

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

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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.

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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 an 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

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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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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://abughathabeer.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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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 |
| | <hr/> | <hr/> |
| Market value at the end of the year | 19,857 | 27,996 |
| Cash held by investment broker pending reinvestment | 464 | 2,594 |
| | <hr/> | <hr/> |
| | 20,321 | 30,590 |
| | <hr/> | <hr/> |
| 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 |
| | <hr/> | <hr/> |
| | 20,321 | 30,590 |
| | <hr/> | <hr/> |

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 |
| | <hr/> | <hr/> |

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> |