in Number Theory at University College London in 2020, and then spent two years in Stockholm as a postdoctoral research fellow at KTH. He undertook the residential programme at Newspeak House's London College of Political Technology in 2023, while also teaching at King's College London. In 2023 Ardavan undertook and completed the Founders and Coders Machine Learning Apprenticeship and taught and supported later cohorts through primary research and teaching. He now works with the Oak Foundation (<https://oakfnd.org/>).
- Ella Shroup – (2023 – 2024) (<https://intersticia.org/fellows/ella-shoup/>) completed her Masters in Public Administration in Digital Technology Policy at University College London's Science, Technology, Engineering, and Public Policy Department and then became a Newspeak Fellow in 2023 and in March 2024 began working with Holistic

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AI in the role of AI Policy Associate and as a Researcher at the AI Civic Observatory. In December 2024 Ella joined GlaxoSmithKline as an AI Policy Analyst (<https://www.linkedin.com/in/ella-m-s-8581b0128/>).

Creative Scholarship (2024 – 2025 Financial Year)

In 2024 – 2025 we continued to support Ahmed Elqattawi as he completed his Fulbright Scholarship funded by the U.S. Department of State, USA. MA in Curriculum and Instruction at Northern Illinois University, DeKalb City, Illinois State, USA.

Ahmed Elqattawi – (2023 – 2025) (https://intersticia.org/_fellows/ahmed-elqattawi/)

Intersticia continued its support of Ahmed with funding of \$6,000 (USD) paid in the 2024 – 2025 Financial Year towards his living expenses.

1. Initial payment	\$1,000 July 2023
2. Second payment	\$3,000 August 2023
3. Third payment	\$3,000 July 2024
4. Fourth payment	\$3,000 March 2025

Ahmed's commitment is to:

- To support and contribute to the growing network of Intersticia Fellows and the work of Intersticia globally
- To attend Intersticia events where possible
- To contribute at least one blog post to the Intersticia website with reflections on key learnings from his Creative Scholarship opportunity

Ahmed completed his Masters Degree in May 2025 and in June 2025 applied for Political Asylum in the United States. He is now awaiting the results of his application and receiving support from his local community. We continue to monitor Ahmed's progress and remain ready to provide additional assistance should this be necessary.

Veronica Gargallo-Llamas – (2021, 2024) – (<https://www.intersticia.org/community/veronica-g-llamas>)

In 2021 the Intersticia Foundation supported Veronica with her living expenses at Goodenough College and in 2024 Intersticia UK followed this by supporting Veronica to attend the 2024 Leicester Conference.

Troy Russell – (2023 – 2024) – (https://intersticia.org/_fellows/troy-russell/)

In 2024 – 2025 the Intersticia Foundation Australia continued this work by supporting the work of Biripi and Gamillaroi musician [Troy Russell](#) through [5Eliza Street](#), the School of Creative Arts in Newtown, Sydney. In January 2024 Troy began the development of new experimental creative work which aims to create a virtual creative experience that brings together music, dance and story in a way that "*could combine bleeding-edge technologies, physical stagecraft techniques, interactive experience design, and thematic worldbuilding executed at a level not yet achieved by existing immersive theatres.*" The experience is based upon Indigenous storytelling and imagery, combined with dance and the project "Songlines Through Cyberspace" was launched at 5Eliza Street on 25th March, 2024. In (<https://www.linkedin.com/in/troy-russell-2500293a/>). In May 2025 Troy and colleague Adam Nash worked with the Centre for Transformative Media at Swinburne University in Melbourne to explore motion capture (MoCap) technology and its potential applications for the project. A write up of the launch of the project can be found at <https://www.intersticia.org/blog/immersive-story-world-building>.

Updates on our previous Creative Fellows:

- Kate Mulvany (2018 – 2019) – Kate is an established actor on both stage and screen (https://en.wikipedia.org/wiki/Kate_Mulvany) and was awarded the Medal of the Order of Australia (OAM) in the 2020 Australia Day Honours for "service to the performing arts".

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- Teresa Jakovich (2017) – Teresa is an avid arts educator and writes curriculum based resources for several companies, including Bell, Shakespeare Barking Gecko and the Perth Festival, and is currently a lecturer at Edith Cowan University as well as a Director/Arts Educator and Resident Artist with Bell Shakespeare (<https://au.linkedin.com/in/teresa-jakovich-4681b5b0>).
- Jess Chambers (2019) – Jess works as a Voice Coach around Australia in both theatrical as well as corporate environments.
- Ahmed Elquattawi (2021 – 2024) (<https://www.linkedin.com/in/ahmedelqattawi1/>)
- Troy Russell (2023 – 2024) – (<https://intersticia.org/fellows/troy-russell/>)

Fellowship Development

There are three key elements of the work we do with our Intersticia Fellows in order to support their leadership development. These include:

- Intersticia Community events
- Intersticia Retreats
- The Tavistock Institute Leicester Conference

Following on from our 2023 Intersticia Retreat we determined to utilise the skills of Jess Chambers who created a 4 week Voice Coaching programme for Intersticia Fellows, Board Members and Advisors delivered in London from Monday 12th February, 2024 to Friday March 8th, 2024. Eight of the Intersticia community participated in these sessions and the plan is to repeat the programme again in future years.

In addition to the core Intersticia work whilst she was in London Jess held a group session for the staff of Founders and Coders, and an online session for the Yalla Community.

Jess Chambers – (2019, 2024) (https://intersticia.org/_fellows/jess-chambers/)

Intersticia Community Events were held throughout the 2024 – 2025 Financial Year:

- Meetings with Intersticia Fellows around the world: Nick Byrne in Paris and Margaret River; Erla Arnalds in Iceland and London; Teresa Jakovich in Perth; Jess Chambers in Canberra; Ignacio di Solhemniac in Chile; Sergio Camacho Iannini and Juan Pablo Castilla in Bogota; Osheen Arora in Dubai; Britta Gustavson in Vancouver; Kristina Jaggard in Berlin.
- Meetings and workshop with the team of the Yalla Co-Operative in Istanbul, October 2024.
- Regular one-on-one catch ups were held either in person or online during the year with: Erla Arnalds, Yuhui Li, Joe Friel, Ahmed Elqattawi, Abeer Abu Ghaith, Kristina Jaggard, Marco Valerio, Oliver Smith-Wellnitz, Berivan Esen, Nick Byrne, Amira Shahla, Philip Hayton, Marianne Darre, Hannah Stewart, Ella Shoup.
- Meetings with Sam Crock and Jess Chambers – Canberra, 22nd April, 2024.
- Founders and Coders Board Meetings – monthly either via Zoom or Face to Face in London
- Regular meetings with Ed Saperia, Newspeak House – either via Zoom or Face to Face in London. These were particularly interesting given the work that Newspeak was doing at the time on-boarding new Members of the UK Parliament in Westminster following the General Election of July, 2024.
- Intersticia Dinner – Sean McDiarmid, Erla Arnalds – 8th May, 2024
- Intersticia Dinner – Sergio Mutis, Ella Shroup, Abeer Abu Ghaith – 6th June, 2024
- Intersticia Dinner – 13th October, 2024 – 12 Fellows attended
- Intersticia Christmas event at Hoxton Hall and Christmas lunch – Sunday 22nd December, 2024
- Dinner Minh Nguyen and Yung-Hsuan Wu – 28th December, 2024

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Intersticia Mini-Retreat 2025

A 'mini-Retreat' was held at Dingley Place, Founders and Coders on Saturday 21st July, 2025 which 15 Fellows attended together with Dan Sofer of Founders and Coders and Advisor Dr Philip Hayton. The day was facilitated by Samantha Crock and Marianne Darre and proved to be a much-needed opportunity to reconnect the community, to begin some work on a new psychological tool being developed by Dr Hayton, and to prepare for the next full Retreat planned for 2026.

Intersticia Retreat 2026

Plans for Intersticia's fifth Retreat to be held in September / October 2026 have commenced and Board Trustees Berivan Esen and Samantha Campbell have taken the lead in the organisation to be assisted by Jacquie Crock. The facilitation will be undertaken by Anni Rowland-Campbell, Samantha Crock and Marianne Darre supported by Dan Sofer and Philip Hayton.

Leicester Conference 2024 and 2025

A core element of Intersticia's philosophy with regard to leadership development is the ability to more effectively work with and understand Group Dynamics and working with Teams. Since 2018 we have sent two of our community to the Tavistock Institute's Leicester Conference (see <https://www.tavistock.org/what-we-offer/professional-development/leicester-conference/>).

In 2024 we sent Hannah Stewart and Veronica Gargallo-Llamas as Members of the Conference. Marco Valerio also attended working as Co-Ordinator on the Tavistock Staff of the conference.

In 2025 we sent Sean McDiarmid and he was accompanied by Lisa Kohler from the University of Stuttgart.

Intersticia Directors and Advisors

The work of Intersticia is dependent on the Directors and Advisors who willingly give their time, experience and knowledge to work with our Fellows and Scholars. Each comes with their own area of expertise:

- Nick Byrne – see above
- Sam Campbell – Sam is a Theatre Producer currently working as Theatre Administrator at Hoxton Hall (<https://uk.linkedin.com/in/sam-campbell-489890172>)
- Locky Campbell – Lock completed his studies at the Abbey Road Institute London in 2021 and has since applied his training in Music Production and Sound Engineering to his own music production. His artist name is Lake Crook Mouth (<https://www.youtube.com/channel/UC3CTM5ghdlq96UNbQSV85tg>)
- Zöe Cobden-Jewitt – Zöe is Director of Development with Musica Viva Australia and has recently been awarded a place on the 2023 Oxford Cultural Leaders Programme (<https://au.linkedin.com/in/zo%C3%AB-cobden-jewitt-1330b88>)
- Sam Crock – Sam is Director of Changeable Consulting (<https://au.linkedin.com/in/sam-crock-a8ab20ba>)
- Marianne Darre – Marianne is a Leadership Coach working with the Norwegian Business School (AFF) and predominantly with the Solstrand Leadership Programme (<https://aff.no/medarbeidere/marianne-darre/>)
- Berivan Esen – see above
- Dr Philip Hayton – Philip is a Clinical Psychologist with a practice specialising in Leadership Development (<https://uk.linkedin.com/in/drhayton>)
- Louise Sibley – Louise is a former Corporate Communications Director with large multinational companies (<https://intersticia.org/members/louise-sibley/>)
- Dan Sofer – Dan is Executive Director of Founders and Coders UK (<https://uk.linkedin.com/in/dsofer>)
- James Willis – James is Director of Total Clarity Group (<https://totalclaritygroup.com.au/who-we-are/>)

Intersticia UK

Trustees' annual report for the year ended 28 February 2025

Related parties and relationships with other organisations

Working with Partner Organisations – Digital Leadership

Newspeak House

In 2024 – 2025 we had our fourth Newspeak Fellow and it has enabled us to continue working closely with the London College of Political Technology, particularly through assisting with the monitoring of the Fellowship activities and curriculum.

Founders and Coders (<https://www.foundersandcoders.com/>)

Founded in 2015, Founders and Coders was one of the UK's first coding bootcamps—and the first one launched as a non-profit. From the start, our mission has been to widen access to the digital sector.

Intersticia has been working with Founders and Coders since we supported the “Tech for Better Founders” programme in 2018 (<https://intersticia.org/initiatives/founders-coders/>). Throughout 2024 – 2025 we continued to develop the Web Science – Social Machine course to incorporate aspects of Web Science into the Founders and Coders core curriculum. This builds on the work we have now done with Founders and Coders since delivering our first FAC Web Science courses in 2018 and our 2023 Founder, Hannah Stewart, has been instrumental in developing the course.

Hannah Stewart and Anni Rowland-Campbell co-facilitated two half-day modules as an integral component of the Apprenticeship Curriculum for Founders and Coders Cohort 29:

- Thursday 4th July, 2024 – Introduction to the Social Machine
- Thursday 11th July, 2024 – Artificial Intelligence, Governance and the Social Machine

For FAC 30 and 31 we delivered a full day workshop on Thursday 17th July, 2025.

The Yalla Co-Operative

Intersticia began working with Yalla when it was founded in 2019 by two members from the first Founders cohort (Joe Friel, Simon Dupree) together with one from Gaza Sky Geeks (Ramy Al Shufara) (see <https://www.yallacooperative.com/story-and-team>). Yalla operates between London, Berlin and Gaza and aims to help non-profits and impact-driven businesses drive positive social change in the Tech Sphere. Since then we have supported the first Yalla Apprenticeship Programme in partnership with Founders and Coders, Gaza Sky Geeks (GSG) and Yalla (<https://intersticia.org/the-yalla-apprenticeship-programme/>). In 2024 – 2025 we continue to support Yalla through the provision of Coaching and Mentoring, and in 2023 Intersticia engaged Yalla to redesign and redevelop the Intersticia Foundation, Intersticia UK and Brave Conversations websites which were launched in the Summer of 2024. In October 2024 Intersticia supported the Yalla Members by helping them with work space in Istanbul.

Web Science Trust UK (<https://webscience.org/>)

Intersticia has been working with the Web Science Trust since Anni Rowland-Campbell met Professor Dame Wendy Hall in 2012 and became a Trustee in 2016. Brave Conversations, which was created in 2017, continues to be held as a joint event and in 2024 was held as an integral component of the 2024 Web Science Conference in Stuttgart (see <https://websci24.org/>). These events are primarily aimed at the general public and people from all walks of life and held as public forums to educate and empower individuals to become more conversant, confident and responsible in how they use emerging (digital) technologies (see below).

Intersticia UK

Trustees' annual report for the year ended 28 February 2025

Intersticia continues to work with the Web Science Trust and seek linkages around the world. One of these is to begin to research schools active in areas which are complementary to Web Science but expanding out to areas of the political economy and complexity science (see https://en.wikipedia.org/wiki/Complexity_theory). To begin to explore this Anni Rowland-Campbell attended The Complexity Global School for Emerging Political Economies in Bogota, Colombia, in July 2024 at the invitation of Intersticia Fellow Juan Pablo Castilla (see <https://www.santafe.edu/info/2024-complexity-global-school/overview>). A write up of this event can be found at <https://www.intersticia.org/blog/21st-century-complexity>.

There is now an emerging partnership between the Web Science Trust, the Digital Enlightenment Forum (<https://www.digitalenlightenment.org/>) and the Digital Humanism Initiative (<https://caiml.org/dighum/>) together with the People Centered Internet (<https://peoplecentered.net/>). The first joint event was conducted at the Royal Society on 15th July, 2024 and Intersticia was represented by Anni Rowland-Campbell and Hannah Stewart (see <https://www.youtube.com/watch?v=ltF5uWB9Wg0>). A write up of this event can be found at <https://www.intersticia.org/blog/buckle-up-weve-only-just-begun>.

Public Events – Brave Conversations (<https://braveconversations.org/>)

Brave Conversations was developed in partnership with the Web Science Trust to bring Web Science to the public realm and has been held around the world. In 2024 – 2025 we held a number of events.

Brave Conversations Stuttgart 2024 - <https://braveconversations.org/stuttgart2024/>

As a part of the 2024 ACM Web Science Conference Hannah Stewart and I facilitated our first German Brave Conversations event on Tuesday 21st May, 2024. 12 people attended from a range of disciplines and backgrounds, some academics who were attending the conference, but also others who had found out about the event through the City of Stuttgart and Stuttgart University.

On Wednesday 22nd May, 2024 Intersticia Fellow Hannah Stewart and I ran a second Brave Conversations event, specifically designed for University of Stuttgart School for Talents (see <https://www.project.uni-stuttgart.de/school-for-talents/>). This group of wonderfully talented young people demonstrated the value of Brave Conversations to young people and it is our hope to do more of these events in partnership with similar organisations.

Feedback from the Leader of the Programme Lisa Kohler was:

Our teams had a very productive meeting during which we discussed the potential of future collaborations between IRIS and School for Talents. The most important take-away for now is that we all 100% agree that Brave Conversations is a wonderful format that deserves a bigger audience. Before the summer break, our talents filled out this year's interim survey, and Hannah and you were listed as the absolute highlight of the program so far. Some student mentioned that the workshop gave them a sense of agency. Not only did they learn a lot, they also walked away with the feeling that there are ways to take back control, and opportunities to get involved into developing the internet of the future. These learning opportunities are all too rare, and so we'd love to take you up on your offer to conduct another round of Brave Conversations in Stuttgart – and to "train" us to continue the format under your guidance and with your support.

See write ups of both the Web Science Conference and Brave Conversations at <https://intersticia.org/websci24-and-the-emerging-agent-society/> and <https://www.intersticia.org/blog/brave-conversations-stuttgart-2024>.

Following on from these events Hannah Stewart and I returned to Stuttgart to facilitate a training workshop for the staff of the University of Stuttgart School for Talents on Tuesday 10th December, 2024. Since then they have held a number of Brave Conversations events in Germany themselves, and in July 2025 we returned to hold another public event.

Intersticia UK

Trustees' annual report for the year ended 28 February 2025

Brave Conversations Stuttgart 2025 – <https://www.braveconversations.org/event/stuttgart-2025>

The University of Stuttgart School for Talents hosted a two-day event for its students and members of the public at the University on Friday 4th and Saturday 5th July, 2025. The first day consisted of a focused workshop linking the work of Brave Conversations with the School for Talents programme and 25 students attended which was facilitated by former Gaza Sky Geeks Program Lead Ghada Ibrahim (<https://www.linkedin.com/in/ghada-m-ibrahim-247a7486/>). The second day consisted of a full Brave Conversations attended by 47 people from the city of Stuttgart including students and members of the public. It was wonderful to be taking this programme to Germany and to be supported by Ghada who wrote this piece about the two days - <https://www.intersticia.org/blog/brave-conversations-25-trust-ai-the-power-of-asking-better-questions>.

Ghada is now working closely with Hannah and myself to organise the Brave Conversations material so that others can deliver the programme and we can continue to develop it. Our next Brave Conversations events will be held in Colombo, Sri Lanka at the University of Moratuwa (UoM) on Monday 10th November, 2025, and the University of Colombo School of Computing on Tuesday 11th November, 2025. Web Science Trust Member Assistant Professor Oshani Seneviratne, Deputy Director, Web Science Trust Network Labs and Assistant Professor in Computer Science, Rensselaer Polytechnic Institute, Troy, NY, USA, will be co-facilitating these events.

Brave Conversations will also be held as an integral part of the 2026 Web Science Conference to be held in Brunswick, Lower Saxony, Germany, in May 2026 (<https://websci26.org/>).

Related party transactions and trustee expenses

Related party transactions and trustee expenses are described in Note 8 to the accounts.

Financial review

The charity received £40,000 (2024: £73,500) in donations and £726 in investment income (2024: £784) during the period plus other income of £1,769 (2024: £Nil). It paid out grants and bursaries of £35,896 (2024: £46,486), and funded event costs totalling £1,910 (2024: £19,775). Income and expenditure performed as budgeted for the year 2024-2025.

The total unrestricted income for the year consisted of £42,495 (2024: £59,284), and the total unrestricted expenditure was £38,860 (2024: £62,047), leaving a surplus of £4,824 (2024: deficit of £3,915).

Total restricted income for the year was £Nil (2024: £15,000), the total restricted expenditure was £3,190 (2024: £11,310), leaving a deficit of £3,190 (2024: surplus of £3,690).

At the end of the year the charity's funds consisted of unrestricted funds of £20,373 (2024: £15,549) and restricted funds of £500 (2024: £3,690).

Reserves policy

The charity has no fixed overhead costs. It is not currently judged necessary to hold a specific level of reserves.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 2nd February 2018 and registered as a charity on 7th January 2019.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Intersticia UK

Trustees' annual report for the year ended 28 February 2025

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 28 February 2025 was 5 (2024: 5). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in a note to the accounts.

Trustees are recruited and appointed by the existing trustees.

Formal Meetings of the company were held on 12th July, 2024 and on 16th July, 2025. Informal meetings have been held with Trustees throughout the year.

Trustees are in regular communication concerning the charity and its activities. When decisions are required short term communications are held online.

One key policy of the charity is to ensure that our Fellows have the opportunity to develop experience of governance and board management, and hence our aim is to have one Fellow serving as a Director of the company and as trustee of the charity.

Accordingly Berivan Esen was appointed a Director of Intersticia UK on 1st September, 2020 and Nick Byrne appointed as a member of the Intersticia Foundation Australia Board on 20th April, 2021.

Advisors to the Charity are Dan Sofer (CEO Founders and Coders, <https://intersticia.org/members/dan-sofer/>), Marianne Darre (Senior Consultant AFF and Solstrand Programme, Norway, <https://intersticia.org/members/marianne-darre/>), and Philip Hayton (Organisational and Developmental Psychologist, <https://intersticia.org/members/philip-hayton/>).

Each of these individuals contributes their time, experience and energy to working with the Intersticia Fellows and our broader programmes.

Intersticia UK
Trustees' annual report for the year ended 28 February 2025

Statement of responsibilities of the trustees

The trustees (who are also directors of Intersticia UK for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 12 / 11 / 2025 and signed on their behalf by



Ann Rowland-Campbell
Director

Independent examiner's report to the trustees of Intersticia UK for the year ended 28th February 2025

I report on the accounts of the charity for the year ended 28th February 2025 set out on pages 16 to 24 .

