

MISSION EMPLOYABLE

England & Wales · Charity number 1181597

Details

Status Registered

Legal form CIO

Registered 2019-01-16

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

Contact

Address Cafe on the Common (Mission EmployAble)
The Common
Rickmansworth Road
Chorleywood
Rickmansworth
WD3 5SG

Phone 02083996177

Email info@missionemployable.co.uk

Website www.missionemployable.co.uk

Activities

Objects: THE PROMOTION OF SOCIAL INCLUSION, PARTICULARLY BUT NOT EXCLUSIVELY, AMONGST YOUNG PEOPLE WITH LEARNING DIFFICULTIES BY:PROVIDING EDUCATING AND TRAINING INCLUDING VOCATIONAL AND BASIC SKILLS IN ORDER TO PREPARE THEM FOR EMPLOYMENT/WORK EXPERIENCE PLACEMENTS AND ENCOURAGING INDEPENDENT LIVINGPROMOTING PERSONAL DEVELOPMENT BY THE PROVISION OF VOCATIONAL ACTIVITIES

Activities: Provide training and employment for people with learning disabilities by running a cafe and gift shop in Chorleywood, Herts. People with learning disabilities will undertake supervised training in the cafe and gift shop allowing them to gain essential work experience and to work alongside others. Following such training, support will be given to obtain sustainable employment in the community.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities

Geography

- Buckinghamshire
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£1,075,845	£936,783	£1,947,861	33
2024-08-31	£702,296	£731,078	£1,808,799	26
2023-08-31	£1,034,318	£585,984	£1,837,581	15
2022-03-31	£614,194	£76,534	£1,389,247	1
2021-03-31	£752,756	£19,846	£851,587	0
2020-03-31	£143,257	£24,580	-	-

Trustees

Name	Role	Appointed
KATHARINE WESTON	Chair	2022-09-06
DONALD JAMES REID		2023-11-02
Erica Bendall		2025-09-15
Gordon Trevor Hails		2025-01-13
JONATHAN JAMES EDWIN PETTITT		2024-06-18
Mark Benjamin Wetherall		2024-08-30
NEIL GORDON TWOGOOD		2025-10-13
Philip Garner		2024-11-14
RICHARD MARTIN		2025-07-30
Zina Ruth Etheridge		2024-10-28

MISSION EMPLOYABLE

England & Wales - Charity number 1181597

Accounts

Charity registration number 1181597 (England and Wales)

MISSION EMPLOYABLE (CIO)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

MISSION EMPLOYABLE (CIO)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Donald James Reid	
	Erica Bendall	(Reappointed 15 September 2025)
	Gordon Trevor Hails	(Reappointed 13 January 2025)
	Jonathan James Edwin Pettitt	
	Katharine Weston	
	Mark Benjamin Wetherall	
	Neil Gordon Twogood	(Reappointed 13 October 2025)
	Philip Garner	(Reappointed 14 November 2024)
Richard Martin	(Appointed 30 July 2025)	
Zina Ruth Etheridge	(Appointed 28 October 2024)	

Chair person Katharine Weston

Head of Charity Tom Smith

Charity registration 1181597

Office Cafe on the Common (Mission Employable)
The Common
Rickmansworth Road
Chorleywood, Rickmansworth
UK

WD3 5SG

Auditor Millet Audit Ltd
Beyond Aldgate Tower
2 Lemn Street
London
E1 8FA

Bankers Lloyds Bank
Blackheath london
Ariel House
2137 Coventry road
Sheldon
B26 3JW

Website www.missionemployable.co.uk

MISSION EMPLOYABLE (CIO)

CONTENTS

	Page
Trustees' Report	1 - 4
Statement of responsibilities	5
Independent auditor's report	6 - 8
Statement of financial activities	9
Balance sheet	10
Statement of cash flows	11
Notes to the financial statements	12 - 23

MISSION EMPLOYABLE (CIO)

Trustees' Report

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees present their annual report and financial statements for the year ended 31 August 2025.

The trustees are pleased to present their annual report which comprises the Trustees' Report and the financial statements of the charity for the period ended 31 August 2025. The Charitable Incorporated Organisation (CIO) was registered on 16 January 2019.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and 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).

Objectives and activities

The Charitable Incorporated Organisation operates under the name Mission EmployAble.

The purpose of the Charitable Incorporated Organisation as set out in its governing document is the promotion of social inclusion, particularly but not exclusively, amongst young people with learning difficulties by:

- Providing education and training including vocational and basic skills in order to prepare them for employment, work experience placements and encouraging independent living; and
- Promoting personal development by the provision of vocational activities.

The trustees have referred to the guidance of the Charity Commission on public benefit including the guidance 'public benefit: running a charity (PB2)', in undertaking their activities and in the planning of their future initiatives.

Criteria for Measuring Success

The Trustees have applied the following criteria to assess the Charity's performance and success during the reporting period:

- The effectiveness of the Charity's internship programmes in securing long-term paid employment for participants, demonstrating the achievement of its charitable objectives.
- The ability of the Charity to achieve financial breakeven within its operating model, thereby supporting ongoing financial sustainability.
- The maintenance of unrestricted reserves at a level equivalent to at least six months of operating expenditure, ensuring the Charity is well-positioned to manage uncertainties and respond to potential economic shocks.

Achievements and performance

Significant activities and achievements against objectives

A significant milestone of this period was the graduation of the class of 2024-25 interns and our success in finding all of them work opportunities that we hope will be for the long-term. To date we have a 91% success rate; finding long-term job opportunities for 91% of our intern graduates which is far above the rate achieved by comparable organisations. This is a testament to the quality and effectiveness of our training and our focus on building skills that underpin an ability to work well within a work setting.