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

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



Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Date: 12 / 11 / 2025

Intersticia UK
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 28 February 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	Total 2024 £
Income from:							
Donations and legacies	3	40,000	-	40,000	58,500	15,000	73,500
Investments	4	726	-	726	784	-	784
Other		1,769	-	1,769			
Total income		42,495	-	42,495	59,284	15,000	74,284
Expenditure on:							
Raising funds	5	234	-	234	236	-	236
Charitable activities	6	38,426	3,190	41,616	61,811	11,310	73,121
Total expenditure		38,660	3,190	41,850	62,047	11,310	73,357
Net gains/(losses) on investments		989	-	989	(1,152)	-	(1,152)
Net income/(expenditure) for the year	7	4,824	(3,190)	1,634	(3,915)	3,690	(225)
Net movement in funds for the year		4,824	(3,190)	1,634	(3,915)	3,690	(225)
Reconciliation of funds							
Total funds brought forward		15,549	3,690	19,239	19,464	-	19,464
Total funds carried forward		20,373	500	20,873	15,549	3,690	19,239

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

Intersticia UK
Company number 11185197
Balance sheet as at 28 February 2025

	Note	2025	2024
		£	£
Fixed assets			
Investments	10	19,691	18,936
Total fixed assets		19,691	18,936
Current assets			
Debtors	11	62	68
Cash at bank and in hand	12	2,551	3,435
Total current assets		2,613	3,503
Liabilities			
Creditors: amounts falling due in less than one year	13	(1,431)	(3,200)
Net current assets		1,182	303
Total assets less current liabilities		20,873	19,239
Net assets		20,873	19,239
The funds of the charity:			
Restricted income funds	14	500	3,690
Unrestricted income funds	15	20,373	15,549
Total charity funds		20,873	19,239

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 18 to 24 form part of these accounts.

12 / 11 / 2025

Approved by the trustees on and signed on their behalf by:



Ann Rowland-Campbell, Trustee

Notes to the accounts for the year ended 28 February 2025

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

b Judgments and estimates

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

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

c Preparation of the accounts on a going concern basis

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

d Income

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

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

Notes to the accounts for the year ended 28 February 2025 (continued)

e Fund accounting

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

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

f Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of investment management and their associated support costs.
- Expenditure on charitable activities includes the costs of scholarships and bursaries, and events undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

g Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

h 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.

i Cash at bank and in hand

Cash at bank and cash in hand includes cash and funds held in the charity's current account.

Notes to the accounts for the year ended 28 February 2025 (continued)

j Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Notes to the accounts for the year ended 28 February 2025 (continued)

3 Income from donations and legacies

	2025 £	2024 £
Unrestricted donations	40,000	58,500
Restricted donations	-	15,000
Total	40,000	73,500

4 Investment income

	2025 £	2024 £
Dividends received - unrestricted	726	784

5 Cost of raising funds

	2025 £	2024 £
Investment management costs	234	236

6 Analysis of expenditure on charitable activities

	2025 £	2024 £
Scholarships, bursaries & charitable donations	35,896	46,486
Event costs	1,901	19,775
Office overheads	304	4,670
Legal and professional fees	1,710	330
Accountancy	1,615	1,530
Travel	190	330
	41,616	73,121
Restricted expenditure	3,190	11,310
Unrestricted expenditure	38,426	61,811
	41,616	73,121

Scholarships and bursaries, charitable donations

During the year the charity made the following awards:

Scholarships and bursaries to individuals	32,706	35,176
Charitable donations to the following organisations:		
Doing it Good Ltd - MP Office project	3,190	11,310
	35,896	46,486

Notes to the accounts for the year ended 28 February 2025 (continued)

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025 £	2024 £
Independent examiners fee	1,392	1,530

8 Trustee remuneration and expenses, and related party transactions

No trustee nor any persons connected with them received any remuneration during the year (2024: Nil).

One trustee received travel and subsistence expenses of £53 during the year (2024: £NIL).

Aggregate donations from related parties were £40,000 (2024: £58,500).

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

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

9 Corporation tax

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

10 Investments

	2025 £	2024 £
Market value at the start of the year	18,607	19,857
Add: additions to investments at cost	1,651	2,232
Disposals at carrying value	(2,315)	(2,331)
Add net gain/(loss) on revaluation	989	(1,152)
Market value at the end of the year	18,932	18,607
Cash held by investment broker pending reinvestment	759	329
	19,691	18,936
Investments at fair value comprised:		
Equities	11,463	10,668
Fixed interest securities	7,469	7,939
Cash held within the investment portfolio	759	329
	19,691	18,936

Investments are all carried at fair value and are all traded in quoted public markets.

Notes to the accounts for the year ended 28 February 2025 (continued)

11 Debtors

	2025 £	2024 £
Prepayments and accrued income	62	68
	<u>62</u>	<u>68</u>

12 Cash at bank and in hand

	2025 £	2024 £
Cash at bank and on hand	2,551	3,435
	<u>2,551</u>	<u>3,435</u>

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Other creditors and accruals	1,431	3,200
	<u>1,431</u>	<u>3,200</u>

14 Analysis of movements in restricted funds

	Balance at 1 March 2024 £	Income £	Expenditure £	Transfers £	Balance at 28 February 2025 £
MP Office Project	3,690	-	(3,190)	-	500
Total	<u>3,690</u>	<u>-</u>	<u>(3,190)</u>	<u>-</u>	<u>500</u>

Comparative period

	Balance at 1 March 2023 £	Income £	Expenditure £	Transfers £	Balance at 29 February 2024 £
MP Office Project	-	15,000	(11,310)	-	3,690
Total	<u>-</u>	<u>15,000</u>	<u>(11,310)</u>	<u>-</u>	<u>3,690</u>

Name of

restricted fund

Description, nature and purposes of the fund

MP Office Project Developing best practice in setting up MP's offices and assisting new MPs.

Notes to the accounts for the year ended 28 February 2025 (continued)

15 Analysis of movement in unrestricted funds

	Balance at 1 March 2024 £	Income £	Expenditure £	Gains on investments £	As at 28 February 2025 £
General fund	15,549	42,495	(38,660)	989	20,373
	<u>15,549</u>	<u>42,495</u>	<u>(38,660)</u>	<u>989</u>	<u>20,373</u>
Comparative period					
	Balance at 1 March 2023 £	Income £	Expenditure £	Gains on investments £	As at 29 February 2024 £
General fund	19,464	59,284	(62,047)	(1,152)	15,549
	<u>19,464</u>	<u>59,284</u>	<u>(62,047)</u>	<u>(1,152)</u>	<u>15,549</u>

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

16 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total 2025 £
Fixed asset investments	19,691	-	-	19,691
Net current assets/(liabilities)	682	-	500	1,182
	<u>19,691</u>	<u>-</u>	<u>500</u>	<u>20,191</u>
Total	<u>20,373</u>	<u>-</u>	<u>500</u>	<u>20,873</u>
Comparative period				
	General fund £	Designated funds £	Restricted funds £	Total 2024 £
Fixed asset investments	18,936	-	-	18,936
Net current assets/(liabilities)	(3,387)	-	3,690	303
	<u>18,936</u>	<u>-</u>	<u>3,690</u>	<u>19,239</u>
Total	<u>15,549</u>	<u>-</u>	<u>3,690</u>	<u>19,239</u>

INTERSTICIA UK

England & Wales - Charity number 1181435

Accounts

Company number: 11185197

Charity Number: 1181435

INTERSTICIA

Intersticia UK

Trustees report and financial statements

For the period ended 29 February 2024

Intersticia UK
Reference and administration information

Company number 11185197

Charity number 1181435

Registered office and operational address

10 Queen Street Place, London, EC4R 1BE, United Kingdom

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tristan Lumley

Ann Rowland-Campbell

Berivan Esen

Louise Sibley

Samantha Campbell Appointed 01/11/2023

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Intersticia UK

Trustees' annual report for the year ended 29 February 2024

The trustees present their report and the unaudited financial statements for the year ended 29 February 2024. Included within the trustees' report is the directors' report as required by company law.

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

Objectives and activities

The objects of the charity were the advancement of education for the public benefit by:

- (a) providing support and funding for the benefit of emerging leaders in their chosen fields of expertise, including in particular grants and scholarships for their tuition costs and/or their living costs;
- (b) providing support and opportunities for emerging leaders to experience and develop leadership skills in the interstice between technology, culture and society by creating learning opportunities, including through the provision of access to digital resources, conferences, retreats and workshops;
- (c) promoting the development of digital literacy and leadership skills, including through public events such as conferences and workshops.

'Emerging leaders' means individuals aged 18 - 40 with leadership experience or an ambition to gain experience in leadership, including without limitation postgraduate students attending universities.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

Intersticia UK exists to develop and promote digital fluency and develop "smart humans" in terms of how we proactively create, manage, harness and utilise digital technologies. As per our Objectives we do this primarily through the following activities:

1. We identify, support, nurture and encourage individuals through our Scholarships and Fellowships
2. We work with like-minded partner organisations to support entrepreneurship and innovation
3. We hold public events with a specific aim of promoting conversations and building skills in digital literacy and leadership

In the 2023 - 2024 year we worked to continue supporting our Fellows and partner organisations as the world was inundated with the Age of Artificial Intelligence, in all its many forms. Gone has the caution of the Covid-era (although the effects are still being felt, particularly with young people) but the Cost of Living Crisis around the World, coupled with the impact of two major conflicts (in Russia-Ukraine and Israel-Gaza) had a direct impact on our community and the work we do. Following the Zoom-Boom of the Covid period people were eager to meet face to face and we responded to this by having as many in-person activities as we could, particularly for our Fellows. Much of this is articulated in our blog posts available on our website <https://intersticia.org/blog/>.

Supporting individuals through Scholarships, Bursaries and Fellowship

The beneficiaries of our services are our Fellows, the communities with which they work, our partner organisations and the General Public through our public events. Specific details of our beneficiaries and how they have benefitted from our activities are described in the following paragraphs detailing our achievements and performance.

Rowland Scholarship – Goodenough College

Rowland Scholarships (2023 – 2024 Financial Year)

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In 2023 – 2024 the Rowland Scholarship payments were linked to measurable outcomes and. The Scholarship has been paid to Goodenough College as a Donation in three instalments:

- Term 1 - September 2023 - £4,500
- Term 2 - January 2024 - £4,500
- Term 3 - April 2024 - £4,500

For the individual Scholar the Scholarship was awarded based on their acceptance of these three conditions where we ask the Scholar to:

1. Participate in at least one Intersticia social event - either drinks or dinner somewhere in London
2. Assist in the organisation of at least one event of their choice somewhere in London on a theme of their choice, with at least one at our partner venue Newspeak House – see <https://nwspek.com/>.
3. Either write a short (500 word) blog post reflecting on their learnings for the term or post a short video on our Vimeo channel.

In August 2023 we received 30 applications for the Rowland Scholarship from around the world and decided to interview four (4) candidates via Zoom. These interviews were conducted on 9th July by Sam Crock, Jacqueline Crock, Yuhui Li (Rowland Scholar 2022 – 2023) and Anni Rowland-Campbell. One of the elements we were looking for in our 2023 Rowland Scholar was an interest in the emerging role of digital information systems on society and governance, much of which underpins both Brave Conversations and our work with Founders and Coders and Newspeak House. With this in mind we decided to award the 2023 Rowland Scholarship to Erla Arnalds.

Erla Arnalds (2023 – 2024) – Erla comes from Iceland and has Undergraduate Degrees in both Computer Science and Mechanical Engineering. She has worked as a Software Developer for a number of companies in Iceland as well as teaching at Reykjavik University. In September 2023 Erla commenced her studies for a Master of Science in Machine Learning at the University College London. (See <https://is.linkedin.com/in/erla-arnalds-237419204>)

Updates on our Rowland Scholars:

- Dr Lionel Nzigami (2013 – 2014) – Lionel continues to live in Burundi where he has been supporting his wife and looking after their two young children. He continues to undertake placements as a Consultant Physician with the World Health Organisation.
- Hamish Laing (2014 – 2015) - Hamish currently works as a Renewable Engineering Manager for Meridian Energy, an electricity generator, developing new wind farms and solar farms in NZ. (<https://www.linkedin.com/in/hamishlaing/>)
- Ignacio de Solhemniac (2015 – 2016) – Ignacio has completed his PhD and is now back to Chile with his wife Josefina and three young sons working as an Associate Professor at a University in Chile. (<https://www.linkedin.com/in/ignacio-de-solminihac-sierralta-11946a273/>)
- Dr Britta Gustavson (2016 – 2017) - Britta completed her degree in Medicine at McGill University, Montreal and is currently pursuing a residency in Paediatric Ophthalmology at the University of British Columbia, Vancouver. (<https://www.linkedin.com/in/britta-gustavson-8619b0b9/>)
- Osheen Arora (2017 – 2018) – Osheen worked with Salesforce India and then completed her MBA at INSEAD Paris. She has now commenced work as a Consultant with Bain and Company in Dubai, UAE. (<https://www.linkedin.com/in/osheearora/>)
- Timothy Wong (2018 – 2019) – Timothy continues to work as a Doctor with Médecins Sans Frontières (MSF). (<https://www.linkedin.com/in/timhwong/>)

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- Sergio Camacho Iannini (2019 – 2020) – Sergio is Communications and Advocacy Officer with Womens Link and is a permanent collaborator of [Sentiido](https://www.linkedin.com/in/sergio-camacho-iannini-2405a380/), a foundation and independent media that works on gender and sexual diversity issues. (<https://www.linkedin.com/in/sergio-camacho-iannini-2405a380/>)
- Sean McDiarmid (2020 – 2021) – Sean is now working as a Strategy Advisor with the UK Foreign, Commonwealth & Development Office on the China Desk. (<https://www.linkedin.com/in/sean-m-57250a192/>)
- Sergio Mutis (2021 – 2022) – Sergio has been working as a Researcher & Computational Designer at Zaha Hadid Architects and heads to the USA in September to commence a Master of Science Degree in Architecture Studies in Computation at the Massachusetts Institute of Technology. (<https://www.linkedin.com/in/sergio-eduardo-mutis/>)
- Farahana Cajuste (2021 – 2022) – Farahana is a Program Analyst at USAID supporting the Bureau for Latin America and the Caribbean, Office of Caribbean Affairs. (<https://www.linkedin.com/in/farahanacajuste/>)
- Yuhui Li (2022 – 2023) – Yuhui has returned to China and is now working at The China Banking and Insurance Regulatory Commission Huangnan Bureau, Xining
- Erla Arnalds (2023 – 2024) – Erla is completing her Masters in Machine Learning at University College London. (<https://www.linkedin.com/in/erla-arnalds/>)

Doughton Fellows (2023 – 2024 Financial Year)

Amira Shahla (2019, 2024 – 2025)

In 2019 we awarded Amira Shahla a US\$10,000 Doughton Scholarship, an initial amount of £1,000 (US\$1,260) being used to support Palestinian psychologists to attend the Besod Siach (LINK) conference in Israel. In January 2024 Amira determined that the time was right to utilise the balance of her US \$10,000 scholarship (US\$8,740) to contribute to the funding of her participation in the POCD -"Program in Organizational Consulting and Development: A Psychoanalytic-Systemic Approach" to be conducted in Israel over the next two years (see <https://tavistockandportman.ac.uk/courses/consulting-and-leading-in-organisations-psychodynamic-and-systemic-approaches-d10/>).

Intersticia's commitment is that the funding is to be paid in the following instalments:

- 31st January, 2024 - US\$2,500
- 20th June, 2024 - US\$2,500
- 31st January, 2025 - US\$2,500
- 20th June, 2025 - US\$1,740

Amira's commitment is to:

- Deliver a Lecture on his research at an Intersticia sponsored event, either face to face or online
- Deliver a Video or Blog post for www.intersticia.org to describe his learnings from this scholarship for other Fellows
- Attend Intersticia Leadership Activities when she is able

Update on Doughton Scholars:

- Dr Berivan Esen (2016 – 2020) – Berivan has completed her PhD at the University of Leicester in the United Kingdom and is about to commence a role as Liaison Officer with the British Space Agency. Berivan is an astrobiologist, interested in the search for life (or its remains) on Mars, with a focus on the analytical techniques used in these efforts. In 2019, Berivan undertook a Science Policy Fellowship with the UK Parliament's Parliamentary Office for Science and Technology (POST), based in Westminster. There she led the research and writing of a POSTnote, on the topic of "Remote sensing and machine learning".

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- Dr Marco Valerio (2020 – 2021, 2022) – Marco has recently completed PhD in Psychology at the University of New South Wales, Australia with research investigating strategies to enhance the placebo effect and the importance of rituals for health and performance. He is passionate about group dynamics and participated as a member and staff in several group relations conferences including ALI II Nodo in Italy, and in 2024 is Co-Ordinator for ALI II Nodo in Italy, as well as the Tavistock Institute's Leicester Conference. Marco is now working as a Researcher and Mindfulness Facilitator with the University of New South Wales and a Portfolio Manager with Exchange. (<https://www.linkedin.com/in/marco-valerio/>)
- Amira Shahla (2019 – 2020 and now 2024 – 2026) – Amira continues to work as a clinical Psychologist in Haifa, Israel, whilst juggling a busy life with two young boys. (<https://www.linkedin.com/in/amira-shahla-4271b833/>)

Leadership Fellows (2023 – 2024 Financial Year)

Abeer Abu Ghaith – (2023 – 2024) (https://intersticia.org/_fellows/abeer-abu-ghaith/)

Abeer has been an Advisor to Intersticia UK and as from September 2022 was made a Leadership Fellow.

Abeer is a technology entrepreneur living in Hebron, Palestine, from where she operates her MENA Alliances Group, an International business which provides high quality outsourced business and technology solutions harnessing talent in the MENA region. She is especially focused on creating economic opportunities for women and young people.

In 2022 Abeer was selected as a member of the 2022-2023 [International Women's Forum \(IWF\)](https://iwforum.org/leadership-fellows-class-2022-2023/) Leadership Fellows class (<https://iwforum.org/leadership-fellows-class-2022-2023/>) together with scholarship. Her next steps are to consider how to expand MENA Alliances beyond Palestine and with this in mind she has begun the process of working in Mannheim Germany as part of their Entrepreneurship Programme.

<https://menaalliances.com/about-us/>

<https://www.youtube.com/watch?v=j-e16wN-t3o>

<https://abughhaithabeer.wixsite.com/abeer>

https://www.ilo.org/beirut/media-centre/multimedia/WCMS_543311/lang--en/index.htm

In October 2023 Abeer was forced to leave Palestine due to the current Israeli-Palestinian conflict as it became increasingly clear that it was unsafe and for her to safely work in Palestine. Intersticia has supported Abeer since this time and through her current bid for Asylum in the United Kingdom. She has mounted a campaign "[Jobs for Palestine](#)" to try to help Palestinians work remotely as things become increasingly more difficult for them.

Updates on our Leadership Scholars:

- Negar Tayyar (2017) – Negar is the co-founder and Executive Director of the Global Whole Being Fund (GWBF), a global philanthropic fund supporting more than 4 million refugees across 23 countries. (<https://www.linkedin.com/in/negartayyar>)
- Bel Campbell (2017 – 2018) – Bel worked as a Communications and Engagement specialist currently delivering multiple communications and engagement programs for disability programs at the National Aboriginal Community Controlled Health Organisation (NACCHO) and has more recently taken up a Public Policy role in the Australian Department of Prime Minister and Cabinet (<https://au.linkedin.com/in/bel-campbell-9a927351>)
- Nick Byrne (2018 – 2021) – Nick worked as Global Head of Product with the International Chamber of Commerce before taking up a role as Director of Sustainability with Augusta Margaret River Council in Western Australia in 2023. (<https://au.linkedin.com/in/nbyrne>)
- Abeer Abu Ghaith (2022 – 2024) (<https://www.linkedin.com/in/abughhaith/>)

Founder Fellows (2023 – 2024 Financial Year)

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Updates on our Founder Fellows:

- Joe Friel (2018 – 2020) – Joe continues in his role as Co-founder, Project manager and UX lead of the Yalla Co-Operative (<https://www.yallacooperative.com/story-and-team>). This has been a particularly challenging time for him as most of the Yalla team remain in Gaza during the current conflict without access to electricity or internet. Yalla continues to support them with their salaries, together with other Gaza Yalla team members who are now living temporarily in Istanbul. (<https://uk.linkedin.com/in/joe-friel-08005316>)
- Oliver Smith-Wellnitz (2019 – 2020) – Oliver continues his work as a Full Stack Developer at Elm as well as being a (<https://uk.linkedin.com/in/oliver-sw>) and being a Drag Performer in his alter ego Aubrey Wodonga (<https://www.aubreywodonga.com/>). (<https://www.linkedin.com/in/oliver-sw/>)
- Kristina Talisa Jaggard (2019 – 2021) – Kristina works as Project Manager with the Yalla Co-Operative working closely with Joe Friel and supporting the Yalla team who are currently unable to leave Gaza. (<https://www.linkedin.com/in/kristina-jaggard/>)
- Hannah Stewart (2022 – 2023) – Hannah works with the Ellen MacArthur Foundation (EMF) on the Isle of Wight as Scrum Master and Web Developer. Hannah works with Anni Rowland-Campbell to develop the Brave Conversations material and delivery for both Founders and Coders and around the world. (<https://www.linkedin.com/in/hannah-stewart-2a399913b/>)

Newspeak Scholarship (2023 – 2024 Financial Year)

On 21st September Louise Sibley, Dan Sofer, Ardavan Afshar (our 2023 Newspeak Fellow) and I interviewed three potential candidates for an Intersticia Newspeak Scholarship for 2023 – 2024. We determined to award a partial scholarship to Ella Shroup who will undertake the Newspeak Political Technologies course (see <https://newspeak.house/residency>) as a Non-Resident whilst seeking full time employment as a Policy Analyst in the UK Government.

Ella Shroup – (2023 – 2024) (https://intersticia.org/_fellows/ella-shoup/)

Ella is a recent graduate of University College London's Science, Technology, Engineering, and Public Policy department, where she completed a Master's in Public Administration in Digital Technology Policy. Her experience in technology policy is driven by an interest in responsible technology development and its alignment with human rights.

Before pursuing her master's degree, Ella worked in the digital rights and internet freedom field. Her work spanned a range of projects, including hate speech and disinformation tracking, open-source security tools, and anti-censorship technology. During this time, Ella led a report on the online persecution of Filipino activists, a project that gained recognition among human rights groups and the media in the Philippines.

Her recent collaboration involved co-writing a report for the Internet Society, focusing on the commercial drivers of Internet fragmentation. Ella seeks to further her career by serving as a bridge between technical communities and policymakers.

Originally from the Washington, DC area, she spent a large part of her life in Southern Africa. She studied political and social thought at the University of Virginia.

In March 2024 Ella began working with Holistic AI in the role of AI Policy Associate. She is also a Researcher at the AI Civic Observatory. (<https://www.linkedin.com/in/ella-m-s-8581b0128/>)

Updates on our Founder Fellows:

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- Jo Kerr (2018 – 2019) has now finished her parental leave following the birth of her son Cameron and has now resumed her role with Turn2Us (<https://www.turn2us.org.uk/About-Us/How-we-are-Managed> and <https://uk.linkedin.com/in/jokerrconsults>).
- Dr Ardavan Afshar – (<https://intersticia.org/fellows/ardavan-afshar/>) - Ardavan completed his PhD in Number Theory at University College London in 2020, and then spent two years in Stockholm as a postdoctoral research fellow at KTH. He undertook the residential programme at Newspeak House's London College of Political Technology in 2023, while also teaching at King's College London. In 2023 Ardavan undertook and completed the Founders and Coders Machine Learning Apprenticeship and now teaches the course and supports the programme through primary research and teaching.

Creative Scholarship (2023 – 2024 Financial Year)

Intersticia's first project in the Creative industries was the support of The Laramie Project in November 2013 when a group of talented young Australia drama students performed this challenging piece (see <http://intersticia.com.au/laramie/>) which Intersticia produced and supported.

This was followed by a five year partnership with the Bell Shakespeare Theatre Company in Australia during which time we supported a number of writers, directors, performers and educators as they took the works of Shakespeare to schools, indigenous communities and rural locations in Australia (see <https://intersticia.org/initiatives/bell-shakespeare/>).

Troy Russell – (2023 – 2024) – (<https://intersticia.org/fellows/troy-russell/>)

In 2022 – 2023 the Intersticia Foundation continued this work by supporting the work of Biripi and Gamillaroi musician [Troy Russell](#) through Musica Viva Australia. Troy created "[Lost Histories](#)", a show based on his family history, for [Musica Viva Australia's In-Schools Program](#) and has toured this show with Leila Harrison and Susie Bishop around Australia. In 2024 this continues to schools around the country ([Lost Histories Programme 2024](#)).

In January 2024 the Intersticia Foundation determined to support Troy in the development of new experimental creative work in partnership with [5Eliza Street](#), the School of Creative Arts in Newtown, Sydney. His ambition is to explore something that brings together music, dance and story together in a way that "*could combine bleeding-edge technologies, physical stagecraft techniques, interactive experience design, and thematic worldbuilding executed at a level not yet achieved by existing immersive theatres.*" This would be based upon Indigenous storytelling and imagery, combined with dance.

"The theatre industry needs to continue innovating and pushing creative boundaries to attract larger modern audiences accustomed to advanced hyper realistic media. Experiential live events like "Sleep No More" have shown the powerful impact immersive theatre can have on audiences when they are plunged into an alternative theatrical world. These productions allow people to transcend the passive spectator space and become embedded in a self-discovered narrative. While burgeoning in small retail settings, immersive theatre has yet to break into larger venues with strategic scalability. The opportunity now exists to create a new form of technologically enhanced storytelling integrating cutting-edge technologies into layered, multidimensional settings.

Our aim is to manifest a proof-of-concept production that enthralls audiences and spawns a new form of entertainment that forges deeper emotional connections between the observer and the observed.

The project "Songlines Through Cyberspace" was launched at 5Eliza Street on 25th March, 2024. (<https://www.linkedin.com/in/troy-russell-2500293a/>)

Jess Chambers – (2019, 2024) (https://intersticia.org/_fellows/jess-chambers/)

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The more we are developing our global community the more it is becoming evident that there is the opportunity for cross-cultural interaction and we very much hope that Troy's work in Australia will have a direct impact on our Fellowship.

One way that this is already happening is through the work of our Voice Coaching Fellow Jess Chambers.

As a part of our 2023 Intersticia Retreat (see below) Jess conducted a full-day Voice Coaching session with our community, working on their physical presence and speaking skills. This was enthusiastically received and in 2024 we held our first Intersticia Voice Coaching Programme in London.

The 4 week program started with a group session on Monday 12th February, 2024 (for Intersticia) followed by 4 x one-on-one sessions, and closed with a group 'check-out' on Friday March 8th, 2024. Eight of the Intersticia community participated in these sessions with some of the following feedback:

First of all, I want to just say thank you so much for arranging this whole experience with Jess. She really is a master of her craft, and I have felt incredibly privileged to be able to work with her over the last few weeks.

The group workshops were great. It was really nice to be able to work on general ideas there, to observe others and to get their feedback. The fact that we all already had a friendly bond through Intersticia made it extra special.

For me, the individual sessions were stellar. Every minute with Jess was like gold dust, because her insight and expertise meant that she was able to accurately diagnose the root causes of issues and customise her advice on how to tackle them. I think I ended up filling half a notebook with thoughts and exercises from our sessions, and every single point was tailored to me and my specific mannerisms and goals; none of it was generic, and I very much appreciated that.

I've learned a lot about myself, and how to better control what I wish to emphasise when it comes to presenting, both professionally and personally. If it's possible, I'd love for more people to get the opportunity to work with Jess, because I can't imagine a single person who wouldn't have a great deal to learn from her and her coaching. (Ardavan Afshar)

I want really to thank you for the vocal training, it was amazing experience and I have many things to share about my evolving process during the training. (Abeer Abu Ghaith)

Really well! Lots of useful take aways. Definitely one of the best pieces of development/learning I've had the chance to go through! (Sean McDiarmid)

In addition to the core Intersticia work whilst she was in London Jess held a group session for the staff of Founders and Coders, and an online session for the Yalla Community.

This programme exemplified how we are now beginning to harness the skills and abilities of those in our community to take the lead and share those with their colleagues, and, whilst this was an investment in all those who attended, it was also an investment in Jess in terms of helping her expand her work beyond that in professional Theatre out to working with emerging leaders from a variety of backgrounds, which our community provides.

Ahmed Elqattawi – (2023 – 2025) (https://intersticia.org/_fellows/ahmed-elqattawi/)

Whilst our first three Creative Fellows are all Australian our Creative Scholarship is intended to support the work of any individual who seeks to develop and further their work in the Creative field which led to our initial support of Ahmed Elqattawi in his work with the Yalla Apprentices in 2022 – 2023.

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In 2023, after two years of Scholarship applications and hard work, Ahmed was finally awarded the following:

1. The prestigious Fulbright Scholarship funded by the U.S. Department of State, USA. MA in Curriculum and Instruction at Northern Illinois University, DeKalb City, Illinois State, USA.
2. The prestigious Chevening Scholarship funded by the Foreign Commonwealth and Development Office, the UK. MA in Global Development and Education to be placed at one of the following universities: (University of Sussex, University of Leeds, and Newcastle University), the UK.

Ahmed decided to accept the Fulbright Scholarship and has now embarked upon a two year Masters Programme at Northern Illinois University of which he is completing his first year.

Intersticia are supporting Ahmed with funding of \$10,000 (USD) over the two years to assist with his living expenses. This is payable in four instalments being:

- | | |
|--------------------|---------------------|
| 1. Initial payment | \$1,000 July 2023 |
| 2. Second payment | \$3,000 August 2023 |
| 3. Third payment | \$3,000 July 2024 |
| 4. Fourth payment | \$3,000 March 2024 |

Ahmed's commitment is to:

- To support and contribute to the growing network of Intersticia Fellows and the work of Intersticia globally
- To attend Intersticia events where possible
- To contribute at least one blog post to the Intersticia website with reflections on key learnings from his Creative Scholarship opportunity

Ahmed completed his Induction with the 2023 Fulbright Cohort in Philadelphia in September 2023 and has now completed his first year of studies achieving high marks. We are continuing to work with him to determine his next steps following the completion of his degree in September 2025.

Given the tragic state of the conflict in Gaza, and the fact that Ahmed has his family and friends still there, Ahmed has shown incredible fortitude, resilience and courage since he moved to the United States. He is a shining example of the kind of people that Intersticia hopes to support who will work tirelessly to make the world a better place for all.

Updates on our previous Creative Fellows:

- Kate Mulvany (2018 – 2019) – Kate is an established actor on both stage and screen (https://en.wikipedia.org/wiki/Kate_Mulvany) and was awarded the Medal of the Order of Australia (OAM) in the 2020 Australia Day Honours for "service to the performing arts".
- Teresa Jakovich (2017) – Teresa is an avid arts educator and writes curriculum based resources for several companies, including Bell, Shakespeare Barking Gecko and the Perth Festival, and is currently a university lecturer at WAAPA, Curtin and Notre Dame University. She has recently returned to the stage to perform with Black Swan Theatre Company (<https://au.linkedin.com/in/teresa-jakovich-4681b5b0>).
- Jess Chambers (2019) – Jess is working as a Speech Therapist in Canberra and a Voice Coach around Australia in both theatrical as well as corporate environments.
- Ahmed Elquattawi (2021 – 2024) (<https://www.linkedin.com/in/ahmedelqattawi1/>)

Fellowship Development

There are three elements of our work with the Intersticia Fellowship which include:

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- Intersticia Community events
- Intersticia Retreats
- The Tavistock Institute Leicester Conference

We have met regularly with Intersticia Fellows, Advisors and Partners throughout the 2023 – 2024 year:

- Meeting with Intersticia Fellows around the world: Nick Byrne in Paris and Margaret River, Erla Arnalds in Iceland and London, Teresa Jakovich in Perth, Jess Chambers in Canberra, Ignacio di Solhemniac in Chile, Osheen Arora in Dubai, Kristina Jaggard in Berlin.
- Regular one-on-one catch ups were held either in person or online during the year with: Erla Arnalds, Yuhui Li, Joe Friel, Ahmed Elqattawi, Abeer Abu Ghaith, Kristina Jaggard, Marco Valerio, Oliver Smith-Wellnitz, Berivan Esen, Nick Byrne, Amira Shahla, Philip Hayton, Marianne Darre, Hannah Stewart, Ella Shoup.
- Intersticia Dinner – Wednesday 27th September with Erla Arnalds, Ella Shroup, Ardavan Afshan
- Intersticia Drinks and Dinner (12 Fellows attended) – Tamarind Kitchen, London – 19th October, 2023
- Meetings with Sam Crock and Jess Chambers – Melbourne, 15th November, 2023 and Canberra, 22nd April, 2024.
- Founders and Coders Board Meetings – monthly either via Zoom or Face to Face in London
- Regular meetings with Ed Saperia, Newspeak House – either via Zoom or Face to Face in London
- Meeting with Musica Viva in Adelaide, Wednesday 6th December, 2023 – Sam Crock, Zoe Cobden-Jewitt
- Intersticia Dinner – Sean McDiarmid, Erla Arnalds – 8th May, 2024
- Intersticia Dinner – Sergio Mutis, Ella Shroup, Abeer Abu Ghaith – 6th June, 2024

Intersticia Retreat 2023

Intersticia held it's fourth Intersticia Retreat at Darwin Lake Retreat, Matlock, from 4th to 9th September, 2023. There were 18 members of the Intersticia Community (including 10 Intersticia Fellows) in attendance and each day was crafted to bring together a mix of formal and informal sessions. For the first time a number of these sessions were led by members of the Fellowship group based on their areas of interest and professional expertise. These were complemented by the sessions led by Sam Crock on Team Management Profiles and Dr Philip Hayton's session on Polyvagal Theory and Resilience.

Agenda

Monday 4 th	Tuesday 5 th	Wednesday 6 th	Thursday 7 th	Friday 8 th
Check In	Check In	Check In	Check In	Check In
Objectives and Overview	Team Management Profiles – Sam Crock	Introduction to Machine Learning – Dr Ardavan Afshar	Somatics – Dr Marco Valerio	Resilience – Dr Philip Hayton
Personal Goals	Voice Work – Jess Chambers	Small Groups	Small Groups	Small Groups
Reflection	Reflection	Reflection	Reflection	Reflection
Check Out	Check Out	Check Out	Check Out	Check Out

The outcomes of the Retreat are numerous but mainly it is the connection and support that the community develops through developing a shared understanding of the breadth and depth of experience and expertise within the group, exploring ways in which individuals can support, and be supported by, others within the community, and how this enables Intersticia as an entity to have impact on the many and various disciplines it now touches.

A write up of our 2023 Retreat can be found at <https://intersticia.org/humanity-101-living-in-the-interstice/>.

It is planned to have the next retreat in the Spring of 2026.

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Leicester Conference 2023 and 2024

A core element of Intersticia's philosophy with regard to leadership development is the ability to more effectively work with and understand Group Dynamics and working with Teams. Since 2018 we have sent two of our community to the Tavistock Institute's Leicester Conference (see <https://www.tavistock.org.uk/what-we-offer/professional-development/leicester-conference/>).

In 2023 we sent Joe Friel and Kristina Talisa Jaggard, both from Yalla, to attend Leicester 2023. Given that the work with Yalla is largely held online this was a powerful learning opportunity for both Joe and Kristina to work together within the Leicester environment, and consider how best to support the Yalla members both directly and online.

In 2024 we intend sending Hannah Stewart and Marco Valerio will be working as Co-Ordinator on the Staff of the conference.

Intersticia Internship

Our first Intern, Jacqueline Crock is now working with Intersticia assisting with our communications and event management.

Jacqueline Crock

Jacque is currently undertaking her first year of a Master of Arts at the University of Melbourne and hopes to pursue a career in international relations or politics. She is extremely passionate about social justice and human rights and intends to develop her career in order to make a significant difference somewhere in the world.

Intersticia Directors and Advisors

The work of Intersticia is dependent on the Directors and Advisors who willingly give their time, experience and knowledge to work with our Fellows and Scholars. Each comes with their own area of expertise:

- Nick Byrne – see above
- Sam Campbell – Sam is a Theatre Producer currently working as Theatre Administrator at Hoxton Hall (<https://uk.linkedin.com/in/sam-campbell-489890172>)
- Locky Campbell – Lock completed his studies at the Abbey Road Institute London in 2021 and has since applied his training in Music Production and Sound Engineering to his own music production. His artist name is Lake Crook Mouth (<https://www.youtube.com/channel/UC3CTM5ghdlq96UNbQSV85tg>)
- Zöe Cobden-Jewitt – Zöe is Director of Development with Musica Viva Australia and has recently been awarded a place on the 2023 Oxford Cultural Leaders Programme (<https://au.linkedin.com/in/zo%C3%AB-cobden-jewitt-1330b88>)
- Sam Crock – Sam is Director of Changeable Consulting (<https://au.linkedin.com/in/sam-crock-a8ab20ba>)
- Marianne Darre – Marianne is a Leadership Coach working with the Norwegian Business School (AFF) and predominantly with the Solstrand Leadership Programme (<https://aff.no/medarbeidere/marianne-darre/>)
- Berivan Esen – see above
- Dr Philip Hayton – Philip is a Clinical Psychologist with a practice specialising in Leadership Development (<https://uk.linkedin.com/in/drhayton>)
- Louise Sibley – Louise is a former Corporate Communications Director with large multinational companies (<https://intersticia.org/members/louise-sibley/>)
- Dan Sofer – Dan is Executive Director of Founders and Coders UK (<https://uk.linkedin.com/in/dsofer>)
- James Willis – James is Director of Total Clarity Group (<https://totalclaritygroup.com.au/who-we-are/>)

Related parties and relationships with other organisations

Working with Partner Organisations – Digital Leadership

Intersticia UK

Trustees' annual report for the year ended 29 February 2024

Newspeak House

Having our third Newspeak Fellow as a non-resident at Newspeak House during 2023 – 2024 has enabled us to work more closely with the London College of Political Technology, particularly as they further develop their curriculum. In addition our Newspeak and Rowland Scholars have held two joint events during the year:

Ardavan organised an event at Newspeak House on 12th June 2023 at which Caitlin McLoughlin, from I.G.Advisors (<https://www.impactandgrowth.com/>), spoke about her work to Newspeak Fellows and other interested people.

An introduction to [I.G. Advisors](https://www.impactandgrowth.com/) (I.G.) – a social and environment impact consulting firm – and the team's work with the philanthropy, business and non profit sectors. [Caitlin McLoughlin](#), Advisor at I.G., shared some of the trends the organisation has been seeing in the funding, fundraising, and social good spaces over the past year. She talked more about her recent work related to challenging restrictive, conventional approaches to Monitoring, Evaluation, and Learning (MEL). This was an interactive session, resulting in lots of time for questions and discussion.

Ella organised an event at Newspeak House on 14th November 2023 which related to conversations around AI and Governance particularly with regard to the forthcoming UK election process.

During this time we have supported the activities of the College through auspicing projects, the main one completed during 2023 – 2024 is:

The MP Office Project. Joseph Reeve, a Newspeak Fellow has donated £15,000 towards a project which seeks to establish an independent organisation dedicated to helping MPs, especially new MPs, to set up and manage their offices according to best practice. This will include things like practical support hiring the right staff, help with choosing appropriate technology and workflows, and approaches to benchmarking and managing team performance.

Timeline

This project runs from June 2023 until 6 months after the next UK general election but the initial report was completed prior to the election.

Phase 1	User Research	Summer 2023
Phase 2a	Compile Advice	Autumn 2023
Phase 2b	Candidate Engagement	Autumn 2023
Phase 3	New MP Onboarding	Post-Election (probably Spring 2024)

In Phase 1, consultant Laura Botsford was contracted to provide 25 days of user research into the setting up and running of MPs offices. This included developing the research plan, producing materials such as surveys and interview guides, conducting interviews and ethnographic observation, training associate researchers, and producing a report of findings. This phase began in July 2023. This report will be crucial to incoming MPs following the UK Election and will be published following the Election.

Founders and Coders (<https://www.foundersandcoders.com/>)

Intersticia has been working with Founders and Coders since we supported the “Tech for Better Founders” programme in 2018 (<https://intersticia.org/initiatives/founders-coders/>). Throughout 2023 – 2024 we continued to develop the Web Science – Social Machine course to incorporate aspects of Web Science in to the Founders and Coders core curriculum. This builds on the work we have now done with Founders and Coders since delivering our first FAC Web Science courses in 2018 and our 2023 Founder, Hannah Stewart, has been instrumental in developing modules around Privacy, Identity and Artificial Intelligence. We now have a number of other FAC Alumni who are contributing content and helping to co-facilitate these workshops broadening our core objective of integrating digital literacy and fluency into aspects of teaching coding and web development. This is especially important now as Founders and Coders is a recognised Apprenticeship Training provider and as such must deliver a leading edge offering as part of its’ remit to Ofsted and the Department of Education.

Intersticia UK

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Hannah Stewart and Anni Rowland-Campbell co-facilitated Social Machine modules for Founders and Coders Cohort 26 on

Digital 101 – Thursday 16th February, 2023
Wednesday 1st March, 2023
Tuesday 7th March, 2023
Wednesday 15th March, 2023
Wednesday 22nd March, 2023
Tuesday 28th March, 2023
Tuesday 4th April, 2023

Hannah Stewart and Anni Rowland-Campbell co-facilitated Social Machine modules for Founders and Coders Cohort 27 on

Wednesday 28th June, 2023 - AI
Wednesday 5th July, 2023 - Privacy
Wednesday 12th July, 2023 – Born Digital
Wednesday 19th July, 2023, - Digital Brand and Identity
Wednesday 26th July, 2023 – Case Study
Wednesday 2nd August, 2023 – Wrap Up

Hannah Stewart and Anni Rowland-Campbell co-facilitated Social Machine modules for Founders and Coders Cohort 28 on

Thursday 10th October, 2023 – FAC and All That
Wednesday 1st November, 2023 – 101
Wednesday 8th November, 2023 – Privacy
Wednesday 15th November, 2023 – Identity
Wednesday 22nd November, 2023 – AI
Wednesday 29th November, 2023 – Security
Monday 4th December, 2023 – Final Case Study

Hannah Stewart and Anni Rowland-Campbell co-facilitated modules for Founders and Coders Cohort 29/30 on

Thursday 4th July, 2024
Thursday 11th July, 2024

In July 2023 Intersticia joined staff from Founders and Coders to attend the “We Are Developers” Conference on 27th and 28th July. It was useful to benchmark the work being done in the UK against that happening in Europe, and to meet with organisations in the community Development space.

On Monday 31st July we met with CityLab Berlin (<https://citylab-berlin.org/de/start/>) which is a public innovation laboratory working at the interface between administration, academia, business and civil society. It aims to tap into the potential of digitalization to promote urban development geared towards the common good and is a central point of contact for both citizens and administrative staff alike with an interest in digitalization. It is run by Technologiestiftung Berlin and funded by the Berlin Senate Chancellery. Specifically we met with Niklas Kossow, Team Lead Smart City & Administrative Innovation and Yannick Mueller, Strategic Partnerships and discussed potential partnership opportunities, particularly with Brave Conversations.