Another significant milestone was the hiring of a Charity Operations Manager to focus on and care about the effective running of our charity and to make sure the procedures, policies and processes ensure that we are legally compliant and make the best use of our funds to support our mission.

The café continues to thrive. The local community's support and the effectiveness of the cafe as our primary training venue have exceeded our expectations

MISSION EMPLOYABLE (CIO)

Trustees' Report

FOR THE YEAR ENDED 31 AUGUST 2025

Financial review

The financial statements show income of £1,075,845 (2024: £702,296), revenue expenditure of £936,783 (2024: £731,078), and capital expenditure of £14,690 (2024: £6,687). These results reflect the support for Mission EmployAble by customers using our café; the funding we receive for providing our supported internship programme; the continued support from many generous donors and amazing and tireless organising of local events by our events team. The results also reflect the costs involved to attract funds, to run our supported internship programme and to operate the new Pavilion/Café. The accounts cover the 12-month period 1st September 2024 to 31st August 2025. The comparative figures shown are for the 12-month period, 1st September 2023 to 31st August 2024.

Reserves policy

Total reserves carried forward at 31 August 2025 of £1,947,861 (2024: £1,808,799) include £52,818 (2024: £nil) restricted funds for future use, and £446,129 (2024: £344,640) unrestricted general funds, with £1,448,914 (2024: £1,464,160) unrestricted fixed asset funds.

Our focus is to build up reserves to allow us to realise our mission in a sustainable way. Our fundraising is focused on building reserves to provide a solid financial base for our mission to equip more interns with skills that help them find long-term paid employment; to continue to grow reserves to cover Mission EmployAble's share of future anticipated capital repair and refurbishment costs on the Pavilion/Café (shared with Chorleywood Cricket Club); to cover six months of operating costs and to have sufficient reserves to enable us to do more to realise our mission of providing employable skills to young adults with learning difficulties that will help them to find long-term paid employment.

Plans for future periods

While we celebrate our achievements, we acknowledge that there are ongoing challenges in this field. We remain committed to refining and expanding our programmes to serve an even larger number of young people and explore new avenues to help achieve our mission and are working hard to ensure we build a sustainable financial model that can support our mission long into the future.

We are building links with more Further Education colleges so that our supported internship programme becomes more widely known and available to young adults with learning disabilities. We have also employed our own job coaches to establish links with a wider range of potential employers and who go with our interns into different workplaces both to support the interns and to support the employers to ensure that the workplace experience is a positive one for both parties.

Services received

Trustees and volunteers donate their time and support, including governance, administration, and assisting with charitable activities. The value of these services is not recognised in the financial statements.

Structure, governance and management

The Charity is a Charitable Incorporated Organisation (CIO) and is governed by its constitution. Its board of trustees bring a deep and wide knowledge of both businesses, and specifically in the running of successful cafes, training young adults with learning disabilities and the charity sector.

The trustees who served during the year and up to the date of signature of the financial statements were:

Donald James Reid	
Erica Bendall	(Reappointed 15 September 2025)
Gordon Trevor Hails	(Reappointed 13 January 2025)
Jonathan James Edwin Pettitt	
Katharine Weston	
Mark Benjamin Wetherall	
Neil Gordon Twogood	(Reappointed 13 October 2025)
Philip Garner	(Reappointed 14 November 2024)
Richard Martin	(Appointed 30 July 2025)
Zina Ruth Etheridge	(Appointed 28 October 2024)

MISSION EMPLOYABLE (CIO)

Trustees' Report

FOR THE YEAR ENDED 31 AUGUST 2025

Recruitment and appointment of trustees

The trustees are responsible for recruiting and appointing new trustees. All decision making is undertaken by the trustees. On or before appointment, trustees will be provided with relevant information.

Risk Management

The Trustees carry out an annual review of the major risks faced by the charity at least once annually. We believe that the risk assessment provides a satisfactory mitigation of the risks facing the charity. Risk management is central to the ability of any charitable organisation to deliver its objectives. It is also a statutory requirement for trustees to demonstrate how they are identifying and managing risks being faced by their charity. Key risks and how we mitigate these are shown below:

1. Loss of Key Staff

As a small organisation we are heavily dependent on a few key individuals. We mitigate this risk: by working with a few professional advisers to help manage some of our processes (e.g. in finance, HR and IT); by bringing in new staff with ability to provide cover and by having an active new Trustee recruitment process that aims to attract new Trustees with relevant skills and experience.

2. Key Personnel may not perform to needed levels

We mitigate this risk by keeping track of key metrics to ensure that we confirm to statutory and legal requirements and key staff performance is reviewed during the regular Trustee meeting with regular communication between staff and Trustees. During the year we employed a Charity Operation Manager whose principle role is to establish good processes and ensure staff meet expected standards.

3. Our policies and procedures may not be followed or known

Responsibility for this has been assigned to the management team to ensure all staff are aware of the policies. A new staff handbook was issued during the year and all the policies are readily available and accessible.

4. We may not attract enough interns to be financially viable

We have developed a close partnership with Bucks Colleges Group who currently supply all of our interns. We are building relationships with other organisations who would like a supported internship option to offer their students. We are aware that colleges are thinking about offering their own internship programmes which may be a threat but could also be an opportunity as they might attract more students who are better suited to the Mission EmployAble programme.