Intersticia UK

Trustees' annual report for the year ended 29 February 2024

The Yalla Co-Operative

Intersticia began working with Yalla when it was founded in 2019 by two members from the first Founders cohort (Joe Friel, Simon Dupree) together with one from Gaza Sky Geeks (Ramy Al Shufara) (see <https://www.yallacooperative.com/story-and-team>). Yalla operates between London, Berlin and Gaza and aims to help non-profits and impact-driven businesses drive positive social change in the Tech Sphere. Since then we have supported the first Yalla Apprenticeship Programme in partnership with Founders and Coders, Gaza Sky Geeks (GSG) and Yalla (<https://intersticia.org/the-yalla-apprenticeship-programme/>). In 2022 – 2023 we continue to support Yalla through the provision of Coaching and Mentoring, and in 2023 Intersticia engaged Yalla to redesign and redevelop the Intersticia Foundation, Intersticia UK and Brave Conversations websites which will be launched in the Summer of 2024.

Goodenough College London (<https://www.goodenough.ac.uk/>)

Intersticia is now entering its' second decade supporting the Rowland Scholarship at Goodenough College. In addition to these we continue to deliver our Digital Gymnasia events and seminars providing digital literacy skills to both current students and the broader College community including staff and Alumni.

Digital Gymnasia with Goodenough College

Four workshops for members and staff of Goodenough College were held during 2023 – 2024. These were held on the following dates:

1. Digital 101 – 30th May, 2023

This introductory workshop will explore the digital world - just what is it and how does it function?

What is digital information? How has it come about? Where is it going?

We will go through a brief history of digital information systems and using some practical examples as well as some basic theory.

2. Your Digital Brand - 6th June, 2023

This workshop will focus on you as a 'digital' brand asking:

Who are you online?

What is your digital presence?

How are you using Social Media platforms such as FaceBook, LinkedIn, Twitter, Instagram, and others in your private and public lives?

What does Privacy mean to you? What can you do about it?

3. What is AI ... really? – 13th June, 2023

There's a lot of buzz around at the minute about "AI - Artificial Intelligence" ... but what is it really? How does it work?

How do we think it is going to impact our lives and what should we be doing about it to become smarter humans?

We will briefly explore the history and development of Artificial Intelligence

Explain what Artificial Intelligence actually is

Consider how Artificial Intelligence may evolve over the next few years and how this will impact the world we live in.

4. How to live your best Digital Life – 20th June, 2023

This final workshop will bring together the content of the previous workshops to help you become a Smarter Human in the Digital Age.

A core part of it will be for you to develop a plan for your Digital Life together with a learning programme to stay up to date as our smart technologies become smarter.

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Attendance was between 6 – 8 Goodenough Students and their families.

Web Science Trust UK (<https://webscience.org/>)

Intersticia has been working with the Web Science Trust since Anni Rowland-Campbell met Professor Dame Wendy Hall in 2012 and became as a Trustee in 2016. Brave Conversations, which was created in 2017, continues to be held as a joint event and in 2024 will be held as an integral component of the 2024 Web Science Conference to be held in Stuttgart (see <https://websci24.org/>). These events are primarily aimed at the general public and people from all walks of life and held as public forums to educate and empower individuals to become more conversant, confident and responsible in how they use emerging (digital) technologies (see below).

The Web Science Trust Retreat was held in Santorini from 13th to 15th October, 2023 and during this Retreat the Trust discussed how partnerships with Intersticia and other organisations working in the Socio-Technical space could be enhanced particularly as Artificial Intelligence becomes more developed and integrated in to every day life.

Digital Enlightenment Forum (DEF) – <https://www.digitalenlightenment.org/>

In May 2023 Intersticia worked with the Digital Enlightenment Forum and the Web Science Trust to produce Brave Conversations in Brussels on 12th May, 2023. As a part of working with DEF we had meetings with key organisations working with the European Union such as Re-Imagine Europa, Digital Europe and Grow Digital EU.

Digital Humanism Initiative – <https://caiml.org/dighum/>

The Digital Humanism Summit on AI and Democratic Sustainability took place at the Josephinum, 1090 Vienna, on 3rd and 4th July 2023 and at the TU Wien, 1060 Vienna. We attended with Professor Dame Wendy Hall. A write up of this and how we integrated this in to our Brave Conversations thinking can be found at <https://intersticia.org/socio-technical-socio-digital-techno-social/>.

WEXFO Norway

In June 2023 our Intersticia Fellow Abeer Abu Ghaith was invited to speak at the World Freedom of Expression Forum in Lillehammer, Norway. Intersticia Intern Jackie Crock and I attended. A write up of this event can be found at <https://intersticia.org/diverse-democracy-dignity/>.

Public Events – Brave Conversations (<https://braveconversations.org/>)

Brave Conversations was developed in partnership with the Web Science Trust to bring Web Science to the public realm and has been held around the world. In 2023 – 2024 we held a number of events.

Brave Conversations Brussels 2023 – <https://braveconversations.org/brussels2023/>

Brave Conversations Brussels was held on a wet, cold day in Brussels as the first event co-supported by Intersticia and the Digital Enlightenment Forum. There were 12 attendees who came along, mainly younger people who came either through DEF connections or found out about the event through Eventbrite. Two worked at the European Parliament. The topics for the day largely centred around the increasing role that Artificial Intelligence is now playing in everyday life and its impact on both policy development and social institutions.

A write up of the event can be found at <https://intersticia.org/a-european-brave-conversation/>.

Brave Conversations London 2023 – <https://braveconversations.org/london2023/>

Our second Brave Conversations at Newspeak House was held on 20th July, 2023. While there were 28 registrations largely due to the UK train strikes there was a smaller group of 12 participants who attended. The day proved to be as lively and informative as ever as the group explored the increasing recognition and acknowledgement of the role of Artificial Intelligence in everyday lives, and especially the work of the Charity Sector. A number of cases were explored

Intersticia UK

Trustees' annual report for the year ended 29 February 2024

which equipped participants with some frameworks to interrogate ethical and moral aspects, as well as to question aspects such as authority and the role of legislation and regulation.

A write up of the event can be found at <https://intersticia.org/socio-technical-socio-digital-techno-social/>

Brave Conversations FAC 2023 - <https://braveconversations.org/fac2023/>

On 30th September 2023 we will hold our first Brave Conversations event in partnership with Founders and Coders and hosted at Space4, Fonthill Road, London.

Brave Conversations Stuttgart 2024 - <https://braveconversations.org/stuttgart2024/>

As a part of the 2024 ACM Web Science Conference Hannah Stewart and I facilitated our first German Brave Conversations event on Tuesday 21st June, 2024. 12 people attended from a range of disciplines and backgrounds, some academics who were attending the conference, but also others who had found out about the event through the City of Stuttgart and Stuttgart University.

On Wednesday 22nd June, 2024 Intersticia Fellow Hannah Stewart and I and I ran a second Brave Conversations event, specifically designed for University of Stuttgart School for Talents (see <https://www.project.uni-stuttgart.de/school-for-talents/>). This group of wonderfully talented young people demonstrated the value of Brave Conversations to young people and it is our hope to do more of these events in partnership with similar organisations.

See write ups of both the Web Science Conference and Brave Conversations at <https://intersticia.org/websci24-and-the-emerging-agent-society/>.

Financial review

The charity received £ 73,500 (2023: £27,500) in donations and £784 in investment income (2023: £911) during the period plus grant income of Nil (2023: £Nil). It paid out grants and bursaries of £46,486 (2023: £24,518), and funded event costs totalling £19,775 (2023: £8,714). This year total support and governance costs were £1, 860 versus £1,590 for 2023. Income and expenditure performed as budgeted for year 2023-2024.

The total unrestricted income for the year consisted of £ 74,284 (2023: £28,411), and the total unrestricted expenditure was £73,357 (2023: £40,129), leaving a deficit of £225 (2023: deficit of £11,686).

Total restricted income for the year was £Nil (2022: £Nil), the total unrestricted expenditure was £Nil (2022: £Nil), leaving a £Nil balance of restricted funds (2022: £Nil).

At the end of the year the charity's funds consisted of unrestricted funds of £ 19,239 (2022: £19,464) and unrestricted funds of £Nil (2022: £Nil).

Reserves policy

The charity has no fixed overhead costs. It is not currently judged necessary to hold a specific level of reserves.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 2th February 2018 and registered as a charity on 7th January 2019.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Intersticia UK

Trustees' annual report for the year ended 29 February 2024

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 29 February 2024 was 5 (2023: 4). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in a note to the accounts.

Trustees are recruited and appointed by the existing trustees. On 7th November, 2023 Samantha Campbell was appointed a Director.

Formal Meetings of the company were held on 14th June, 2023 and on Friday 12th July 2024. An informal meeting was held during the 2023 Intersticia Retreat.

Trustees are in regular communication concerning the charity and its activities, and hold also numerous informal meetings during the year with Trustees involved in various Intersticia activities and the Retreat. When decisions are required short term communications are held online.

One key policy of the charity is to ensure that our Fellows have the opportunity to develop experience of governance and board management, and hence our aim is to have one Fellow serving as a Director of the company and as trustee of the charity.

Accordingly Berivan Esen was appointed a Director of Intersticia UK on 1st September, 2020 and Nick Byrne appointed as a member of the Intersticia Foundation Australia Board on 20th April, 2021.

Advisors to the Charity are Dan Sofer (CEO Founders and Coders, <https://intersticia.org/members/dan-sofer/>), Marianne Darre (Senior Consultant AFF and Solstrand Programme, Norway, <https://intersticia.org/members/marianne-darre/>), and Philip Hayton (Organisational and Developmental Psychologist, <https://intersticia.org/members/philip-hayton/>).

Each of these individuals contributes their time, experience and energy to working with the Intersticia Fellows and our broader programmes.

Intersticia UK
Trustees' annual report for the year ended 29 February 2024

Statement of responsibilities of the trustees

The trustees (who are also directors of Intersticia UK for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on _____ and signed on their behalf by



Ann Rowland-Campbell
Director

Report to the trustees of Intersticia UK

I report on the accounts of the charity for the year ended 28th February 2024 set out on pages 19 to 28 .

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

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

P Morrello

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

14 / 10 / 2024

Intersticia UK
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 29 February 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	Total 2023 £
Income from:							
Donations and legacies	3	58,500	15,000	73,500	27,500	-	27,500
Investments	4	784	-	784	911	-	911
Total income		59,284	15,000	74,284	28,411	-	28,411
Expenditure on:							
Raising funds	5	236	-	236	242	-	242
Charitable activities	6	61,811	11,310	73,121	39,886	-	39,886
Total expenditure		62,047	11,310	73,357	40,128	-	40,128
Net income/(expenditure) before net gains/(losses) on investments		(2,763)	3,690	927	(11,717)	-	(11,717)
Revaluation gains/(losses) on investments		(1,152)	-	(1,152)	31	-	31
Net income/(expenditure) for the year	7	(3,915)	3,690	(225)	(11,686)	-	(11,686)
Net movement in funds for the year		(3,915)	3,690	(225)	(11,686)	-	(11,686)
Reconciliation of funds							
Total funds brought forward		19,464	-	19,464	31,150	-	31,150
Total funds carried forward		15,549	3,690	19,239	19,464	-	19,464

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

Intersticia UK
Company number 11185197
Balance sheet as at 29 February 2024

	Note	2024	2023
		£	£
Fixed assets			
Investments	10	18,936	20,321
Total fixed assets		18,936	20,321
Current assets			
Debtors	11	68	49
Cash at bank and in hand		3,435	2,039
Total current assets		3,503	2,089
Liabilities			
Creditors: amounts falling due in less than one year	12	(3,200)	(2,946)
Net current assets		303	(857)
Total assets less current liabilities		19,239	19,464
Net assets		19,239	19,464
The funds of the charity:			
Restricted income funds	13	3,690	-
Unrestricted income funds	14	15,549	19,464
Total charity funds		19,239	19,464

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 21 to 28 form part of these accounts.

13 / 10 / 2024

Approved by the trustees on and signed on their behalf by:



Ann Rowland-Campbell, Trustee

Notes to the accounts for the year ended 29 February 2024

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

b Judgments and estimates

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

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

c Preparation of the accounts on a going concern basis

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

Notes to the accounts for the year ended 29 February 2024 (continued)

d Income

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

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

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

e Donated services and facilities

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

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

f Fund accounting

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

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

Notes to the accounts for the year ended 29 February 2024 (continued)

g Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of investment management and their associated support costs.
- Expenditure on charitable activities includes the costs of scholarships and bursaries, and events undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

i 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.

j Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Notes to the accounts for the year ended 29 February 2024 (continued)

3 Income from donations and legacies

	2024 £	2023 £
Unrestricted donations	58,500	27,500
Restricted donations	15,000	-
Total	73,500	27,500

4 Investment income

	2024 £	2023 £
Dividends received - unrestricted	784	911

5 Cost of raising funds

	2024 £	2023 £
Investment management costs	236	242

6 Analysis of expenditure on charitable activities

	2024 £	2023 £
Scholarships and bursaries, charitable donations	46,486	24,518
Event costs	19,775	8,714
Office overheads	4,670	4,853
Legal and professional fees	330	450
Accountancy	1,530	1,140
Travel	330	211
	73,121	39,886
Restricted expenditure	11,310	-
Unrestricted expenditure	61,811	39,886
	73,121	39,886

Scholarships and bursaries, charitable donations

During the year the charity made the following awards:

Scholarships and bursaries to individuals	35,176	24,518
Charitable donations to the following organisations:		
Doing it Good Ltd - MP Office project	11,310	-
	46,486	24,518

Notes to the accounts for the year ended 29 February 2024 (continued)

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	2023 £
Independent examiners fee	1,530	1,140
	<u> </u>	<u> </u>

8 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration during the year (2023: Nil).

Members of the management committee received travel and subsistence expenses during the year of £NIL (2023: £1,039).

Aggregate donations from related parties were £58,500 (2023: £27,500).

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

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

9 Corporation tax

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

10 Investments

	2024 £	2023 £
Market value at the start of the year	19,857	27,996
Add: additions to investments at cost	2,232	12,217
Disposals at carrying value	(2,331)	(20,388)
Add net gain/(loss) on revaluation	(1,152)	31
	<u> </u>	<u> </u>
Market value at the end of the year	18,607	19,857
Cash held by investment broker pending reinvestment	329	464
	<u> </u>	<u> </u>
	<u>18,936</u>	<u>20,321</u>
Investments at fair value comprised:		
Equities	10,668	16,811
Fixed interest securities	7,939	3,046
Cash held within the investment portfolio	329	464
	<u> </u>	<u> </u>
	<u>18,936</u>	<u>20,321</u>

Investments are all carried at fair value and are all traded in quoted public markets.

Notes to the accounts for the year ended 29 February 2024 (continued)

11 Debtors

	2024 £	2023 £
Prepayments and accrued income	68	49
	<u>68</u>	<u>49</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors and accruals	3,200	2,946
	<u>3,200</u>	<u>2,946</u>

13 Analysis of movements in restricted funds

	Balance at 1 March 2023 £	Income £	Expenditure £	Transfers £	Balance at 29 February 2024 £
MP Office Project	-	15,000	(11,310)	-	3,690
	<u>-</u>	<u>15,000</u>	<u>(11,310)</u>	<u>-</u>	<u>3,690</u>
Total	-	15,000	(11,310)	-	3,690
	<u>-</u>	<u>15,000</u>	<u>(11,310)</u>	<u>-</u>	<u>3,690</u>

There were no restricted funds in the previous accounting period.

Name of restricted fund	Description, nature and purposes of the fund
MP Office Project	Developing best practice in setting up MP's offices and assisting new MPs.

14 Analysis of movement in unrestricted funds

	Balance at 1 March 2023 £	Income £	Expenditure £	Gains on investments £	As at 29 February 2024 £
General fund	19,464	59,284	(62,047)	(1,152)	15,549
	<u>19,464</u>	<u>59,284</u>	<u>(62,047)</u>	<u>(1,152)</u>	<u>15,549</u>

Comparative period

	Balance at 1 March 2022 £	Income £	Expenditure £	Gains on investments £	As at 28 February 2023 £
General fund	31,150	28,411	(40,128)	31	19,464
	<u>31,150</u>	<u>28,411</u>	<u>(40,128)</u>	<u>31</u>	<u>19,464</u>

Name of

unrestricted fund

Description, nature and purposes of the fund

General fund The free reserves after allowing for all designated funds

15 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total 2024 £
Fixed asset investments	18,936	-	-	18,936
Net current assets/(liabilities)	(3,387)	-	3,690	303
Total	<u>15,549</u>	<u>-</u>	<u>3,690</u>	<u>19,239</u>

Comparative period

	General fund £	Designated funds £	Restricted funds £	Total 2023 £
Fixed asset investments	20,321	-	-	20,321
Net current assets/(liabilities)	(857)	-	-	(857)
Total	<u>19,464</u>	<u>-</u>	<u>-</u>	<u>19,464</u>

INTERSTICIA UK

England & Wales - Charity number 1181435

Accounts

Company number: 11185197

Charity Number: 1181435

INTERSTICIA

Intersticia UK

Trustees report and financial statements

For the period ended 28 February 2023

Intersticia UK
Reference and administration information

Company number 11185197

Charity number 1181435

Registered office and operational address

10 Queen Street Place, London, EC4R 1BE, United Kingdom

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tristan Lumley
Ann Rowland-Campbell
Berivan Esen
Louise Sibley

Bankers

Lloyds Bank
P O Box 1000
Uttoxeter
BX1 1LT

Solicitors

Bates Wells & Braithwaite
10 Queen Street Place
London
EC4R 1BE

Independent Examiner

Patrick Morrello
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Intersticia UK

Trustees' annual report for the year ended 28 February 2023

The trustees present their report and the unaudited financial statements for the year ended 28 February 2023 Included within the trustees' report is the directors' report as required by company law.

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

Objectives and activities

The objects of the charity were the advancement of education for the public benefit by:

- (a) providing support and funding for the benefit of emerging leaders in their chosen fields of expertise, including in particular grants and scholarships for their tuition costs and/or their living costs;
- (b) providing support and opportunities for emerging leaders to experience and develop leadership skills in the interstice between technology, culture and society by creating learning opportunities, including through the provision of access to digital resources, conferences, retreats and workshops;
- (c) promoting the development of digital literacy and leadership skills, including through public events such as conferences and workshops.

'Emerging leaders' means individuals aged 18 - 40 with leadership experience or an ambition to gain experience in leadership, including without limitation postgraduate students attending universities.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

Intersticia UK exists to develop and promote digital fluency and develop "smart humans" in terms of how we proactively create, manage, harness and utilise digital technologies. As per our Objectives we do this primarily through the following activities:

1. We identify, support, nurture and encourage individuals through our Scholarships and Fellowships
2. We work with like-minded partner organisations to support entrepreneurship and innovation
3. We hold public events with a specific aim of promoting conversations and building skills in digital literacy and leadership

In the 2022 – 2023 year we worked to continue supporting our Fellows and partner organisations as the world began to emerge from the restrictions of the Covid19 Pandemic. This meant being cautious in organising events and sensitive to peoples' risk tolerance for travel and group activities. Interestingly enough it also revealed that people were beginning to tire of virtual interactions and some of the activities we had begun during the Pandemic slowed down due to lack of interest and support. Much of this is articulated in our blog posts available on our website <https://intersticia.org/blog/>.

Supporting individuals through Scholarships, Bursaries and Fellowship

The beneficiaries of our services are our Fellows, the communities with which they work, our partner organisations and the General Public through our public events. Specific details of our beneficiaries and how they have benefitted from our activities are described in the following paragraphs detailing our achievements and performance.

Rowland Scholarship – Goodenough College

Rowland Scholarships (2021 – 2022 Financial Year)

From February 2022 to September 2022 our two Rowland Scholars Farahana Cajuste and Sergio Mutis completed their time at Goodenough College.

Intersticia UK

Trustees' annual report for the year ended 28 February 2023

Farahana Cajuste - Farahana has worked as a UN Millennium Fellow and a Global Issues and Community Action Intern at the United Nations Association of Orlando. In addition she served as a Project Intern for the Consulate of Haiti and as the President of the Latin American Student Association during her undergraduate studies. Farahana was recently awarded the Public Policy and International Affairs Fellowship at Carnegie Mellon University, a seven-week fellowship with leaders in policy research and cultural economics designed to prepare students for roles serving the public good.

After graduating Farahana assisted Haitian migrants and asylum seekers within Central Florida and she is passionate about introducing Latin American and Caribbean culture to her environment, through hosting conversations and cultural celebrations.

Farahana has just completed her MSc in Development Studies at the London School of Economics. In the future, Farahana hopes to continue helping others by fighting for economic equity as it relates to marginalised communities. She is currently taking care of her parents in the US.

(<https://www.linkedin.com/in/farahanacajuste/>)

Sergio Mutis - Sergio is a Colombian architect passionate about social justice and technological innovation. He completed his studies in architecture at Pontificia Universidad Javeriana in Colombia in 2019, graduating with honours and receiving the National Thesis Prize for Collective Habitat and Housing from the Colombian Society of Architects. In parallel, Sergio co-founded the eco-social organization of Apata Colombia, which was granted the National Procolombia Award in 2021 for its contribution to peace in the framework of the Colombian post-conflict. Sergio has recently completed his Master's Degree in architectural design, robotics and computation at the Bartlett School of Architecture of UCL (University College London), UK. His thesis won the top prize in his cohort and his project the top project (see interview <https://licc.uk/interviews/sergio-mutis-licc-2021-winner/>). Following his successful studies Sergio gained a position as an Architectural & Computational Designer at Zaha Hadid Architects and is also working as a Graduate Tutor & Researcher at the Bartlett UCL, Imperial College London, and the Royal College of Art (see <https://uk.linkedin.com/in/sergio-eduardo-mutis>).

Rowland Scholarships (2022 – 2023 Financial Year)

In August 2022 we received 31 applications for the Rowland Scholarship from around the world and interviewed four (4) candidates via Zoom. These interviews were conducted on 21st August, 2022 by Sam Crock, Jacqueline Crock, Louise Sibley and Anni Rowland-Campbell with input from Sean McDiarmid (Rowland Scholar 2020 – 2021) and Sam Campbell. Among a group of very impressive young people the outstanding candidate was Yuhui Li.

Yuhui Li – Yuhui Li studied Financial Engineering at Shandong University and then worked in the Chinese Banking sector before joining The China Banking and Insurance Regulatory Commission Huangnan Bureau, Xining, China in 2016. Her dream was to study in London and, after having being delayed by the Covid Pandemic, she has finally realised by commencing her studies for and MSc in Urban Economic Development at University College London. In September Yuhui Li will complete her Masters Degree and return to China to resume her position with The China Banking and Insurance Regulatory Commission. (See <https://intersticia.org/fellows/li-yuhui/>).

Rowland Scholarships (2023 – 2024 Financial Year)

Following our positive experience with the Newspeak Scholarship where we linked the Scholarship payments to measurable outcomes we have decided to place some accountabilities around the 2023 – 2024 Rowland Scholarship. The Scholarship will be paid to Goodenough College as a Donation in three instalments:

- Term 1 - September 2023 - £4,500
- Term 2 - January 2024 - £4,500
- Term 3 - April 2024 - £4,500

Intersticia UK

Trustees' annual report for the year ended 28 February 2023

For the individual Scholar interviews were held based on their acceptance of this and the following criteria asking the Scholar to:

1. Participation in at least one Intersticia social event - either drinks or dinner somewhere in London
2. Assistance in the organisation of at least one event of their choice somewhere in London on a theme of their choice, with at least one at our partner venue Newspeak House – see <https://nwspek.com/>.
3. Either write a short (500 word) blog post reflecting on their learnings for the term or post a short video on our Vimeo channel.

In August 2023 we received 30 applications for the Rowland Scholarship from around the world and decided to interview four (4) candidates via Zoom. These interviews were conducted on 9th July by Sam Crock, Jacqueline Crock, Yuhui Li (Rowland Scholar 2022 – 2023) and Anni Rowland-Campbell. One of the elements we were looking for in our 2023 Rowland Scholar was an interest in the emerging role of digital information systems on society and governance, much of which underpins both Brave Conversations and our work with Founders and Coders and Newspeak House. With this in mind we decided to award the 2023 Rowland Scholarship to Erla Arnalds.

Erla Arnalds – Erla comes from Iceland and has Undergraduate Degrees in both Computer Science and Mechanical Engineering. She has worked as a Software Developer for a number of companies in Iceland as well as teaching at Reykjavik University. In September 2023 Erla will commence studying for her MSc in Machine Learning at the University College London. (See <https://is.linkedin.com/in/erla-arnalds-237419204>)

Updates on our previous Rowland Scholars:

- Dr Lionel Nzigami (2013 – 2014) – Lionel has been working as a Consultant Physician with the World Health Organisation in Luanda- Angola.
- Hamish Laing (2014 – 2015) - Hamish currently works for Meridian Energy, an electricity generator, developing new wind farms and solar farms in NZ.
- Ignacio de Solhemniac (2015 – 2016) – Ignacio has completed his PhD and is heading back to Chile with his wife Josefina and three sons to take up a position as an Associate Professor at a University in Chile.
- Dr Britta Gustavson (2016 – 2017) - Britta completed her degree in Medicine at McGill University, Montreal and is currently pursuing a residency in Paediatric Ophthalmology at the University of British Columbia, Vancouver.
- Osheen Arora (2017 – 2018) – Osheen worked with Salesforce India and then completed her MBA at INSEAD Paris. She has now commenced work as a Consultant with Bain and Company in Dubai, UAE.
- Timothy Wong (2018 – 2019) – Timothy continues to work as a Doctor with Médecins Sans Frontières (MSF).
- Sergio Camacho Iannini (2019 – 2020) – Sergio is Communications and Advocacy Officer with Womens Link and is a permanent collaborator of [Sentiido](#), a foundation and independent media that works on gender and sexual diversity issues.
- Sean McDiarmid (2020 – 2021) – Sean is now working as a Strategy Advisor with the UK Foreign, Commonwealth & Development Office.
- Sergio Mutis and Farahana Cajuste (2021 – 2022)
- Yuhui Li (2022 – 2023)
- Erla Arnalds (2023 – 2024)

Doughton Fellows (2022 – 2023 Financial Year)

In September 2022 Marco Valerio helped organise the 2022 Italian Group Relations Conference in Palermo, Sicily (see <https://www.ilnodogroup.it/en/event/ali-2022/>) which the Intersticia Foundation helped support.

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Trustees' annual report for the year ended 28 February 2023

Update on previous Doughton Scholars:

- Dr Berivan Esen (2016 – 2020) – Berivan has completed her PhD at the University of Leicester in the United Kingdom. Berivan is an astrobiologist, interested in the search for life (or its remains) on Mars, with a focus on the analytical techniques used in these efforts. In 2019, Berivan undertook a Science Policy Fellowship with the UK Parliament's Parliamentary Office for Science and Technology (POST), based in Westminster. There she led the research and writing of a POSTnote, on the topic of ["Remote sensing and machine learning"](#).
- Amira Shahla (2019 – 2020) – Amira continues to work as a clinical Psychologist in Haifa, Israel, whilst juggling a busy life with two young boys.
- Dr Marco Valerio (2020 – 2021) – Marco has recently completed PhD in Psychology at the University of New South Wales, Australia with research investigating strategies to enhance the placebo effect and the importance of rituals for health and performance. He is passionate about group dynamics and participated as a member and staff in several group relations conferences including ALI Il Nodo in Italy.

Leadership Fellows (2022 – 2023 Financial Year)

Abeer Abu Ghaith - (https://intersticia.org/_fellows/abeer-abu-ghaith/)

Abeer has been an Advisor to Intersticia UK and as from September 2022 was made a Leadership Fellow.

Abeer is a technology entrepreneur living in Hebron, Palestine, from where she operates her MENA Alliances Group, an International business which provides high quality outsourced business and technology solutions harnessing talent in the MENA region. She is especially focused on creating economic opportunities for women and young people.

In 2022 Abeer was selected as a member of the 2022-2023 [International Women's Forum \(IWF\)](#) Leadership Fellows class (<https://iwforum.org/leadership-fellows-class-2022-2023/>) together with scholarship. Her next steps are to consider how to expand MENA Alliances beyond Palestine and with this in mind she has begun the process of working in Mannheim Germany as part of their Entrepreneurship Programme.

<https://menaalliances.com/about-us/>

<https://www.youtube.com/watch?v=j-e16wN-t3o>

<https://abughraithabeer.wixsite.com/abeer>

https://www.ilo.org/beirut/media-centre/multimedia/WCMS_543311/lang--en/index.htm

Updates on our previous Leadership Scholars:

- Negar Tayyar (2017) – Negar is the co-founder and Executive Director of the Global Whole Being Fund (GWBF), a global philanthropic fund supporting more than 4 million refugees across 23 countries. (<https://www.linkedin.com/in/negartayyar>)
- Bel Campbell (2017 – 2018) – has been working as a Communications and Engagement specialist currently delivering multiple communications and engagement programs for disability programs at the National Aboriginal Community Controlled Health Organisation (NACCHO) (<https://au.linkedin.com/in/bel-campbell-9a927351>)
- Nick Byrne (2018 – 2021) – is now Global Head of Product with the International Chamber of Commerce (<https://au.linkedin.com/in/nbyrne>)
- Abeer Abu Ghaith (2022 – 2023)

Founder Fellows (2022 – 2023 Financial Year)

Hannah Stewart (https://intersticia.org/_fellows/hannah-stewart/)

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Hannah graduated from Founders and Coders (FAC 15) in 2017 and since then has been working as a freelance web developer. She joined the Ellen MacArthur Foundation (EMF) after leaving FAC and during her training she became interested in the cultural questions which surround web development which lead her to pursue a Masters in Social Science of the Internet (or Web Science) at the Oxford Internet Institute, University of Oxford from which she graduated in 2021. She is now "scrum master" at EMF and is working with Intersticia to deliver the Founders and Coders Web Science programme to current students and Alumni.

Updates on our previous Founder Fellows:

- Joe Friel (2018 – 2020) – Joe continues in his role as Co-founder, Project manager and UX lead of Yalla (<https://www.yallacooperative.com/story-and-team> and <https://uk.linkedin.com/in/joe-friel-08005316>)
- Oliver Smith-Wellnitz (2019 – 2020) – Oliver continues his work as a Full Stack Developer at Elm as well as being a (<https://uk.linkedin.com/in/oliver-sw> and being a Drag Performer in his alter ego Aubrey Wodonga (<https://www.aubreywodonga.com/>).
- Kristina Talisa Jaggard (2019 – 2021) – Kristina works as Project Manager with Yalla
- Hannah Stewart (2022 – 2023)

Newspeak Scholarship (2022 – 2023 Financial Year)

Following on from our Newspeak Scholarship in 2019 Intersticia has now partnered with Newspeak House to provide a second scholarship for an individual seeking to undertake the Newspeak Residency Programme (<https://nwspek.com/residency>) and course in Political Technologies.

Intersticia interviewed three candidates who had applied directly to Newspeak House and have awarded the 2022 – 2023 Newspeak Intersticia Scholarship (<https://nwspek.com/scholarships>) to Ardavan Afshar.

Dr Ardavan Afshar – (https://intersticia.org/_fellows/ardavan-afshar/)

Ardavan is an academic mathematician who is looking to transition to working on global development and suffering minimisation, in particular via technical interventions and the propagation of value change. He is especially interested in the potential application of developments in automation and machine learning to solve problems related to agriculture, education and healthcare in the developing world.

Ardavan completed his PhD in Number Theory at University College London in 2020, and then spent two years in Stockholm as a postdoctoral research fellow at KTH. Thanks to support from Intersticia, he is currently undertaking the residential programme at Newspeak House's London College of Political Technology, while also teaching at King's College London.

As part of Ardavan's scholarship Ardavan has undertaken the Newspeak House Residency programme (<https://nwspek.com/residency>) which is a component of Intersticia's scholarship. In addition he has organised a number of public events for Intersticia and its' partners at Newspeak House which have included:

Reflections on data science and the charity sector with Giselle Cory, DataKind UK - <https://lu.ma/Giselle-Cory-Data-Kind>.
Monday 20th February, 2023 from 7 pm to 9 pm.

This event attracted 30 registrations and 20 attendees from a variety of backgrounds including Local Councils, Consultants, Data Scientists, Government Departments and the Charity Sector (Tech for Good). Ardavan commented that: "Giselle gave a fantastic talk in which she described some of the processes and obstacles in trying to improve the data literacy and technical skills of various charitable organizations in order to help them flourish, and there was a very long Q&A afterwards with a diverse selection of questions. These included questions about how to handle the potential culture clash between the worlds of data and volunteering, how to collaborate with funders on setting goals, and how to work together with charities which aren't necessarily so data literate to work out what it is which could best help them

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and thus to make a relevant plan; amongst many others. All in all, many different angles were explored not only of what DataKind does, but of the "capacity building" field as a whole, and the issues and potential surrounding integrating data driven approaches into the charity sector."

Giselle Cory has spent over a decade working in social change organisations, including HM Treasury's Prime Minister's Delivery Unit, the Cabinet Office's Prime Minister's Strategy Unit, the Resolution Foundation, and the IPPR, before becoming CEO of DataKind UK (see <https://uk.linkedin.com/in/gisellecory>).

Ardavan wrote a reflection on the event:

The things I learned which I considered incredibly informative were

- *the importance of triaging problems before implementing technical solutions: trying to understand the underlying logic of the issue and thereafter determining the correct toolset with which to deal with it.*
- *the value of bringing in data science skills to organisations which don't already have them.*
- *the decision boundary on when to attempt to build the capacity for an organisation to do its own data science "in house" versus when to outsource it.*

This has related to my own thinking about data and philanthropy by making me realise that

- *one can modify or empower existing organisations with technical knowledge and application rather than necessarily having to start from scratch.*
- *it is useful to have a repertoire of both "low-tech" approaches for organisations which are not yet mature in their data-collection and analysis; and "high-tech" approaches for those which are.*
- *in setting up a new organisation, it is imperative to set up good data collection habits from the beginning.*

This has related to my recent work in ML by making me realise that even basic statistical methods, such as regression and classification, potentially amplified through deep neural networks - let alone the more complex stuff - can have a huge impact on organisations which have so implemented very little data analysis.

This has impacted my thinking - less about ML and more about philanthropy - with the key take-aways being that

- *it is of utmost importance to really understand the problems facing an organisation, and its data maturity, in order to be able to hone in on the correct level at which to attempt to solve them.*
- *using the appropriate tools for the appropriate jobs, especially when those have not yet been considered, can leverage a huge amount of value.*
- *building the in-house capacity of any given organisation, when possible, has a huge systematic and cumulative payoff.*

Trends in funding, fundraising, and evaluation in social good - Caitlin McLoughlin, from I.G.Advisors (<https://www.impactandgrowth.com/>) at Newspeak House. Monday 12th June from 7 pm to 9 pm.

An introduction to [I.G. Advisors](#) (I.G.) – a social and environment impact consulting firm – and the team's work with the philanthropy, business and non profit sectors. [Caitlin McLoughlin](#), Advisor at I.G., shared some of the trends the organisation has been seeing in the funding, fundraising, and social good spaces over the past year. She talked more about her recent work related to challenging restrictive, conventional approaches to Monitoring, Evaluation, and Learning (MEL). This event attracted around a dozen people and was highly interactive with lots of time for questions and discussion. (See <https://lu.ma/s5iet95x> and <https://newspeak.house/events#event-913>).

Newspeak Scholarship (2023 – 2024 Financial Year)

On 21st September Louise Sibley, Dan Sofer, Ardavan Afshar (our 2023 Newspeak Fellow) and I interviewed three potential candidates for an Intersticia Newspeak Scholarship for 2023 – 2024. We determined to award a partial

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Trustees' annual report for the year ended 28 February 2023

scholarship to Ella Shroup who will undertake the Newspeak Political Technologies course (see <https://newspeak.house/residency>) as a Non-Resident whilst seeking full time employment as a Policy Analyst in the UK Government.

Ella Shroup – (https://intersticia.org/_fellows/ella-shoup/)

Ella is a recent graduate of University College London's Science, Technology, Engineering, and Public Policy department, where she completed a Master's in Public Administration in Digital Technology Policy. Her experience in technology policy is driven by an interest in responsible technology development and its alignment with human rights.

Before pursuing her master's degree, Ella worked in the digital rights and internet freedom field. Her work spanned a range of projects, including hate speech and disinformation tracking, open-source security tools, and anti-censorship technology. During this time, Ella led a report on the online persecution of Filipino activists, a project that gained recognition among human rights groups and the media in the Philippines.

Her recent collaboration involved co-writing a report for the Internet Society, focusing on the commercial drivers of Internet fragmentation. Ella seeks to further her career by serving as a bridge between technical communities and policymakers.

Originally from the Washington, DC area, she spent a large part of her life in Southern Africa. She studied political and social thought at the University of Virginia.

Updates on our previous Newspeak Fellows:

- Jo Kerr (2018 – 2019) has now finished her parental leave following the birth of her son Cameron and has now resumed her role with Turn2Us (<https://www.turn2us.org.uk/About-Us/How-we-are-Managed> and <https://uk.linkedin.com/in/jokerrconsults>).

Creative Scholarship (2023 – 2024 Financial Year)

Intersticia's first project in the Creative industries was the support of The Laramie Project in November 2013 when a group of talented young Australia drama students performed this challenging piece (see <http://intersticia.com.au/laramie/>).

This was followed by a five year partnership with the Bell Shakespeare Theatre Company during which time we supported a number of writers, directors, performers and educators as they took the works of Shakespeare to schools, indigenous communities and rural locations in Australia (see <https://intersticia.org/initiatives/bell-shakespeare/>).

In 2022 – 2023 the Intersticia Foundation continued this work by working in partnership with Musica Viva Australia to support the work of Biripi and Gamillaroi musician [Troy Russell](#) who has created "[Lost Histories](#)", a show based on his family history, for [Musica Viva Australia's In-Schools Program](#). This work will continue in 2023 – 2024.

Whilst our first three Creative Fellows are all Australian our Creative Scholarship is intended to support the work of any individual who seeks to develop and further their work in the Creative field which led to our initial support of Ahmed Elqattawi in his work with the Yalla Apprentices in 2022 – 2023.

In 2023, after two years of Scholarship applications and hard work, Ahmed was finally awarded the following:

1. The prestigious Fulbright Scholarship funded by the U.S. Department of State, USA. MA in Curriculum and Instruction at Northern Illinois University, DeKalb City, Illinois State, USA.

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2. The prestigious Chevening Scholarship funded by the Foreign Commonwealth and Development Office, the UK. MA in Global Development and Education to be placed at one of the following universities: (University of Sussex, University of Leeds, and Newcastle University), the UK.

Ahmed decided to accept the Fulbright Scholarship and has now embarked upon a two year Masters Programme at Northern Illinois University.

Intersticia are supporting Ahmed with funding of \$10,000 (USD) over the two years to assist with his living expenses. This is payable in four instalments being:

- | | |
|--------------------|---------------------|
| 1. Initial payment | \$1,000 July 2023 |
| 2. Second payment | \$3,000 August 2023 |
| 3. Third payment | \$3,000 July 2024 |
| 4. Fourth payment | \$3,000 March 2024 |

In return we ask our Scholar:

- To support and contribute to the growing network of Intersticia Fellows and the work of Intersticia globally
- To attend Intersticia events where possible
- To contribute at least one blog post to the Intersticia website with reflections on key learnings from his Creative Scholarship opportunity

Ahmed has recently completed his Induction with the 2023 Fulbright Cohort in Philadelphia and is commencing his studies in September 2023.

Updates on our previous Creative Fellows:

- Kate Mulvany (2018 – 2019) – Kate is now an established actor on both stage and screen (https://en.wikipedia.org/wiki/Kate_Mulvany) and was awarded the Medal of the Order of Australia (OAM) in the 2020 Australia Day Honours for "service to the performing arts".
- Teresa Jakovich (2017) – Teresa is an avid arts educator and writes curriculum based resources for several companies, including Bell, Shakespeare Barking Gecko and the Perth Festival, and is currently a university lecturer at WAAPA, Curtin and Notre Dame University (<https://au.linkedin.com/in/teresa-jakovich-4681b5b0>)
- Jess Chambers (2019) – Jess is working as a Speech Therapist in Canberra.
- Ahmed Elquattawi (2021 – 2024)

Fellowship Development

There are three elements of our work with the Intersticia Fellowship which include:

- Intersticia Community events
- Intersticia Retreats
- The Tavistock Institute Leicester Conference

We have met with Intersticia Fellows throughout the 2022 – 2023 year with events including:

- Intersticia Dinner with Bel, Sam, Osheen, Joe – Cinnamon Bazaar, London – 18th July, 2022
- Intersticia Drinks and Dinner (12 Fellows attended) – Tamarind Kitchen, London – 12th October, 2022
- Dinner with Bel Campbell and Jess Chambers – Wilma BBQ, Canberra – 24th January, 2023
- Dinners with Yuhui Li and Sean McDiarmid – Cosmoba, London – Tuesday 30th May, 2023
- Afternoon Tea with Yuhui Li and Intersticia UK Board – Saturday 5th August, 2023

Intersticia Retreat 2023

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Intersticia held its fourth at Darwin Lake Retreat, Matlock, from 4th to 9th September, 2023. There were 18 members of the Intersticia Community (including 10 Intersticia Fellows) in attendance and each day was crafted to bring together a mix of formal and informal sessions. For the first time a number of these sessions were led by members of the Fellowship group talking about their areas of interest and professional expertise. These were complemented by the sessions led by Sam Crock on Team Profiles and Dr Philip Hayton's session on Polyvagal Theory and Resilience.

Agenda

Monday 4 th	Tuesday 5 th	Wednesday 6 th	Thursday 7 th	Friday 8 th
Check In	Check In	Check In	Check In	Check In
Objectives and Overview	Team Management Profiles – Sam Crock	Introduction to Machine Learning – Dr Ardavan Afshar	Somatics – Dr Marco Valerio	Resilience – Dr Philip Hayton
Personal Goals	Voice Work – Jess Chambers	Small Groups	Small Groups	Small Groups
Reflection	Reflection	Reflection	Reflection	Reflection
Check Out	Check Out	Check Out	Check Out	Check Out

The outcomes of the Retreat are numerous but mainly it is the connection and support that the community develops through developing a shared understanding of the breadth and depth of experience and expertise within the group, exploring ways in which individuals can support, and be supported by, others within the community, and how this enables Intersticia as an entity to have impact on the many and various disciplines it now touches.

It is planned to have the next retreat in 2025.