5. We may not be successful in finding our interns long-term paid employment

We have done a lot of work in this area to build relationships with local employers including hiring members of staff who are wholly focused on finding opportunities and supporting interns in the workplace. We now also employ Job Coaches who support our interns in the workplace to ensure that it is a positive experience for both the intern and the employer.

MISSION EMPLOYABLE (CIO)

Trustees' Report

FOR THE YEAR ENDED 31 AUGUST 2025

6. We may not be financially viable

After three full years of training and two full years of operating the café we have built a much better picture of what is needed to run a sustainable charity. We need to have a minimum number of interns each year on our programme, ensure that we apply for all Government funding to which we are entitled and continue to create an attractive offer for our café customers that maintains our café revenues and margins.

The report was approved by the Board of Trustees.

Katharine Weston

Katharine Weston



.....
Neil Gordon Twogood

12 May 2026

Date:

MISSION EMPLOYABLE (CIO)

STATEMENT OF RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Charity law requires trustees to prepare financial statements for each financial year in accordance with United Kingdom Accounting Standards and applicable law.

Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources of the charity 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 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 Charitable Incorporated Organisation will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's Constitution. They are also responsible for safeguarding the assets of the Charitable Incorporated Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

MISSION EMPLOYABLE (CIO)

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF MISSION EMPLOYABLE (CIO)

Opinion

We have audited the financial statements of Mission Employable (the 'charity') for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

MISSION EMPLOYABLE (CIO)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF MISSION EMPLOYABLE (CIO)

Responsibilities of trustees

As explained more fully in the statement of responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respects of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit, in respect to fraud, are; to identify and assess the risks of material misstatement of the financial statement due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud and suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

Our approach was as follows:

We obtained an understanding of the legal and regulatory frameworks that was applicable to the Company. We determined that the most significant laws and regulations which are directly relevant to specific assertions in the financial statements are those related to the reporting framework (FRS 102 1A and the Companies Act 2006), and tax in the United Kingdom.

We understood how the company is complying with those legal and regulatory frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborate our enquiries through discussion with the director. There were no legal matters detected through our audit procedure.

We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by meeting with management to understand where it is considered there was a susceptibility of fraud. We also considered potential fraud drivers: including financial and other pressures, opportunity, and personal or corporate motivations. We considered the programmes and controls that the company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls. Where the risk was considered higher, we performed audit procedures to address each identified fraud risk. These procedures included reviewing large and unusual bank transactions; collaborating information provided by management; and testing large samples of transactions.

Our audit procedures were designed to respond to risk of material misstatement in the financial statements recognizing that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

MISSION EMPLOYABLE (CIO)

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF MISSION EMPLOYABLE (CIO)

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Other matters

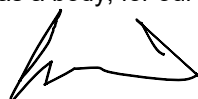
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

We draw to your attention that the comparative period financial statements were unaudited.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Millet BA MBA FCA (Senior Statutory Auditor)

For and on behalf of Millet Audit Ltd, Statutory Auditor
Chartered Accountants
Beyond Aldgate Tower
2 Lemn Street
Aldgate
London
E1 8 FA

12 May 2026

Date:

MISSION EMPLOYABLE (CIO)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

		Unrestricted funds	Restricted funds	Total	Unrestricted funds (Unaudited)
	Notes	2025 £	2025 £	2025 £	2024 £
Income from:					
Donations and legacies	3	115,352	60,218	175,570	37,920
Charitable activities	4	879,026	-	879,026	637,661
Fundraising	5	13,830	-	13,830	17,507
Investments	6	7,419	-	7,419	9,182
Other Income		-	-	-	26
Total income		<u>1,015,627</u>	<u>60,218</u>	<u>1,075,845</u>	<u>702,296</u>
Expenditure on:					
Raising funds	7	13,439	-	13,439	11,087
Charitable activities	8	915,944	7,400	923,344	719,991
Total expenditure		<u>929,383</u>	<u>7,400</u>	<u>936,783</u>	<u>731,078</u>
Net income/(expenditure) and movement in funds		86,244	52,818	139,062	(28,782)
Reconciliation of funds:					
Fund balances at 1 September 2024		<u>1,808,799</u>	-	<u>1,808,799</u>	<u>1,837,581</u>
Fund balances at 31 August 2025		<u>1,895,043</u>	<u>52,818</u>	<u>1,947,861</u>	<u>1,808,799</u>

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

The notes on pages 12 to 23 form part of these financial statements.

MISSION EMPLOYABLE (CIO)

BALANCE SHEET

AS AT 31 AUGUST 2025

		2025		2024 (Unaudited)	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	14		1,448,914		1,464,160
Investments	15		192,176		206,398
			<u>1,641,090</u>		<u>1,670,558</u>
Current assets					
Stocks	16	4,846		4,239	
Debtors	17	106,448		41,333	
Cash at bank and in hand		276,961		181,727	
		<u>388,255</u>		<u>227,299</u>	
Creditors: amounts falling due within one year	18	<u>(80,484)</u>		<u>(89,057)</u>	
Net current assets			<u>307,771</u>		<u>138,242</u>
Total assets less current liabilities			<u>1,948,861</u>		<u>1,808,799</u>
Provision for other liabilities	19		<u>(1,000)</u>		<u>-</u>
Net assets			<u>1,947,861</u>		<u>1,808,799</u>
The funds of the charity					
Restricted income funds	20		52,818		-
Unrestricted funds	21		1,895,043		1,808,799
			<u>1,947,861</u>		<u>1,808,799</u>

The notes on pages 12 to 23 form part of these financial statements.

12 May 2026

The financial statements were approved by the trustees on

Katharine Weston

.....

Katharine Weston



.....

Neil Gordon Twogood

MISSION EMPLOYABLE (CIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

		2025		2024 (Unaudited)	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		88,286		(50,994)
Investing activities					
Purchase of tangible fixed assets		(14,690)		(6,687)	
Loss on disposal		-		1,862	
Purchase of investments		-		(3,768)	
Investment income received		7,419		9,182	
		<u> </u>		<u> </u>	
Net cash (used in)/generated from investing activities			(7,272)		589
Financing activities					
Proceeds from investment		14,220		-	
		<u> </u>		<u> </u>	
Net cash generated from financing activities			14,220		-
			<u> </u>		<u> </u>
Net increase/(decrease) in cash and cash equivalents			95,234		(50,405)
Cash and cash equivalents at beginning of year			181,727		232,132
			<u> </u>		<u> </u>
Cash and cash equivalents at end of year			<u>276,961</u>		<u>181,727</u>

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Charity information

Mission Employable is a Charitable Incorporated Organisation (CIO) based in Chorleywood on the Hertfordshire/Buckinghamshire border (Charity No. 1181597). It's registered with the UK Charity Commission and works to support young adults with learning disabilities in gaining practical skills and paid employment.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

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

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	99 years
Cafe kitchen equipment	5 years
Kitchen fixture & fittings	20 years
Cafe fixtures & fittings	5 years
Computer & IT equipment	3 years

Leasehold improvements reason for long term depreciation

The leasehold property is occupied under a lease with an initial contractual term of 30 years. The trustees have exercised judgement in determining that the asset should be depreciated over 99 years, reflecting their expectation that the lease will be extended beyond the initial term.

This judgement is based on factors including restrictions within the head lease, the financial position of the lessor, and the likelihood of continued occupation either through lease extension or alternative arrangements.

The useful economic life and residual value of assets are reviewed annually and adjusted where necessary.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks comprise food and drink items held for sale in the café and are measured at the lower of cost and net realisable value, in accordance with applicable accounting standards. This ensures that stocks are not overstated and are recognised at their expected recoverable amount.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £
Donations and gifts	115,352	60,218	175,570	37,920

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Sale of goods	876,541	637,661
Other income	2,485	-
	<u>879,026</u>	<u>637,661</u>

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	13,830	17,507

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	7,419	9,182

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	13,439	11,087

8 Expenditure on charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £
Direct costs				
Cafe and training	198,049	7,400	205,449	167,713
Share of support and governance costs (see note 9)				
Support	707,195		707,195	547,857
Governance	10,700	-	10,700	4,421
	<u>915,944</u>	<u>7,400</u>	<u>923,344</u>	<u>719,991</u>
Analysis by fund				
Unrestricted funds	915,944	-	915,944	719,991
Restricted funds	-	7,400	7,400	-
	<u>915,944</u>	<u>7,400</u>	<u>923,344</u>	<u>719,991</u>

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Support costs allocated to activities

	2025	2024
	£	£
Bank charges	257	706
Depreciation	29,935	29,086
Legal and professional fees	5,522	2,015
Office cost	73,222	72,048
Wages and Salaries	554,037	404,624
Pension cost	22,220	16,279
Other staff cost	3,894	1,148
Advisory fees	4,230	3,021
Insurance	3,346	4,678
Sundry expenses	1,884	10,306
Repairs and maintainance	7,414	2,906
Rent	1,000	1,008
Travel expenses	235	32
Governance costs	10,700	4,421
	<u>717,895</u>	<u>552,278</u>

	2025	2024
	£	£
Governance costs comprise:		
Accountancy fees	1,750	-
Audit fees	8,950	-
Independent examination fees	-	4,421
	<u>10,700</u>	<u>4,421</u>

10 Payment to Auditors

	2025	2024
	£	£
Fees payable to the charity's auditor:		
- for the audit of the charity's financial statements	7,200	-
- for preparation of financial statement	1,750	-
	<u>8,950</u>	<u>-</u>

11 Trustees

The Charity considers its key management personnel to comprise the Trustees, the Charity Operations Manager, the Training Manager, and the Café Manager.

The total employment benefits, including employer pension contributions, of the key management personnel were £144,668 in 2025 (2024: £113,238).

Trustees received no remuneration and were not reimbursed for any expenses during the year.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

12 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Average monthly no of employees during the year	33	26
Average monthly no of full time equivalent employees during the year	14	14
	<hr/>	<hr/>
Total	14	14
	<hr/> <hr/>	<hr/> <hr/>

Employment costs

	2025	2024
	£	£
Wages and salaries	508,323	380,996
Social security costs	45,714	23,628
Other pension costs	21,500	15,765
	<hr/>	<hr/>
	575,537	420,389
	<hr/> <hr/>	<hr/> <hr/>

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025	2024
	£	£
Aggregate compensation	144,668	113,238
	<hr/> <hr/>	<hr/> <hr/>

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

14 Tangible fixed assets

	Leasehold improvements	Cafe kitchen equipment	Cafe fixtures & fittings	Kitchen fixtures & fittings	Computer & IT equipments	Total
	£	£	£	£	£	£
Cost						
At 1 September 2024	1,405,087	40,610	13,883	29,693	8,049	1,497,323
Additions	1,214	13,477	-	-	-	14,690
At 31 August 2025	1,406,301	54,087	13,883	29,693	8,049	1,512,012
Depreciation and impairment						
At 1 September 2024	14,216	8,518	4,753	1,484	4,191	33,163
Depreciation charged in the year	14,199	8,793	2,776	1,485	2,683	29,935
At 31 August 2025	28,415	17,312	7,529	2,969	6,874	63,098
Carrying amount						
At 31 August 2025	1,377,886	36,775	6,354	26,724	1,175	1,448,914
At 31 August 2024	1,390,871	32,092	9,130	28,209	3,858	1,464,160