Leicester Conference 2022 and 2023

A core element of Intersticia's philosophy with regards to leadership is the ability to more effectively work with and understand teams and Group Dynamics. Since 2018 we have sent two of our community to the Tavistock Institute's Leicester Conference (see <https://www.tavistock.org/what-we-offer/professional-development/leicester-conference/>).

In 2022 we sent two Intersticia Fellows, Abeer Abu Ghaith and Sergio Camacho Iannini to Leicester 2022. This proved to be a very powerful learning for them both. In addition there were four Solstrand coaches who attended Leicester 2022 and our two Fellows got to know them quite well during the week, further developing our relationship with the Solstrand Leadership Programme.

In 2023 we sent Joe Friel and Kristina Talisa Jaggard, both from Yalla, to attend Leicester 2023.

Intersticia Brave Conversations Interviews

Following on from our 2020 Retreat we decided to record interviews with all the individuals within our community in order to capture their experience and share information. These interviews continued throughout 2021 and throughout the lockdown periods. These "Brave Conversations" interviews are available to all within the community and, depending on the sensitivity, may be made more publicly available.

Intersticia Internship

Our first Intern, Jacqueline Crock is now working with Intersticia assisting with our communications and event management.

Jacqueline Crock

Jacque is currently undertaking her first year of a Master of Arts at the University of Melbourne and hopes to pursue a career in international relations or politics. She is extremely passionate about social justice and human rights and intends to develop her career in order to make a significant difference somewhere in the world.

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Intersticia Directors and Advisors

The work of Intersticia is dependent on the Directors and Advisors who willingly give their time, experience and knowledge to work with our Fellows and Scholars. Each comes with their own area of expertise:

- Sam Campbell – Sam is a Theatre Producer currently working as Theatre Administrator at Hoxton Hall (<https://uk.linkedin.com/in/sam-campbell-489890172>)
- Locky Campbell – Lock completed his studies at the Abbey Road Institute London in 2021 and has since applied his training in Music Production and Sound Engineering. His artist name is Lake Crook Mouth (<https://www.youtube.com/channel/UC3CTM5ghdlq96UNbQSv85tg>)
- Zöe Cobden-Jewitt – Zöe is Director of Development with Musica Viva Australia and has recently been awarded a place on the 2023 Oxford Cultural Leaders Programme (<https://au.linkedin.com/in/zo%C3%AB-cobden-jewitt-1330b88>)
- Sam Crock – Sam is Director of Changeable Consulting (<https://au.linkedin.com/in/sam-crock-a8ab20ba>)
- Marianne Darre – Marianne is a Leadership Coach working with the Norwegian Business School (AFF) and predominantly with the Solstrand Leadership Programme (<https://aff.no/medarbeidere/marianne-darre/>)
- Dr Philip Hayton – Philip is a Clinical Psychologist with a practice specialising in Leadership Development (<https://uk.linkedin.com/in/drhayton>)
- Louise Sibley – Louise is a former Corporate Communications Director with large multinational companies (<https://intersticia.org/members/louise-sibley/>)
- Dan Sofer – Dan is Executive Director of Founders and Coders UK (<https://uk.linkedin.com/in/dsofer>)
- James Willis – James is Director of Total Clarity Group (<https://totalclaritygroup.com.au/who-we-are/>)

Related parties and relationships with other organisations

Working with Partner Organisations

Newspeak House

Having our second Newspeak Fellow resident at Newspeak House has enabled us to hold more events there and begin to work more closely with the London College of Political Technology. As a part of this in 2023 we have supported the activities of the College through auspicing two projects. We intend to continue this work in 2023 – 2024 with our third Newspeak Fellow working with our 2023 Rowland Scholar and the 2022 Fellow designing and hosting events at Newspeak House through the year.

1. **The MP Office Project.** Joseph Reeve, a Newspeak Fellow has donated £15,000 towards a project which seeks to establish an independent organisation dedicated to helping MPs, especially new MPs, to set up and manage their offices according to best practice. This will include things like practical support hiring the right staff, help with choosing appropriate technology and workflows, and approaches to benchmarking and managing team performance.

Timeline

This project will run from June 2023 until 6 months after the next UK general election.

Phase 1	User Research	Summer 2023
Phase 2a	Compile Advice	Autumn 2023
Phase 2b	Candidate Engagement	Autumn 2023
Phase 3	New MP Onboarding	Post-Election (probably Spring 2024)

In Phase 1, consultant [Laura Botsford](#) will be contracted to provide 25 days of user research into the setting up and running of MPs offices. This will include developing the research plan, producing materials such as surveys

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and interview guides, conducting interviews and ethnographic observation, training associate researchers, and producing a report of findings. This phase shall commence in July and is expected to last approximately 15 weeks.

2. European AI Fund

The European AI & Society Fund is giving small grants for non-profit organisations to help develop civil society around AI. Intersticia and Newspeak House jointly applied for €30,000 in funding to hold 30 events at Newspeak House over the 2023 – 2024 calendar year but initially were unsuccessful. Further applications will be made.

Founders and Coders (<https://www.foundersandcoders.com/>)

Intersticia has been working with Founders and Coders since we supported the “Tech for Better Founders” programme in 2018 (<https://intersticia.org/initiatives/founders-coders/>). Throughout 2022 – 2023 we continued to develop the Web Science – Social Machine course to incorporate aspects of Web Science in to the Founders and Coders core curriculum. This builds on the work we have now done with Founders and Coders since delivering our first FAC Web Science courses in 2018 and our 2023 Founder, Hannah Stewart, has been instrumental in developing modules around Privacy, Identity and Artificial Intelligence. We now have a number of other FAC Alumni who are contributing content and helping to co-facilitate these workshops broadening our core objective of integrating digital literacy and fluency into aspects of teaching coding and web development. This is especially important now as Founders and Coders is a recognised Apprenticeship Training provider and as such must deliver a leading edge offering as part of its’ remit to Ofsted and the Department of Education.

The Yalla Co-Operative

Intersticia began working with Yalla when it was founded in 2019 by two members from the first Founders cohort (Joe Friel, Simon Dupree) together with one from Gaza Sky Geeks (Ramy Al Shufara) (see <https://www.yallacooperative.com/story-and-team>). Yalla operates between London, Berlin and Gaza and aims to help non-profits and impact-driven businesses drive positive social change in the Tech Sphere. Since then we have supported the first Yalla Apprenticeship Programme in partnership with Founders and Coders, Gaza Sky Geeks (GSG) and Yalla (<https://intersticia.org/the-yalla-apprenticeship-programme/>). In 2022 – 2023 we continue to support Yalla through the provision of Coaching and Mentoring, and in 2023 Intersticia engaged Yalla to redesign and redevelop the Intersticia Foundation, Intersticia UK and Brave Conversations websites.

Goodenough College London (<https://www.goodenough.ac.uk/>)

Intersticia is now entering its’ second decade supporting the Rowland Scholarship at Goodenough College. In addition to these we continue to deliver our Digital Gymnasia events and seminars providing digital literacy skills to both current students and the broader College community including staff and Alumni.

Web Science Trust UK (<https://webscience.org/>)

Intersticia has been working with the Web Science Trust since Anni Rowland-Campbell met Professor Dame Wendy Hall in 2012 and became as a Trustee in 2016. Brave Conversations, which was created in 2017, continues to be held as a joint event and in 2024 will be held as an integral component of the 2024 Web Science Conference to be held in Stuttgart (see <https://websci24.org/>). These events are primarily aimed at the general public and people from all walks of life and held as public forums to educate and empower individuals to become more conversant, confident and responsible in how they use emerging (digital) technologies (see below).

Solstrand Leadership Programme, AFF Norwegian Business School (2022 – 2023 Financial Year)

In January 2020 I was invited to attend the Solstrand Leadership Programme as an Observer. In September 2022 Anni Rowland-Campbell was invited to develop and deliver a Brave Conversations event (see <https://braveconversations.org/solstrand2022/>) for the 48 participants and staff of the 2022 – 2023 Leadership cohort which was held at the Solstrand Hotel, Os, Norway.

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Since 1953 the Solstrand Leadership Programme has been held at the Solstrand Hotel in Norway to which 48 leaders from all walks of Norwegian life have been invited. This programme is, in my opinion, the best leadership programme in the world and it was a privilege to contribute to it in 2022.

Digital Enlightenment Forum – <https://www.digitalenlightenment.org/>

In September 2022 Anni Rowland-Campbell was invited to attend the Digital Humanism Summer School organised by TUWien and the Digital Enlightenment Forum (see <https://dighum.ec.tuwien.ac.at/summerschool2022/>) which attracted some 67 students from 22 countries around the world and featured noted academics all speaking on “Web Science” topics. In January 2023 Anni took over as President of the Digital Enlightenment Forum and through this is seeking to develop more connections with European organisations in the Digital Policy and Humanistic space such as Reimagine Europa (<https://re-imagine.eu/>) and the European Internet Forum (<https://www.internetforum.eu/>).

In her role with DEF Anni attended the Digital Humanism Summit in Vienna (<https://www.iwm.at/news/digital-humanism-summit-2023-read-the-final-statement>) in July 2023 which brought together leading academics and policy leaders within the Artificial Intelligence space to craft a Statement (<https://www.iwm.at/news/digital-humanism-summit-2023-read-the-final-statement>) around the Artificial Intelligence space.

A write up of the event can be found at <https://intersticia.org/digital-humanism-vienna/>.

It is envisaged that this partnership will also help to broaden the reach of our public events such as Brave Conversations.

Public Events – Brave Conversations (<https://braveconversations.org/>)

Brave Conversations was developed in partnership with the Web Science Trust to bring Web Science to the public realm and has been held around the world. In 2022 – 2023 we were able to resume our hosting of face to face events.

Brave Conversations Barcelona 2022 (<https://braveconversations.org/barcelona-2022/>)

Brave Conversations Barcelona was held as the opening event of the 2022 ACM Web Science Conference (<https://websci22.webscience.org/>) on Sunday 26th June, 2022. The event was held at the Universitat Pompeu Fabra - Campus del Poblenou and held in ‘hybrid’ mode with 9 people in the room and 32 people online. Many of the conversations focused on the ‘post-Pandemic’ world and the socio-technical aspects of the Future of Work, the Future of Education and the emerging concept of Transhumanism.

Write ups of the event can be found at <https://intersticia.org/our-next-brave-conversations-barcelona-june-2022/> and <https://intersticia.org/what-does-it-mean-to-be-human/>.

Brave Conversations Solstrand 2022 (<https://braveconversations.org/solstrand2022/>)

Brave Conversations Solstrand focused on linking the broader Brave Conversations concept into the curriculum of the AFF’s Solstrand Leadership programme. This meant tailoring the content to the Norwegian culture as well as developing material which would appeal to the Solstrand participants who came from government, business and the not-for-profit sector. There were 48 participants and 6 Solstrand coaches in attendance.

A write up of the event can be found at <https://intersticia.org/a-nordic-brave-conversation/>.

Brave Conversations and Future Worlds Challenge Sharhja 2022 (<https://braveconversations.org/sharjah2022/>)

In 2022 we built on the Brave Conversations and Future Worlds Challenge events held in November 2021 by were held as integral events of the 2022 International Government Communications Forum (<https://www.igcc.ae/en/events/igcf/agenda.aspx?edition=2022>). Future Worlds Challenge was held on Monday 26th, Tuesday 27th and Wednesday 28th September comprising one and a half days of the participants learning to code an Amazon Alexa (facilitated by a team of researchers from the MIT App Inventor team - <https://appinventor.mit.edu/>). The

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second half of the event was the Challenge itself based on designing a Future World in 10 years time that was balanced and sustainable. Participants were divided in to seven teams and asked to respond to the questions:

1. What are three important mindset changes we could make to ensure the Sustainability of Human Life on Earth?
2. What are three important environmental changes we could make to ensure the Sustainability of Human Life on Earth?
3. What are three important technological changes we could make to ensure the Sustainability of Human Life on Earth?

Their Future World was judged on these criteria:

- ✓ Does your world make sense?
- ✓ It is realistic?
- ✓ How would Conversational AI support your World?
- ✓ Do you believe in it?

Three judges were drawn from the audience who were Prashanti from Terrapay, Hussein who was an IGCF Facilitator and Claire Tan.

The MIT App Inventor Team (<https://appinventor.mit.edu/explore/our-team>) were:

- Mingyan (Claire) Tan - Mingyan is a current sophomore at Wellesley studying Computer Science and Mathematics.
- Nghi Nguyen - Nghi is a junior at MIT studying computer science and minoring in French and Japanese
- Maura Kelleher - Maura is a freshman at MIT studying Computer Science.

Three winning teams were chosen who then presented their “worlds” to a panel of IGCF judges. These then chose a winning team which was presented with a trophy at the closing ceremony of the Forum.

A write up of the events can be found at <https://intersticia.org/brave-conversations-sharjah-2022/>.

Brave Conversations Brussels 2023 – <https://braveconversations.org/brussels2023/>

Brave Conversations Brussels was held on a wet, cold day in Brussels as the first event co-supported by Intersticia and the Digital Enlightenment Forum. There were 12 attendees who came along, mainly younger people who came either through DEF connections or found out about the event through Eventbrite. Two worked at the European Parliament. The topics for the day largely centred around the increasing role that Artificial Intelligence is now playing in everyday life and its impact on both policy development and social institutions.

A write up of the event can be found at <https://intersticia.org/a-european-brave-conversation/>.

Brave Conversations London 2023 - <https://braveconversations.org/london2023/>

Our second Brave Conversations at Newspeak House was held on 20th July, 2023. While there were 28 registrations largely due to the UK train strikes there was a smaller group of 12 participants who attended. The day proved to be as lively and informative as ever as the group explored the increasing recognition and acknowledgement of the role of Artificial Intelligence in everyday lives, and especially the work of the Charity Sector. A number of cases were explored which equipped participants with some frameworks to interrogate ethical and moral aspects, as well as to question aspects such as authority and the role of legislation and regulation.

A write up of the event can be found at <https://intersticia.org/socio-technical-socio-digital-techno-social/>

Brave Conversations FAC 2023 - <https://braveconversations.org/fac2023/>

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On 30th September 2023 we will hold our first Brave Conversations event in partnership with Founders and Coders and hosted at Space4, Fonthill Road, London.

Future Brave Conversations events are planned for 2024 being:

Brave Conversations Bangalore – <https://braveconversations.org/bangalore2024>

Thursday 8th February, 2024 (in partnership with the Web Science Trust and Digital Enlightenment Foundation)

Brave Conversations Stuttgart - <https://braveconversations.org/stuttgart2024/>

Tuesday 21st June, 2024 and as part of the 2024 Web Science Conference

Financial review

The charity received £ 27,500 (2022: £36,000) in donations and £ 910.87 in investment income (2022: £975.45) during the period plus grant income of Nil (2022: £Nil). It paid out grants and bursaries of £ 24,518 (2022: £43,591), and funded event costs totalling £8,714 (2022: £650). This year total support and governance costs were £1590 versus £1494 for 2022. Income and expenditure performed as budgeted for year 2022-2023.

The total unrestricted income for the year consisted of £ 28,411 (2022: £36,975), and the total unrestricted expenditure was £ 40,129 (2022: 46,622), leaving a deficit of £ 11,718 (2022: deficit of £9,647).

Total restricted income for the year was £Nil (2022: £Nil), the total restricted expenditure was £Nil (2022: £Nil), leaving a £Nil balance of restricted funds (2022: £Nil).

At the end of the year the charity's funds consisted of unrestricted funds of £ 19,464 (2022: £31,550) and unrestricted funds of £Nil (2022: £Nil).

Reserves policy

The charity has no fixed overhead costs. It is not currently judged necessary to hold a specific level of reserves.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 2th February 2018 and registered as a charity on 7th January 2019.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 28 February 2023 was 4 (2022: 4). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in a note to the accounts.

Trustees are recruited and appointed by the existing trustees. No appointments or retirements occurred in the 2022 – 2023 year.

Formal Meetings of the company were held on 6th April, 2022, 10th November, 2022 and 14th June, 2023

Intersticia UK

Trustees' annual report for the year ended 28 February 2023

Trustees are in regular communication concerning the charity and its activities, and hold also numerous informal meetings during the year with Trustees involved in various Intersticia activities and the Retreat. When decisions are required short term communications are held online.

One key policy of the charity is to ensure that our Fellows have the opportunity to develop experience of governance and board management, and hence our aim is to have one Fellow serving as a Director of the company and as trustee of the charity.

Accordingly Berivan Esen was appointed a Director of Intersticia UK on 1st September, 2020 and Nick Byrne appointed as a member of the Intersticia Foundation Australia Board on 20th April, 2021.

Advisors to the Charity are Dan Sofer (CEO Founders and Coders, <https://intersticia.org/members/dan-sofer/>), Marianne Darre (Senior Consultant AFF and Solstrand Programme, Norway, <https://intersticia.org/members/marianne-darre/>), and Philip Hayton (Organisational and Developmental Psychologist, <https://intersticia.org/members/philip-hayton/>).

Each of these individuals contributes their time, experience and energy to working with the Intersticia Fellows and our broader programmes.

Intersticia UK
Trustees' annual report for the year ended 28 February 2023

Statement of responsibilities of the trustees

The trustees (who are also directors of Intersticia UK for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on Monday 15th October, 2023 and signed on their behalf by



Ann Rowland-Campbell
Director

Report to the trustees of Intersticia UK

I report on the accounts of the charity for the year ended 28th February 2023 set out on pages 17 to 27 .

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

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



19 / 10 / 2023

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Intersticia UK
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 28 February 2023

	Note	2023 £	2022 £
Income from:			
Donations and legacies	3	27,500	36,000
Investments	4	911	975
Total income		28,411	36,975
Expenditure on:			
Raising funds	5	242	190
Charitable activities	6	39,887	46,432
Total expenditure		40,129	46,622
Net income/(expenditure) before net gains/(losses) on investments		(11,718)	(9,647)
Unrealised gains/(losses) on investments		31	2,247
Net income/(expenditure) for the year	7	(11,686)	(7,400)
Net movement in funds for the year		(11,686)	(7,400)
Reconciliation of funds			
Total funds brought forward		31,150	38,550
Total funds carried forward		19,464	31,150

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

Intersticia UK
Company number 11185197
Balance sheet as at 28 February 2023

	Note	2023	2022
		£	£
Fixed assets			
Investments	10	20,321	30,590
Total fixed assets		20,321	30,590
Current assets			
Debtors	11	49	100
Cash at bank and in hand		2,039	2,120
Total current assets		2,089	2,220
Liabilities			
Creditors: amounts falling due in less than one year	12	(2,946)	(1,660)
Net current assets		(857)	560
Total assets less current liabilities		19,464	31,150
Net assets		19,464	31,150
The funds of the charity:			
Unrestricted income funds	13	19,464	31,150
Total charity funds		19,464	31,150

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 20 to 27 form part of these accounts.

19 / 10 / 2023

Approved by the trustees on and signed on their behalf by:



Ann Rowland-Campbell, Trustee

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

b Judgments and estimates

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

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

c Preparation of the accounts on a going concern basis

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

Notes to the accounts for the year ended 28 February 2023 (continued)

d Income

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

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

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

e Donated services and facilities

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

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

f Fund accounting

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

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

Notes to the accounts for the year ended 28 February 2023 (continued)

g Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of investment management and their associated support costs.
- Expenditure on charitable activities includes the costs of scholarships and bursaries, and events undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

i 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.

j Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Intersticia UK

Notes to the accounts for the year ended 28 February 2023 (continued)

3 Income from donations and legacies

	Unrestricted £	Total 2023 £	<i>Unrestricted</i> £	<i>Total 2022</i> £
Donations	27,500	27,500	36,000	36,000
Total	27,500	27,500	36,000	36,000

4 Investment income

	Unrestricted £	Total 2023 £	<i>Unrestricted</i> £	<i>Total 2022</i> £
Dividends received	911	911	975	975
	911	911	975	975

5 Cost of raising funds

	Unrestricted £	2023 £	<i>Unrestricted</i> £	<i>2022</i> £
Investment management costs	242	242	190	190
	242	242	190	190

Notes to the accounts for the year ended 28 February 2023 (continued)

6 Analysis of expenditure on charitable activities

	2023 £	2022 £
Scholarships and bursaries, charitable donations	24,518	43,591
Event costs	8,714	650
Director development and coaching	-	50
Office overheads	4,854	646
Legal and professional fees	450	535
Accountancy	1,140	960
Travel	211	-
	<u>39,887</u>	<u>46,432</u>
Restricted expenditure	-	-
Unrestricted expenditure	<u>39,887</u>	<u>46,432</u>
	<u>39,887</u>	<u>46,432</u>

Scholarships and bursaries, charitable donations

During the year the charity made the following awards:

Scholarships and bursaries to individuals	24,518	42,055
Charitable donations to the following organisations:		
Osprey V	-	1,536
	<u>24,518</u>	<u>43,591</u>

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Independent examiners fee	<u>1,140</u>	<u>960</u>

8 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration during the year (2022: Nil).

Members of the management committee received travel and subsistence expenses during the year of £1,039 (2022: Nil).

Aggregate donations from related parties were £27,500 (2022: £36,000).

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

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

Notes to the accounts for the year ended 28 February 2023 (continued)

9 Corporation tax

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

10 Investments

	2023 £	2022 £
Market value at the start of the year	27,996	25,749
Add: additions to investments at cost	12,217	-
Disposals at carrying value	(20,388)	-
Add net gain/(loss) on revaluation	31	2,247
Market value at the end of the year	19,857	27,996
Cash held by investment broker pending reinvestment	464	2,594
	20,321	30,590
Investments at fair value comprised:		
Equities	16,811	14,048
Fixed interest securities	3,046	13,948
Cash held within the investment portfolio	464	2,594
	20,321	30,590

Investments are all carried at fair value and are all traded in quoted public markets.

11 Debtors

	2023 £	2022 £
Prepayments and accrued income	49	100

Notes to the accounts for the year ended 28 February 2023 (continued)

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors and accruals	2,946	1,660

13 Analysis of movement in unrestricted funds

	Balance at 1 March 2022 £	Income £	Expenditure £	Gains on investments £	As at 28 February 2023 £
General fund	31,150	28,411	(40,129)	31	19,464
	<u>31,150</u>	<u>28,411</u>	<u>(40,129)</u>	<u>31</u>	<u>19,464</u>

Comparative period

	Balance at 1 March 2021 £	Income £	Expenditure £	Gains on investments £	As at 28 February 2022 £
General fund	38,550	36,975	(46,622)	2,247	31,150
	<u>38,550</u>	<u>36,975</u>	<u>(46,622)</u>	<u>2,247</u>	<u>31,150</u>

Name of

unrestricted fund

Description, nature and purposes of the fund

General fund

The free reserves after allowing for all designated funds

14 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total 2023 £
Fixed asset investments	20,321	-	-	20,321
Net current assets/(liabilities)	(857)	-	-	(857)
Total	19,464	-	-	19,464

Comparative period

	<i>General fund £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2022 £</i>
<i>Fixed asset investments</i>	<i>30,590</i>	<i>-</i>	<i>-</i>	<i>30,590</i>
<i>Net current assets/(liabilities)</i>	<i>560</i>	<i>-</i>	<i>-</i>	<i>560</i>
<i>Total</i>	<i>31,150</i>	<i>-</i>	<i>-</i>	<i>31,150</i>

INTERSTICIA UK

England & Wales - Charity number 1181435

Accounts

Company number: 11185197

Charity Number: 1181435

INTERSTICIA

Intersticia UK

Trustees report and financial statements

For the period ended 28 February 2022

Intersticia UK
Reference and administration information

Company number 11185197

Charity number 1181435

Registered office and operational address

10 Queen Street Place, London, EC4R 1BE, United Kingdom

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tristan Lumley

Ann Rowland-Campbell

Berivan Esen appointed 01/08/2020

Louise Sibley appointed 10/02/2021

Bankers

Lloyds Bank

P O Box 1000

Uttoxeter

BX1 1LT

Solicitors

Bates Wells & Braithwaite

10 Queen Street Place

London

EC4R 1BE

Accountants

Third Sector Accountancy Limited

Holyoake House

Hanover Street

Manchester

M60 0AS

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

The trustees present their report and the unaudited financial statements for the year ended 28 February 2022 Included within the trustees' report is the directors' report as required by company law.

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

Objectives and activities

The objects of the charity were the advancement of education for the public benefit by:

- (a) providing support and funding for the benefit of emerging leaders in their chosen fields of expertise, including in particular grants and scholarships for their tuition costs and/or their living costs;
- (b) providing support and opportunities for emerging leaders to experience and develop leadership skills in the interstice between technology, culture and society by creating learning opportunities, including through the provision of access to digital resources, conferences, retreats and workshops;
- (c) promoting the development of digital literacy and leadership skills, including through public events such as conferences and workshops.

'Emerging leaders' means individuals aged 18 - 40 with leadership experience or an ambition to gain experience in leadership, including without limitation postgraduate students attending universities.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

Intersticia UK exists to develop and promote digital fluency and develop "smart humans" in terms of how we proactively create, manage, harness and utilise digital technologies. As per our Objectives we do this primarily through the following activities:

1. We identify, support, nurture and encourage individuals through our Scholarships and Fellowships
2. We work with like-minded partner organisations to support entrepreneurship and innovation
3. We hold public events with a specific aim of promoting conversations and building skills in digital literacy and leadership

In the 2021 – 2022 year we worked to continue supporting our Fellows and partner organisations through the limited means available during the continuing pandemic and restrictions of travel. This necessarily meant continuing to predominantly work online which provided the opportunity for continued engagement whilst also reducing travel costs. However, as people tired of online activities and became "Zoomed out" it became more difficult to garner attention until the resumption of travel in 2022. Much of this is articulated in our blog posts available on our website <https://intersticia.org/blog/>.

Supporting individuals through Scholarships, Bursaries and Fellowship

The beneficiaries of our services are our Fellows, the communities with which they work, our partner organisations and the General Public through our public events. Specific details of our beneficiaries and how they have benefitted from our activities are described in the following paragraphs detailing our achievements and performance.

Rowland Scholarship – Goodenough College

Rowland Scholarships (2021 – 2022 Financial Year)

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

In August 2021 we received 41 applications for the Rowland Scholarship from around the world and decided to interview four (4) candidates via Zoom. These interviews were conducted on 21st and 22nd August by Sam Crock, Jacqueline Crock (Intern), Hamish Laing (Fellow) and Anni Rowland-Campbell with input from Sean McDiarmid (Rowland Scholar 2020 – 2021) and Sam Campbell.

We were most impressed by the quality of the candidates and decided to award two Scholarships of £8,000 each for 2021 – 2022 to Farahana Cajuste and Sergio Mutis.

Farahana Cajuste - Farahana has worked as a UN Millennium Fellow and a Global Issues and Community Action Intern at the United Nations Association of Orlando. In addition she served as a Project Intern for the Consulate of Haiti and as the President of the Latin American Student Association during her undergraduate studies. Farahana was recently awarded the Public Policy and International Affairs Fellowship at Carnegie Mellon University, a seven-week fellowship with leaders in policy research and cultural economics designed to prepare students for roles serving the public good.

After graduating Farahana assisted Haitian migrants and asylum seekers within Central Florida and she is passionate about introducing Latin American and Caribbean culture to her environment, through hosting conversations and cultural celebrations.

Farahana has just completed her MSc in Development Studies at the London School of Economics. In the future, Farahana hopes to continue helping others by fighting for economic equity as it relates to marginalised communities. (<https://www.linkedin.com/in/farahanacajuste/>)

Sergio Mutis - Sergio is a Colombian architect passionate about social justice and technological innovation. He completed his studies in architecture at Pontificia Universidad Javeriana in Colombia in 2019, graduating with honours and receiving the National Thesis Prize for Collective Habitat and Housing from the Colombian Society of Architects. In parallel, Sergio co-founded the eco-social organization of Apata Colombia, which was granted the National Procolombia Award in 2021 for its contribution to peace in the framework of the Colombian post-conflict. Sergio has recently completed his Master's Degree in architectural design, robotics and computation at the Bartlett School of Architecture of UCL (University College London), UK. His thesis won the top prize in his cohort and his project the top project. Sergio is now seeking employment in London as an Architect.

Farahana and Sergio's interviews can be found here (please not password required) <https://vimeo.com/591296861>.

Rowland Scholarships (2022 – 2023 Financial Year)

In August 2022 we received 31 applications for the Rowland Scholarship from around the world and decided to interview four (4) candidates via Zoom. These interviews were conducted on 21st August, 2022 by Sam Crock, Jacqueline Crock, Louise Sibley and Anni Rowland-Campbell with input from Sean McDiarmid (Rowland Scholar 2020 – 2021) and Sam Campbell.

This year we decided that as a community we were now sufficiently large enough to broaden the scope of our community beyond being predominantly English-speaking and thus awarded the scholarship to Vivian (Yuhui) Li from China.

Vivian (Yujui) Li - Vivian studied Financial Engineering at Shandong University and then worked in the Chinese Banking sector before joining The China Banking and Insurance Regulatory Commission Huangnan Bureau, Xining, China in 2016. Her dream was to study in London and, after having twice been delayed by the Covid Pandemic, she has finally realised this dream by commencing her studies for and MSc in Urban Economic Development at University College London.

Leadership Fellows (2022 – 2023 Financial Year)

Abeer Abu Ghaith - (https://intersticia.org/_fellows/abeer-abu-ghaith/)

Intersticia UK

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Abeer has been an Advisor to Intersticia UK since 2020 and as from September 2022 was made a Leadership Fellow. Abeer is a technology entrepreneur living in Hebron, Palestine, from where she operates her MENA Alliances Group, an International business which provides high quality outsourced business and technology solutions harnessing talent in the MENA region. She is especially focused on creating economic opportunities for women and young people.

In 2022 Abeer was selected as a member of the 2022-2023 [International Women's Forum \(IWF\)](https://iwforum.org/leadership-fellows-class-2022-2023/) Leadership Fellows class (<https://iwforum.org/leadership-fellows-class-2022-2023/>) together with scholarship. Her next steps are to consider how to expand MENA Alliances beyond Palestine. See articles below:

<https://menaalliances.com/about-us/>

<https://www.youtube.com/watch?v=j-e16wN-t3o>

<https://abughaithabeer.wixsite.com/abeer>

https://www.ilo.org/beirut/media-centre/multimedia/WCMS_543311/lang--en/index.htm

Founder Fellows (2022 – 2023 Financial Year)

Hannah Stewart (https://intersticia.org/_fellows/hannah-stewart/)

Hannah graduated from Founders and Coders (FAC 15) in 2017 and since then has been working as a freelance web developer. She joined the Ellen MacArthur Foundation (EMF) after leaving FAC and during her training she became interested in the cultural questions which surround web development which led her to pursue a Masters in Social Science of the Internet (or Web Science) at the Oxford Internet Institute, University of Oxford from which she graduated in 2021. She is now “scrum master” at EMF and is working with Intersticia to deliver the Founders and Coders Web Science programme to current students and Alumni.

Newspeak Scholarship (2022 – 2023 Financial Year)

Following on from our Newspeak Scholarship in 2019 Intersticia has now partnered with Newspeak House to provide a second scholarship for an individual seeking to undertake the Newspeak Residency Programme (<https://nwspk.com/residency>) and course in Political Technologies.

Intersticia interviewed three candidates who had applied directly to Newspeak House and have awarded the 2022 – 2023 Newspeak Intersticia Scholarship (<https://nwspk.com/scholarships>) to Ardavan Afshar.

Ardavan Afshar – (https://intersticia.org/_fellows/ardavan-afshar/)

Ardavan is an academic mathematician who is looking to transition to working on global development and suffering minimisation, in particular via technical interventions and the propagation of value change. He is especially interested in the potential application of developments in automation and machine learning to solve problems related to agriculture, education and healthcare in the developing world.

Ardavan completed his PhD in Number Theory at University College London in 2020, and then spent two years in Stockholm as a postdoctoral research fellow at KTH. Thanks to support from Intersticia, he is currently undertaking the residential programme at Newspeak House's London College of Political Technology, while also teaching at King's College London.

As part of Ardavan's scholarship he will undertake the Newspeak House Residency programme (<https://nwspk.com/residency>) which is a component of Intersticia's scholarship. In addition he will organise a number of public events for Intersticia and its' partners at Newspeak House beginning with the first in January 2023.

Fellowship Development

Following on from the constraints of Covid in 2020 Intersticia proceeded with its' 2021 Retreat which was held in 'hybrid' form.

2021 Hybrid Fellowship Retreat (2021 – 2022 Financial Year)

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

In July 2021 Intersticia held a hybrid Retreat with 8 (eight) UK Fellows and Advisors attending in person at Schumacher College (<https://campus.dartington.org/schumacher-college/>) and 15 (fifteen) Fellows and Advisors attending via Zoom. The Retreat was held over three days with UK members arriving at Schumacher College on Friday 9th July and departing on Monday 12th July. The Schumacher Programme included sessions with Schumacher Founder Satish Kumar and a "Deep Time Walk" (<https://www.deeptimewalk.org/>) around the College.

As with the 2020 Retreat Fellows were then allocated to four **Small Groups** which met quarterly up until mid 2022. With the return to travel we were able to hold numerous in-person events in London on 30th May, 19th July, 18th August and 12th October in order to reconnect the Intersticia community.

Intersticia's next formal Retreat will be held at Darwin Lakes Retreat, Matlock, from 4th to 9th September, 2023.

Leicester Conference 2021 and 2022

A core element of Intersticia's philosophy with regards to leadership is the ability to more effectively work with and understand teams and Group Dynamics. Since 2018 we have sent two of our community to the Tavistock Institute's Leicester Conference (see <https://www.tavistock.org/what-we-offer/professional-development/leicester-conference/>).

In 2021 we sent one Fellow, Oliver Smith-Wellnitz, and one Board Member, Lachlan Campbell, to Leicester 2021, which, despite being a very small conference due to Covid, proved to be of great assistance to them in their work and professional development. In 2022 we sent two Intersticia Fellows, Abeer Abu Ghaith and Sergio Camacho Iannini to Leicester 2022. This proved to be a very powerful learning for them both coming from such diverse backgrounds. In addition there were four Solstrand coaches who attended Leicester 2022 and our two Fellows got to know them quite well during the week, further developing our relationship with the Solstrand Leadership Programme.

As a prelude to his attendance at Leicester 2022 we sent Sergio to an online Group Relations Conference, the A. K. Rice Institute's ALIVE (<https://www.alive2021.org/>). We plan to complement the Group Relations training for all Fellows through additional online and face to face events.

Intersticia Brave Conversations Interviews

Following on from our 2020 Retreat we decided to record interviews with all the individuals within our community in order to capture their experience and share information. These interviews continued throughout 2021 and the lockdown periods. These "Brave Conversations" interviews are available to all within the community and, depending on the sensitivity, may be made more publicly available. They will continue in to 2022.

Intersticia Internship

In 2021 we engaged our first Intern, Jacqueline Crock. Jackie continued to assist Kristina Jaggard and Ahmed Elqattawi with the Yalla Apprenticeship Programme as well as helping the rest of the community with General Assistance and Support throughout 2021 and 2022. See <https://intersticia.org/view-of-an-intern/>

Jacqueline Crock

Jacque is currently completing her final high school year studying Global Politics, French, Chemistry, Mathematics, English and Music in Melbourne. Jacque is interested in everything from jazz to models of the United Nations and in a post-Covid world hopes to travel and pursue a career in international relations or politics. She is extremely passionate about social justice and human rights and intends to develop her career in order to make a significant difference somewhere in the world.

Related parties and relationships with other organisations

Working with Partner Organisations

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

Founders and Coders (<https://www.foundersandcoders.com/>) and Gaza Sky Geeks through Mercy Corps (<https://gazaskygeeks.com/>)

Intersticia has been working with Founders and Coders (FAC) and Gaza Sky Geeks (GSG) since we supported the “Tech for Better Founders” programme in 2018 (<https://intersticia.org/initiatives/founders-coders/>). In 2019 two members from the first Founders cohort (Joe Friel, Simon Dupree) together with one from Gaza (Ramy Al Shufara) formed a social enterprise called Yalla (<https://www.yallacooperative.com/>) which operates between London, Berlin and Gaza and aims to help non-profits and impact-driven businesses drive positive social change in the Tech Sphere.

Throughout 2020 and 2021 we built on these foundations by creating the first Yalla Apprenticeship Programme in partnership with Founders and Coders, Gaza Sky Geeks (GSG) and Yalla (<https://intersticia.org/the-yalla-apprenticeship-programme/>). The programme was managed by former Founder Kristina Jaggard (<https://intersticia.org/fellows/kristina-talisa-jaggard/>), Intern Jacquie Crock and on the ground in Gaza, our Intersticia Fellow Ahmed Elquattawi (<https://intersticia.org/fellows/ahmed-elqattawi/>) as Business/English Coach and Mentor.

Kristina-Talisa Jaggard (https://intersticia.org/_fellows/kristina-talisa-jaggard/)

Kristina comes from a background in the visual arts and developed an interest in programming after being introduced to web design through her job within the charity sector. Noting a disparity in online accessibility for those with disabilities, Kristina decided to learn to programme for herself. It was the core values of social impact, inclusion and cooperation that drew Kristina specifically to the Founders and Coders course. Kristina applied to the subsequent Founders Program because she wished to continue to develop her programming skills while working on real-world projects that push for a more inclusive World Wide Web. After completing the Founders programme Kristina has worked as a freelance coder and has now moved to Berlin to begin working with the Yalla Co-Operative.

Kristina managed the Yalla Apprenticeship programme throughout 2021.

Ahmed Elqattawi - <https://intersticia.org/fellows/ahmed-elqattawi/>

Ahmed Elqattawi is a Palestinian from Gaza! He holds a Bachelor's degree in English language and literature from the Islamic University of Gaza and works as a Business-English Mentor with Gaza Sky Geeks. Ahmed is keenly interested in the performing arts and in 2017 this passion guided him to play part in coordinating a live-link cultural exchange event in 2017 called Shakespeare in Gaza, and following his graduation Ahmed worked as a Gaza-based Distant Research Assistant with the Australian National University in data collection and fieldwork for a project about The Palestinians and Sovereignty Building. In 2020 Ahmed was fortunate to be accepted into the PCELT programme (the Professional Certificate in English Language Teaching) and obtained an internationally recognized TESOL certificate for teachers in the MENA region and North Africa. Ahmed is interested in hip-hop music, spoken-word poetry and social impact and plans to pursue postgraduate studies in Education and International Development in the UK.

Ahmed assisted us in holding the first Brave Conversations in Palestine in Gaza on 17th February, 2021 (<https://braveconversations.org/gaza2020/>) and following this Intersticia engaged him to work with Gaza Sky Geeks and the Yalla Co-Operative to us establish the first iteration of the Yalla Apprenticeship Programme.

Link to Ahmed's blog: <https://ps.linkedin.com/in/ahmedelqattawi1> and <https://message-to-the-world-blog.wordpress.com/>

Yalla Apprenticeship Programme (2021 – 2022 Financial Year)

In partnership with Yalla and GSG we held an initial Question Day via Zoom on Tuesday 2nd March, 2021 which 20 GSG Coders attended and where we called for applications in the form of a five minute video. We received 13 applications from which we chose 8 people to join us for 20 minute interviews based on their technical, communication, problem solving and team skills combined with a cultural fit with Yalla.

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

Interviews were conducted on Tuesday 23rd and Thursday 25th March, 2021 with Intersticia members Sam Crock, Jacqueline Crock, Ahmed Elqattawi and Anni Rowland-Campbell and Yalla members Ramy Al Schufara and Jem Abulhawa organised by Kristina Jaggard. Two GSG Graduates were chosen as Yalla Apprentices.

Israa Ahmad Al-Jamal

Israa Ahmad Al-Jamal is a graduate in Computer Engineering from the Islamic University in Gaza who then worked in Web Development and recently graduated from Gaza Sky Geeks Code Academy as a Full Stack Developer. Israa comes to Yalla with an array of organisational skills (particularly juggling a young family, study and work) together with an interest in design and embroidery to complement her fascination with technology. Above all what stood out for us is Israa's focus on the importance of teamwork and co-operation. As she said in her interview video: "Shared joy is double joy; shared sorrow is half sorrow."

Adham Haisami (<https://www.linkedin.com/in/adham-haisami/>)

Adham Haisami studied Software Engineering and is passionate about learning and trying new things. He loves traveling for what it can teach us about different cultures and ways of thinking and has an innate curiosity to view and consider things differently. What stood out for us is Adham's sense of empathy and desire to help people, which he encapsulated with the phrase: "We all are the same, we all are humans."

See - <https://intersticia.org/welcome-to-our-first-yalla-apprentices/>.

The programme was meant to commence in early May 2021 but the 2021 Israeli-Gaza conflict forced the delay until 23rd May, 2021. It proved invaluable having Ahmed Elqattawi on the ground in Gaza during this very difficult period as he gave us regular reports about the situation and kept us in touch with both of the Apprentices. The programme concluded at the end of September, 2021 with a final wrap up on Thursday 30th September, 2021. Mid way through the programme the Apprentices applied for permanent employment through GSG and Israa Ahmad Al-Jamal was offered an ongoing position with Yalla at the conclusion of the Apprenticeship. Adham Haisami will continue to work with Yalla on a project basis and is an Instructor with Gaza Sky Geeks.

Founders and Coders Web Science Programme

In addition to the work with GSG and Yalla in Palestine Intersticia continues to work closely with Founders and Coders in the development and delivery of a Web Science programme to complement the coding skills of FAC Apprentices. As FAC is now an Apprenticeship Provider it is responsible to Ofsted for the quality of both its' education and the learning of the individuals who choose it to learn through. The Web Science aspects of the programme are now a key differentiator, beginning as a series of one-off guest lectures in 2017 these have since developed to become a core part of the FAC curriculum as we believe that the 'soft' and hard social skills are as important for developers to learn as the coding skills themselves. Much of the material is based on the Digital Gymnasia workshops and is being developed in partnership with FAC Alumni who are being brought on as facilitators and mentors after graduation.

Hannah Stewart (now and Intersticia Founder Fellow - see above) is co-leading this programme.

MENA Alliances (<https://menaalliances.com/>)

In 2020 I met a young Palestinian entrepreneur Abeer Abu Ghaith who is CEO of an outsourcing company MENA Alliances and in 2021 Abeer accepted our invitation to join Intersticia as an Advisor (<https://intersticia.org/members/abeer-abu-ghaith/>). Following on from the Yalla Apprenticeship Programme a number of opportunities to support Abeer's work were explored but we realised that the most valuable investment we could make was in Abeer herself as she lead and developed the young women with whom she worked. This led to us sending her to work with us on Brave Conversations Barcelona 2022, to introducing her to our London network, and to sending her to the 2022 Leicester Conference. In September 2022 Abeer was made an Intersticia Leadership Fellow.