15 Fixed asset investments

	Fixed Deposit
	£
Cost or valuation	
At 1 September 2024	206,398
Interest received	5,778
At 31 August 2025	212,176
Impairment	
At 1 September 2024	-
Transferred	20,000
At 31 August 2025	20,000
Carrying amount	
At 31 August 2025	192,176
At 31 August 2024	206,398

The charity has placed surplus funds in a fixed deposit investment to earn a secure and predictable return. This low-risk investment helps preserve capital while generating income, and trustees ensure it aligns with the charity's objectives and governing constitution.

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

16	Stocks	2025	2024
		£	£
	Cafe food and drink	4,822	4,186
	Keep cups for resale	24	53
		<u>4,846</u>	<u>4,239</u>
17	Debtors	2025	2024
		£	£
	Amounts falling due within one year:		
	Trade debtors	87,787	22,383
	Other debtors	15,488	14,868
	Prepayments and accrued income	3,173	4,082
		<u>106,448</u>	<u>41,333</u>
18	Creditors: amounts falling due within one year	2025	2024
		£	£
	Other taxation and social security	12,954	18,992
	Trade creditors	17,712	15,626
	Other creditors	14,478	41,026
	Accruals and deferred income	35,340	13,413
		<u>80,484</u>	<u>89,057</u>
19	Provisions for liabilities	2025	2024
		£	£
	Delapidation provision	<u>1,000</u>	<u>-</u>
	Movements on provisions:		
			£
	Additional provisions in the year		<u>1,000</u>

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2024	Incoming resources	Resources expended	At 31 August 2025
	£	£	£	£
Shanly Foundation	-	5,000	-	5,000
Watford Golfing Society	-	1,000	-	1,000
San Antonio	-	34,218	-	34,218
Hilton grant	-	20,000	(7,400)	12,600
	<u>-</u>	<u>60,218</u>	<u>(7,400)</u>	<u>52,818</u>

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2024	Incoming resources	Resources expended	At 31 August 2025
	£	£	£	£
General funds	<u>1,808,799</u>	<u>1,015,627</u>	<u>(929,383)</u>	<u>1,895,043</u>
Previous year:				
	At 1 September 2023	Incoming resources	Resources expended	At 31 August 2024
	£	£	£	£
General funds	<u>1,837,581</u>	<u>702,296</u>	<u>(731,078)</u>	<u>1,808,799</u>

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

22 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 August 2025:			
Tangible assets	1,448,914	-	1,448,914
Investments	192,176	-	192,176
Current assets/(liabilities)	254,953	52,818	307,771
Provisions	(1,000)	-	(1,000)
	<u>1,895,043</u>	<u>52,818</u>	<u>1,947,861</u>

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 August 2024:			
Tangible assets	1,464,160	-	1,464,158
Investments	206,398	-	206,398
Current assets/(liabilities)	138,242	-	138,243
	<u>1,808,799</u>	<u>-</u>	<u>1,808,799</u>

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	-	684

MISSION EMPLOYABLE (CIO)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

24 Related party transactions

During the year, the charity received total donations from related parties without conditions amounting to £48,128 (2024: £30).

Purchases during the year amounted to £894 (2024: £1,137) and relate to Twinings tea bags. Twinings is a brand owned by Associated British Foods plc (ABF), a company owned by the Weston family. The CEO of ABF is the spouse of one of the charity's trustees.

During the year, salary payments totalling £1,352 (2024 : Nil) were made to two employees who are relatives of the Weston family. These employees were engaged on an hourly basis.

The Trustees believe that all related party transactions were made on an arm's length basis.

25 Cash generated from/(absorbed by) operations	2025	2024
	£	£
Surplus/(deficit) for the year	139,062	(28,782)
Adjustments for:		
Investment income recognised in statement of financial activities	(7,419)	(9,182)
Depreciation and impairment of tangible fixed assets	29,937	29,086
Movements in working capital:		
(Increase)/decrease in stocks	(607)	1,334
(Increase) in debtors	(65,114)	(20,081)
(Decrease) in creditors	(8,573)	(23,369)
Increase in provisions	1,000	-
Cash generated from/(absorbed by) operations	88,286	(50,994)

Document

Name **Mission Employable Accounts 2025.pdf**
Creator **Andrew Millet (andrew@millet.org.uk)**
Date **12 May 2026 9:58:16 UTC**
Identifier **1ff88adc-87e3-4033-b689-0f373c528be4**

Signers**katharine@missionemployable.co.uk**

E-mail **katharine@missionemployable.co.uk**
Signed **12 May 2026 10:15:01 UTC**
IP address **157.125.229.207**

neil.twogood@missionemployable.co.uk

E-mail **neil.twogood@missionemployable.co.uk**
Signed **12 May 2026 11:27:38 UTC**
IP address **31.94.12.89**

Andrew Millet

E-mail **andrew@millet.org.uk**
Signed **12 May 2026 11:32:49 UTC**
IP address **31.55.144.73**

MISSION EMPLOYABLE

England & Wales - Charity number 1181597

Accounts



Mission EmployAble

Mission EmployAble

Charitable Incorporated Organisation
Annual Report and Financial Statements

At 31 August 2024

Mission EmployAble

Contents

	Page
Reference and Administrative Details	1
Annual Report	2 - 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Statement of Cash Flows	11
Notes to the Financial Statements	12 - 17

Mission EmployAble

Reference and Administrative Details

Trustees:	Mark Douglas (resigned 28/09/2024)) Philip Garner Donald Reid Katharine Weston Richard Walton (resigned 24/06/2024) Neil Twogood Richard Bloomfield (resigned 31/12/2023) Gordon Hails Erica Bendall Jonathan Pettit (appointed 18/06/2024) Mark Wetherall (appointed 30/08/2024)
Charity Number:	1181597
Registered and Principal Office:	Cafe on the Common (Mission EmployAble) The Common Rickmansworth Road Chorleywood Rickmansworth WD3 5SG
Independent Examiner:	Moore Kingston Smith LLP 6th Floor 9 Appold Street London EC2A 2AF
Bankers:	Lloyds Bank Blackheath London Ariel House 2138 Coventry Road Sheildon B26 3JW

Mission EmployAble

Chair's Review

For the year ended 31 August 2024

Dear Stakeholders,

We are pleased to present our trustee report for the year ending August 2024. Mission EmployAble has made significant strides in fulfilling our mission to empower individuals with learning disabilities through meaningful employment opportunities.

Our Year

This year, we generated revenues of £702,296, which reflects both our ability to attract funding to train our young interns and the strong support from our community and stakeholders visiting our café and continuing to support fundraising events or make donations. We successfully trained an additional 7 interns, bringing the total number of interns trained to date to 23. We are thrilled to report that 21 of these interns have secured long-term paid employment, which aligns perfectly with our goal of fostering independence and inclusivity.

Our Internship Programme

Looking ahead to the academic year 2024-25, we are excited to announce that we will be training a further 14 interns. They will gain training in Maths & English and Employability skills and have intensive work experience in our café and other work locations. This expansion underscores our commitment to providing more individuals with the skills and opportunities they need and deserve to give them the best chance to find suitable long-term employment.

Job Coaching

A significant addition to our programme this year has been the addition of dedicated job coaches. Their role is to establish links with employers to find suitable job opportunities, to support our interns through the job application and assessment process and to support both our interns and employers in the early stages of working to make sure the roles done are a success for both parties.

Our Cafe

Our café continues to thrive, serving as a pivotal hub within the Chorleywood community and as the main training location for our interns. We are immensely grateful for the ongoing support from local residents and businesses, which has been instrumental in our success.

Acknowledgements

The success of Mission Employable is a collective effort, and we extend our gratitude to all our staff and supporters, including Buckinghamshire Colleges Group, our education partner, the local community, volunteers, donors, and partners. All contributions have played a crucial role in enabling us to reach where we are today. I would also like to extend my personal thanks again to my fellow trustees for the considerable time and support they have given over the period to help bring the vision of Mission EmployAble alive. None of it would have been possible without all of these contributions.

Mission EmployAble

Chair's Review (continued)
For the year ended 31 August 2024

Conclusion

Thank you to all who have supported us and continue to support us as we work towards creating a more inclusive workforce for individuals with learning disabilities. We have made significant progress and acknowledge that there is still much to do to achieve our aim of being a fully self-sustaining charity dedicated to improving the lives of young people with learning disabilities.

On behalf of the Board of Trustees,

Katharine Weston.

Katharine Weston
Chair, Mission Employable

Date: 23 | 01 | 2025

Mission EmployAble

Trustees' Report

For the year ended 31 August 2024

The trustees are pleased to present their annual report which comprises the Trustees' Report and the financial statements of the charity for the period ended 31 August 2024. The Charitable Incorporated Organisation (CIO) was registered on 16 January 2019.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and 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).

Trustees

The trustees shown below have held office during the year and to the date of this report:

Mark Douglas (resigned 28/09/2024)
Philip Garner
Donald Reid
Katharine Weston
Richard Walton (resigned 24/06/2024)
Neil Twogood
Richard Bloomfield (resigned 31/12/2023)
Gordon Hails
Erica Bendall
Jonathan Pettit (appointed 18/06/2024)
Mark Wetherall (appointed 30/08/2024)

The trustees are responsible for recruiting and appointing new trustees. All decision making is undertaken by the trustees. On or before appointment, trustees will be provided with relevant information.

Our purpose and objectives

The Charitable Incorporated Organisation operates under the name Mission EmployAble.

The purpose of the Charitable Incorporated Organisation as set out in its governing document is the promotion of social inclusion, particularly but not exclusively, amongst young people with learning difficulties by:

- Providing education and training including vocational and basic skills in order to prepare them for employment, work experience placements and encouraging independent living; and
- Promoting personal development by the provision of vocational activities.

The trustees have referred to the guidance of the Charity Commission on public benefit including the guidance 'public benefit: running a charity (PB2)', in undertaking their activities and in the planning of their future initiatives.

Principal achievements and performance

A significant milestone of this period was the graduation of the class of 2023-24 interns and our success in finding all of them work opportunities that we hope will be for the long-term. To date we have a 91% success rate; finding long-term job opportunities for 91% of our intern graduates which is far above the rate achieved by comparable organisations. This is a testament to the quality and effectiveness of our training and our focus on building skills that underpin an ability to work well within a work setting.

Mission EmployAble

Trustees' Report (continued) For the year ended 31 August 2024

Another significant milestone was the hiring of a Charity Operations Manager to focus on and care about the effective running of our charity and to make sure the procedures, policies and processes ensure that we are legally compliant and make the best use of our funds to support our mission.