Abeer is now an Intersticia Leadership Fellow (see above).

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Trustees' annual report for the year ended 28 February 2022

Kav Mashve (<http://kavmashve.org.il/en/>) – **Web Ahead** (<http://web-ahead.org/>) (2021 – 2022 Financial Year)

Through Founders and Coders Intersticia has been working with Web Ahead, an initiative within the Kav Mashve, an Israeli non-profit organization which promotes equal employment opportunities for Arab university graduates within the Israeli business sector and operates in Haifa, Israel. In April 2021 we delivered a Brave Conversations workshop together with a the Web Ahead coders based on the curriculum developed for Founders and Coders and some of the Kav Mashve team have attended the Founders and Coders online seminars.

Osprey V

Through Intersticia Fellow Ahmed Elqattawi we met the founders of Gaza's first Rock Band, Osprey V, which operates through Al Jaru (<https://aljaru.com/about/>) the only professional music store in the Gaza Strip. After numerous conversations with the band's lead, Raji El Jaru, we determined that we could support young musicians in Gaza by helping Osprey V acquire some musical equipment and accordingly in March 2022 we gave the band US\$2,000 in funding. They are now working with other young musicians in Gaza.

Osprey V's first single "Home" can be found at:

- <https://www.youtube.com/watch?v=HxoMuBfSVc8>

Osprey V's second single "Bush" can be found at:

- https://www.youtube.com/watch?v=y8eyWGs7E&list=RDMMMy8eyWGs7E&start_radio=1

Some articles about Osprey V can be found below:

- <https://english.alarabiya.net/News/middle-east/2021/08/04/-We-ll-scream-our-pain-Gaza-s-first-rock-band-Osprey-V-takes-wing>
- <https://www.delia-arts.org/osprey-v/>
- <https://www.reuters.com/world/middle-east/well-scream-our-pain-gazas-first-rock-band-osprey-v-takes-wing-2021-08-04/>
- <https://www.euronews.com/culture/2022/01/24/meet-the-rock-band-shining-a-light-on-the-people-of-gaza-s-struggles>

Recently Joe Friel and Simon Dupree (the founders of Yalla from the UK and Germany) visited Gaza and met with both Ahmed Elqattawi and Osprey V.

Goodenough College London (<https://www.goodenough.ac.uk/>)

Intersticia created its first scholarship at Goodenough College in 2013 (<https://www.goodenough.ac.uk/scholarships/intersticia/>) and since then we have awarded the Rowland Scholarship every year. We now have eleven (11) scholars including two in the 2021 – 2022 year and one in the 2022 – 2023 year. In addition to the scholarships Intersticia works with the College by providing events and seminars around digital literacy skills to both current students and the broader College community including staff and Alumni.

Web Science Trust UK (<https://webscience.org/>)

Intersticia has been working with the Web Science Trust since Anni Rowland-Campbell met Professor Dame Wendy Hall in 2012, joined the Trust in 2016, and co-created Brave Conversations in 2017. Since then Brave Conversations has been held some twenty (20) times around the world, often as an integral part of the ACM Web Science Conference. These events are primarily aimed at the general public and people from all walks of life and held as public forums to educate

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and empower individuals to become more conversant, confident and responsible in how they use emerging (digital) technologies (see below).

Solstrand Leadership Programme, AFF Norwegian Business School (2022 – 2023 Financial Year)

In January 2020 I was invited to attend the Solstrand Leadership Programme as an Observer. In September 2022 I was invited to develop and deliver a Brave Conversations event (see <https://braveconversations.org/solstrand2022/>) for the 48 participants and staff of the 2022 – 2023 Leadership cohort which was held at the Solstrand Hotel, Os, Norway.

Since 1953 the Solstrand Leadership Programme has been held at the Solstrand Hotel in Norway to which 48 leaders from all walks of Norwegian life have been invited. This programme is, in my opinion, the best leadership programme in the world and it was a privilege to contribute to it in 2022.

Digital Enlightenment Forum – <https://www.digitalenlightenment.org/>

In September 2022 I was invited to attend the Digital Humanism Summer School organised by TUWien and the Digital Enlightenment Forum. It attracted some 67 students from 22 countries around the world and featured noted academics all speaking on “Web Science” topics. It is envisaged that this relationship will develop over the next few years and provide the opportunity to expand the Web Science work already undertaken with the Web Science Trust into Europe and beyond. The DEF already influences EU Policy (most notably the development of the GDPR and more recently the European AI Legislation). Our first joint event is planned for April 2023.

See:

- <https://dighum.ec.tuwien.ac.at/>
- <https://dighum.ec.tuwien.ac.at/summerschool2022/>

Public Events – Brave Conversations (<https://braveconversations.org/>)

Brave Conversations was developed in partnership with the Web Science Trust to bring Web Science to the public realm and has been held around the world. With the declaration of the Covid19 Pandemic and all travel cancelled the opportunity to take Brave Conversations to a broader audience online presented itself which we embraced with the first event as part of the 2020 Web Science Conference (<https://websci20.webscience.org/>). In 2022 we were able to resume face to face ‘live’ events.

Brave Conversations Global Online 2021 (<https://braveconversations.org/global2021/>) (2021 – 2022 Financial Year)

Brave Conversations Global was held as the opening event of the 2021 ACM Web Science Conference (<https://websci21.webscience.org/>) on Monday 21st June, 2021 with 30 attendees. Given the constraints due to the Pandemic the conference focused on the topic of Globalisation and inclusion seeking to explore access and equity with the technologically mediated world.

See <https://intersticia.org/brave-conversations-global-2021/>

Future Worlds Challenge with MIT (<https://braveconversations.org/brave-conversations-future-worlds-challenge-2021/>) (2021 – 2022 Financial Year)

In November 2021 we created a new initiative in partnership with the research team at MIT (Massachusetts Institute of Technology) App Inventor (<https://appinventor.mit.edu>). The concept of Future Worlds Challenge emerged from the original and subsequent Brave Conversations events (London 2018, Jamaica 2018) when we had a number of young people present. We determined to appeal to people aged between 12 to 17 through ‘gamifying’ the Brave Conversations content and give them the challenge of designing a better Future World, one that they would want to live in. We augmented this by teaching the participants to code an Amazon Alexa and then work this Alexa as a part of their team to present their response to the Challenge. With this first event we opened it to anyone who was 12-17 years old, could

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communicate in English, and willing to participate with one parent or grandparent. We encouraged people to come in groups with friends and family as teams and received 107 expressions of interest. From this we ended up having 45 child-parents 'teams' who actually attended. On average the kids were 16 years old with 20 girls and 25 boys coming from Indonesia, the USA, Singapore, Canada, New Zealand, India, Iran and Japan.

The main lead for the MIT side of the event was **Jess van Brummelen**.

Jessica is an Electrical Engineering and Computer Science PhD student at MIT aiming to empower young learners with technology to solve real world problems. For her master's thesis, she developed an interface in MIT App Inventor to enable nearly anyone—including 9-12th grade workshop attendees—to develop conversational agents. For her PhD, she developed voice-first, conversational artificial intelligence tools to allow anyone to create his or her own interconnected, intelligent systems through natural language programming. She believes that given the right tools, knowledge and skills, anyone can create significant positive change in his or her community.

Other participants were:

- Students: Claire (Mingyan) Tian, Liz Harkavey, Daniel Kim, Nghi Nguyen, Maura Kelleher and Tiffany Trinh
- MIT Staff: Robert Parks and Jeff Freilich

Future Worlds Challenge not only provided the participants with the opportunity to interact with a Brave Conversations-type of event and world leading researchers, but it provided the researchers to work with young people from around the world and their parents.

Two write ups of the event can be found below:

- <https://intersticia.org/future-worlds-challenge/>
- <https://intersticia.org/launching-future-worlds-challenge/>

Brave Conversations Barcelona 2022 (<https://braveconversations.org/barcelona-2022/>)

Brave Conversations Barcelona was held as the opening event of the 2022 ACM Web Science Conference (<https://websci22.webscience.org/>) on Sunday 26th June, 2022. The event was held at the Universitat Pompeu Fabra - Campus del Poblenou and held in 'hybrid' mode with 9 people in the room and 32 people online. Many of the conversations focused on the 'post-Pandemic' world and the socio-technical aspects of the Future of Work, the Future of Education and the emerging concept of Transhumanism.

Brave Conversations Solstrand 2022 (<https://braveconversations.org/solstrand2022/>)

Brave Conversations Solstrand focused on linking the broader Brave Conversations concept into the curriculum of the AFF's Solstrand Leadership programme. This meant tailoring the content to the Norwegian culture as well as developing material which would appeal to the Solstrand participants who came from government, business and the not-for-profit sector. There were 48 participants and 6 Solstrand coaches in attendance.

Brave Conversations and Future Worlds Challenge Sharhja 2022 (<https://braveconversations.org/sharjah2022/>)

In 2022 we built on the Brave Conversations and Future Worlds Challenge events held in November 2021 by were held as integral events of the 2022 International Government Communications Forum (<https://www.igcc.ae/en/events/igcf/agenda.aspx?edition=2022>). Future Worlds Challenge was held on Monday 26th, Tuesday 27th and Wednesday 28th September comprising one and a half days of the participants learning to code an Amazon Alexa (facilitated by a team of researchers from the MIT App Inventor team - <https://appinventor.mit.edu/>). The second half of the event was the Challenge itself based on designing a Future World in 10 years time that was balanced and sustainable. Participants were divided in to seven teams and asked to respond to the questions:

1. What are three important mindset changes we could make to ensure the Sustainability of Human Life on Earth?

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2. What are three important environmental changes we could make to ensure the Sustainability of Human Life on Earth?
3. What are three important technological changes we could make to ensure the Sustainability of Human Life on Earth?

Their Future World was judged on these criteria:

- ✓ Does your world make sense?
- ✓ It is realistic?
- ✓ How would Conversational AI support your World?
- ✓ Do you believe in it?

Three judges were drawn from the audience who were Prashanti from Terrapay, Hussein who was an IGCF Facilitator and Claire Tan.

The MIT App Inventor Team (<https://appinventor.mit.edu/explore/our-team>) were:

- Mingyan (Claire) Tan - Mingyan is a current sophomore at Wellesley studying Computer Science and Mathematics.
- Nghi Nguyen - Nghi is a junior at MIT studying computer science and minoring in French and Japanese
- Maura Kelleher - Maura is a freshman at MIT studying Computer Science.

Three winning teams were chosen who then presented their “worlds” to a panel of IGCF judges. These then chose a winning team which was presented with a trophy at the closing ceremony of the Forum.

Digital Gymnasia Series of Workshops

In a ‘normal’ year we would usually hold a series of workshops at Goodenough College to promote digital literacy and digital skills to current students of the College. Due to the Covid restrictions these events continued online throughout 2021 for students and Alumni of the College around the world. In February / March 2021 a series was specifically targeted to Australian and New Zealand Goodenough Alumni. In May 2022 the face to face Digital Skills workshop for current Goodenough College members resumed in London.

As a complement to these a series of workshops was developed for Australian Theatre Producers in partnership with 5 Eliza (The Newtown School of Arts - <https://www.5eliza.com.au/>) which was held both face to face and online (hybrid) in April / May 2021.

These workshops focused on the Fundamentals of Digital Technologies, the Digital Brand, Managing Events Online, Privacy and Security, Board Governance Online, Demystifying AI, and Digital Business Models.

See <https://intersticia.org/digital-gymnasia-series-2020/> and <https://intersticia.org/digital-gymnasia-series-2-2021/>.

Intersticia Events at Newspeak House 2022 – 2023

With the appointment of our second Intersticia Scholar at Newspeak House (see above) it is planned to have a number of Intersticia events open to the public at Newspeak House focusing on Open Philanthropy, Effective Altruism and Political Technologies during the 2022 – 2023 year.

Intersticia UK

Trustees' annual report for the year ended 28 February 2022

Financial review

The charity received £36,000 (2021: £15,000) in donations and £975 in investment income (2021: £950) during the period plus grant income of £Nil (2021: £Nil). It paid out grants and bursaries of £43,591 (2021: £7,816), and funded event costs totalling £650 (2021: £10,095). This year total support and governance costs were £1,495 versus £960 for 2021.

The total unrestricted income for the year consisted of £36,975 (2021: £15,950), and the total unrestricted expenditure was £46,622 (2021: £22,418), leaving a deficit of £9,647 (2021: deficit of £6,468). Total restricted income for the year was £Nil (2021: £Nil), the total restricted expenditure was £Nil (2021: £Nil), leaving a £Nil balance of unrestricted funds (2021: £Nil).

At the end of the year the charity's funds consisted of unrestricted funds of £31,550 (2021: £38,550) and unrestricted funds of £Nil (2021: £Nil).

Reserves policy

The charity has no fixed overhead costs. It is not currently judged necessary to hold a specific level of reserves.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 2th February 2018 and registered as a charity on 7th January 2019.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 28 February 2022 was 4 (2021: 4). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in a note to the accounts.

Trustees are recruited and appointed by the existing trustees. Louise Sibley was appointed as Trustee on 10th February, 2021 following agreement at the meeting of 2nd February, 2021. Alison Irvine retired as Trustee on 10th February, 2021 but continues to act as an Advisor.

Formal Meetings of the company were held on 29th September, 2021, 6th April, 2022 and 12th October, 2022.

Trustees are in regular communication concerning the charity and its activities, and hold also numerous informal meetings during the year with Trustees involved in various Intersticia activities and the Retreat. When decisions are required short term communications are held online.

One key policy of the charity is to ensure that our Fellows have the opportunity to develop experience of governance and board management, and hence our aim is to have one Fellow serving as a Director of the company and as trustee of the charity.

Accordingly Berivan Esen was appointed a Director of Intersticia UK on 1st September, 2020 and Nick Byrne appointed as a member of the Intersticia Foundation Australia Board on 20th April, 2021.

Advisors to the Charity are Dan Sofer (CEO Founders and Coders, <https://intersticia.org/members/dan-sofer/>), Marianne Darre (Senior Consultant AFF and Solstrand Programme, Norway, <https://intersticia.org/members/marianne->

Intersticia UK
Trustees' annual report for the year ended 28 February 2022

[darre/](#)), and Philip Hayton (Organisational and Developmental Psychologist, [https://intersticia.org/ members/philip-hayton/](https://intersticia.org/members/philip-hayton/)).

Each of these individuals contributes their time, experience and energy to working with the Intersticia Fellows and our broader programmes.

Intersticia UK
Trustees' annual report for the year ended 28 February 2022

Statement of responsibilities of the trustees

The trustees (who are also directors of Intersticia UK for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 23 / 11 / 2022 and signed on their behalf by



Ann Rowland-Campbell
Director

Report to the trustees of Intersticia UK

I report on the accounts of the charity for the year ended 28th February 2022 set out on pages 15 to 25.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. The charity's gross income exceeded £25,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

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

Signed: 

Date: 23 / 11 / 2022
.....

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Intersticia UK
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 28 February 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>Total funds 2021 £</i>
Income from:							
Donations and legacies	3	36,000	-	36,000	15,000	-	15,000
Investments	4	975	-	975	950	-	950
Total income		36,975	-	36,975	15,950	-	15,950
Expenditure on:							
Raising funds	5	190	-	190	480	-	480
Charitable activities	6	46,432	-	46,432	21,938	-	21,938
Total expenditure		46,622	-	46,622	22,418	-	22,418
Net income/(expenditure) before net gains/(losses) on investments		(9,647)	-	(9,647)	(6,468)	-	(6,468)
Unrealised gains/(losses) on investments		2,247	-	2,247	(959)	-	(959)
Net income/(expenditure) for the year	7	(7,400)	-	(7,400)	(7,427)	-	(7,427)
Net movement in funds for the year		(7,400)	-	(7,400)	(7,427)	-	(7,427)
Reconciliation of funds							
Total funds brought forward		38,550	-	38,550	45,977	-	45,977
Total funds carried forward		31,150	-	31,150	38,550	-	38,550

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

Intersticia UK
Company number 11185197
Balance sheet as at 28 February 2022

	Note	2022	2021
		£	£
Fixed assets			
Investments	10	30,590	28,678
Total fixed assets		30,590	28,678
Current assets			
Debtors	11	100	60
Cash at bank and in hand		2,120	10,892
Total current assets		2,220	10,952
Liabilities			
Creditors: amounts falling due in less than one year	12	(1,660)	(1,080)
Net current assets		560	9,872
Total assets less current liabilities		31,150	38,550
Net assets		31,150	38,550
The funds of the charity:			
Unrestricted income funds	13	31,150	38,550
Total charity funds		31,150	38,550

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 17 to 25 form part of these accounts.

23 / 11 / 2022

Approved by the trustees on and signed on their behalf by:



Ann Rowland-Campbell, Trustee

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

b Judgments and estimates

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

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

c Preparation of the accounts on a going concern basis

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

The trustees have reviewed the charity's forecasts and projections. The charity has made operational changes moving its work and events online, providing opportunity for greater engagement whilst reducing costs. There were also no fixed overhead costs. Based on this successful model of operation, and having reviewed expenditure and project operations, the trustees are confident that the charity can continue its activities.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Notes to the accounts for the year ended 28 February 2022 (continued)

d Income

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

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

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

e Donated services and facilities

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

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

f Fund accounting

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

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

Notes to the accounts for the year ended 28 February 2022 (continued)

g Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of investment management and their associated support costs.
- Expenditure on charitable activities includes the costs of scholarships and bursaries, and events undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h Tangible fixed assets

The charity does not have any fixed assets.

i Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

j 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.

k Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the accounts for the year ended 28 February 2022 (continued)

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Intersticia UK

Notes to the accounts for the year ended 28 February 2022 (continued)

3 Income from donations and legacies

	Unrestricted £	Total 2022 £	<i>Unrestricted</i> £	<i>Total 2021</i> £
Donations	36,000	36,000	15,000	15,000
Total	36,000	36,000	15,000	15,000

4 Investment income

	Unrestricted £	Total 2022 £	<i>Unrestricted</i> £	<i>Total 2021</i> £
Dividends received	975	975	950	950
	975	975	950	950

5 Cost of raising funds

	Unrestricted £	2022 £	<i>Unrestricted</i> £	<i>2021</i> £
Investment management costs	190	190	480	480
	190	190	480	480

Notes to the accounts for the year ended 28 February 2022 (continued)

6 Analysis of expenditure on charitable activities

	Total 2022 £	Total 2021 £
Scholarships and bursaries, charitable donations	43,591	7,816
Event costs	650	10,095
Director development and coaching	50	2,855
Office overheads	646	212
Legal and professional fees	535	-
Accountancy	960	960
Travel	-	-
	<u>46,432</u>	<u>21,938</u>
Restricted expenditure	-	-
Unrestricted expenditure	<u>46,432</u>	<u>21,938</u>
	<u>46,432</u>	<u>21,938</u>

Scholarships and bursaries, charitable donations

During the year the charity made the following awards:

Scholarships and bursaries to individuals 42,055

Charitable donations to the following organisations:

Osprey V 1,536

43,591

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2022 £	2021 £
Accountant's fee	<u>960</u>	<u>840</u>

8 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration during the year (2021: Nil).

No member of the management committee received travel and subsistence expenses during the year (2021: Nil).

Aggregate donations from related parties were £36,000 (2021: £15,000).

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

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

Notes to the accounts for the year ended 28 February 2022 (continued)

9 Corporation tax

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

10 Investments

	2022 £	2021 £
Market value at the start of the year	25,749	29,705
Add: additions to investments at cost	-	-
Disposals at carrying value	-	(2,997)
Add net gain/(loss) on revaluation	2,247	(959)
Market value at the end of the year	27,996	25,749
Cash held by investment broker pending reinvestment	2,594	2,929
	30,590	28,678
Investments at fair value comprised:		
Equities	14,048	12,545
Fixed interest securities	13,948	13,204
Cash held within the investment portfolio	2,594	2,929
	30,590	28,678

Investments are all carried at fair value and are all traded in quoted public markets.

11 Debtors

	2022 £	2021 £
Prepayments and accrued income	100	60
	100	60

Notes to the accounts for the year ended 28 February 2022 (continued)

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors and accruals	1,660	1,080
	<u>1,660</u>	<u>1,080</u>

13 Analysis of movement in unrestricted funds

	Balance at 1 March 2021 £	Income £	Expenditure £	Transfers £	As at 28 February 2022 £
General fund	38,550	39,222	(46,622)	-	31,150
	<u>38,550</u>	<u>39,222</u>	<u>(46,622)</u>	<u>-</u>	<u>31,150</u>

Comparative period

	Balance at 1 March 2020 £	Income £	Expenditure £	Transfers £	As at 29 February 2021 £
General fund	45,977	14,991	(22,418)	-	38,550
	<u>45,977</u>	<u>14,991</u>	<u>(22,418)</u>	<u>-</u>	<u>38,550</u>

Name of

unrestricted fund

General fund

Description, nature and purposes of the fund

The free reserves after allowing for all designated funds

Intersticia UK

Notes to the accounts for the year ended 28 February 2022 (continued)

14 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total 2022 £
Fixed asset investments	30,590			30,590
Net current assets/(liabilities)	560	-	-	560
Total	31,150	-	-	31,150

Comparative period

	<i>General fund £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2021 £</i>
<i>Fixed asset investments</i>	<i>28,678</i>			<i>28,678</i>
<i>Net current assets/(liabilities)</i>	<i>9,872</i>	<i>-</i>	<i>-</i>	<i>9,872</i>
<i>Total</i>	<i>38,550</i>	<i>-</i>	<i>-</i>	<i>38,550</i>