The café, opened in January 2023, continues to thrive. The local community's support and the effectiveness of the café as our primary training venue have exceeded our expectations.

Plans for the future

While we celebrate our achievements, we acknowledge that there are ongoing challenges in this field. We remain committed to refining and expanding our programmes to serve an even larger number of young people and explore new avenues to help achieve our mission and are working hard to ensure we build a sustainable financial model that can support our mission long into the future.

We are building links with more Further Education colleges so that our supported internship programme becomes more widely known and available to young adults with learning disabilities. We have also employed our own job coaches to establish links with a wider range of potential employers and who go with our interns into different workplaces both to support the interns and to support the employers to ensure that the workplace experience is a positive one for both parties.

Financial review

The financial statements show income of £702,296 (2023: £1,034,318), revenue expenditure of £731,078 (2023: £585,984), and capital expenditure of £6,687 (2023: £1,081,842). These results reflect the support for Mission EmployAble by customers using our café; the funding we receive for providing our supported internship programme; the continued support from many generous donors and amazing and tireless organising of local events by our events team. The results also reflect the costs involved to attract funds, to run our supported internship programme and to operate the new Pavilion/Café. The accounts cover the 12-month period 1st September 2023 to 31st August 2024. The comparative figures shown are for the 17-month period, 1st April 2022 to 31st August 2023.

Reserves policy

Total reserves carried forward at 31 August 2024 of £1,808,799 (2023: £1,837,581) include £nil (2023: £nil) restricted funds for future use, and £344,639 (2023: £349,161) unrestricted general funds, with £1,464,159 (2023: £1,488,420) unrestricted fixed asset funds.

Our focus is to build up reserves to allow us to realise our mission in a sustainable way. Our initial reserves were to cover the successful construction of the new pavilion (completed in November 2022). Our fundraising then focused on building reserves to fund the first 2-3 years of operation and our aim is to continue to grow reserves to cover Mission EmployAble's share of future anticipated capital repair and refurbishment costs on the Pavilion/Café (shared with Chorleywood Cricket Club); to cover three to six months of operating costs and to have sufficient reserves to enable us to do more to realise our mission of providing employable skills to young adults with learning difficulties that will help them to find long-term paid employment.

Structure, Governance and Management

The charity is limited by guarantee and is governed by its memorandum and articles of association. Its board of trustees bring a deep and wide knowledge of both businesses, and specifically in the running of successful cafés, training young adults with learning disabilities and the charity sector.

Mission EmployAble

Trustees' Report (continued)

For the year ended 31 August 2024

Risk Management

The Trustees carry out an annual review of the major risks faced by the charity at least once annually. We believe that the risk assessment provides a satisfactory mitigation of the risks facing the charity. Risk management is central to the ability of any charitable organisation to deliver its objectives. It is also a statutory requirement for trustees to demonstrate how they are identifying and managing risks being faced by their charity. Key risks and how we mitigate these are shown below:

1. Loss of Key Staff

As a small organisation we are heavily dependent on a few key individuals. We mitigate this risk: by working with a few professional advisers to help manage some of our processes (e.g. in finance, HR and IT); by bringing in new staff with ability to provide cover and by having an active new Trustee recruitment process that aims to attract new Trustees with relevant skills and experience.

2. Key Personnel may not perform to needed levels

We mitigate this risk by keeping track of key metrics to ensure that we confirm to statutory and legal requirements and key staff performance is reviewed during the regular Trustee meeting with regular communication between staff and Trustees. During the year we employed a Charity Operation Manager whose principle role is to establish good processes and ensure staff meet expected standards.

3. Our policies and procedures may not be followed or known

Responsibility for this has been assigned to the management team to ensure all staff are aware of the policies. A draft staff handbook was issued and communicated via briefings, print-outs and a shared drive during the year. This is being reviewed and finalised so that all the policies will be readily available and accessible to all staff

4. We may not attract enough interns to be financially viable

We have developed a close partnership with Bucks Colleges Group who currently supply all of our interns. We are building relationships with other organisations who would like a supported internship option to offer their students. We are aware that colleges are thinking about offering their own internship programmes which may be a threat but could also be an opportunity as they might attract more students who are better suited to the Mission EmployAble programme.

5. We may not be successful in finding our interns long-term paid employment

We have done a lot of work in this area to build relationships with local employers including hiring members of staff who are wholly focused on finding opportunities and supporting interns in the workplace. We now also employ Job Coaches who support our interns in the workplace to ensure that it is a positive experience for both the intern and the employer.

6. We may not be financially viable

After three full years of training and two full years of operating the café we have built a much better picture of what is needed to run a sustainable charity. We need to have a minimum number of interns each year on our programme, ensure that we apply for all Government funding to which we are entitled and continue to create an attractive offer for our café customers that maintains our café revenues and margins.

Mission EmployAble

Trustees' Report (continued)
For the year ended 31 August 2024

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Charity law requires trustees to prepare financial statements for each financial year in accordance with United Kingdom Accounting Standards and applicable law.

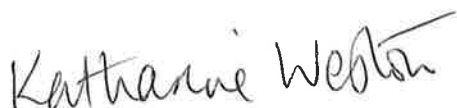
Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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 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 Charitable Incorporated Organisation will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's Constitution. They are also responsible for safeguarding the assets of the Charitable Incorporated Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board:



Katharine Weston
Trustee (Chair)

Date: 23/01/2025

Mission Employable

Independent Examiner's Report to the Board of Trustees For the year ended 31 August 2024

I report on the accounts of Mission Employable (the Charitable Incorporated Organisation, the 'CIO') for the year ended 31 August 2024.

Responsibilities and basis of the report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). You are satisfied that your charity is not required by charity law to be audited and have chosen instead to have an independent examination.

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

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

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

- (1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

Moore Kingston Smith LLP

Adam Fullerton
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Date: 27 January 2025

Mission EmployAble

Statement of Financial Activities For the year ended 31 August 2024

	Notes	Unrestricted Funds £	Year Total Funds £	17 months Total Funds £
Income and endowments from:				
Donations		37,920	37,920	541,886
Fundraising		17,507	17,507	49,792
Charitable activities: Café and training		637,661	637,661	436,675
Trading		26	26	2,208
Investments Income		9,182	9,182	3,757
Total		702,296	702,296	1,034,318
Expenditure on:				
Raising funds		11,087	11,087	32,135
Charitable activities	2	719,991	719,991	553,849
Total		731,078	731,078	585,984
<hr/>				
Deficit / Surplus for the year/period		(28,782)	(28,782)	448,334
Total funds brought forward	10	1,837,581	1,837,581	1,389,247
Total funds carried forward	10	1,808,799	1,808,799	1,837,581

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.


The notes on pages 12 to 17 form part of these financial statements.

Mission EmployAble

Balance Sheet
At 31 August 2024

	Notes	2024	2023
FIXED ASSETS			
Tangible assets	6	1,464,160	1,488,420
CURRENT ASSETS			
Stock	7	4,239	5,573
Debtors	8	41,333	21,252
Investments		206,398	202,630
Cash at bank and in hand		181,727	232,132
		<u>433,696</u>	<u>461,587</u>
LIABILITIES			
Creditors: Amounts falling due within one year	9	<u>(89,057)</u>	<u>(112,426)</u>
NET CURRENT ASSETS		<u>344,639</u>	<u>349,161</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,808,799</u>	<u>1,837,582</u>
FUNDS			
Unrestricted funds	10	1,808,799	1,837,581
TOTAL FUNDS		<u>1,808,799</u>	<u>1,837,581</u>

These financial statements were approved by the members of the Trustee Board on and signed on their behalf by:


Katharine Weston (Chair)
Trustee


Neil Twogood (Treasurer)
Trustee

Company No. CE016224 (England and Wales)

The notes on pages 12 to 17 form part of these financial statements.

Mission EmployAble

Statement of Cash Flows At 31 August 2024

	Notes	2024	2023
Cash flows from operating activities:			
<i>Net cash provided by/(used in) operating activities</i>	11	(50,994)	(28,270)
Cash flows from investing activities:			
Investment Income		9,182	3,757
Purchase of investments		(3,768)	(202,630)
Purchase of property, plant and equipment	6	(6,687)	(1,081,842)
Loss on disposal		<u>1,862</u>	<u>-</u>
<i>Net cash provided by/(used in) investing activities</i>		589	(1,280,714)
Change in cash and cash equivalents in the reporting period		<u>(50,405)</u>	<u>(1,308,984)</u>
Cash and cash equivalents at the beginning of the reporting period		232,132	1,541,118
Cash and cash equivalents at the end of the reporting period		<u><u>181,727</u></u>	<u><u>232,132</u></u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 August 2024

1 Accounting policies

1.1 Basis of Preparation

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity is a public benefit entity for the purposes of FRS 102 and a registered charity established as a Charitable Incorporated Organisation and therefore has also prepared its financial statements in accordance with the 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) and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation. Monetary amounts in these financial statements are rounded to the nearest pound.

These financial statements are for the year to 31 August 2024. The comparative year covers the 17 month period from 1 April 2022 to 31 August 2023. The decision was made to change the period end to match the academic year and timing of funding of the charity's training programmes.

1.2 Going concern

The trustees have considered the key risks that they believe may impact the charity and have set out, in their report, the various measures taken to mitigate these risks. In the short-term we are facing rising staff and supply costs on the operations of the charity but believe our operating model is robust enough to absorb these. The charity has few committed long-term costs and has emerged from the building project with a significant level of cash on the balance sheet. As a result the trustees believe that the charity will be able to continue in business and meet its liabilities as they fall due for a period of at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

1.3 Income

Voluntary income comprises donations received from individuals and institutions. All income is recognised when the Charitable Incorporated Organisation is entitled to the income, receipt is probable and the monetary value can be measured with reasonable accuracy.

Donations and grants are recognised in the Statement of Financial Activities when receivable. Where income is received in advance of meeting any performance-related conditions there is no unconditional entitlement to the income and its recognition is deferred.

1.4 Expenditure

Expenditure is accounted for on an accruals basis. Overhead and other costs not directly attributable to particular financial activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year.

Expenditure on raising funds comprise the costs incurred in obtaining donations from individuals and organisations to contribute financially to the Charitable Incorporated Organisation's work. This includes the cost of running special fundraising events.

The irrecoverable element of VAT is included with the term of expense to which it relates. Governance costs comprise the costs associated with meeting the constitutional and strategic aims of the Charitable Incorporated Organisation and the independent examination fees and costs linked to strategic management of the charity.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 August 2024

1 Accounting policies (continued)

1.5 Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designated to reflect the use of the resources. Cost relating to a particular activity are allocated directly and others are apportioned on an appropriate staff basis.

1.6 Tangible fixed assets

Assets costing £250 or more are capitalised as tangible fixed assets and are initially measured at cost, and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Assets under construction represents costs incurred in relation to a building project. These costs are not depreciated until the accounting period in which the building is brought into use.

Depreciation is provided on all tangible fixed assets other than assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Leasehold improvements	99 years
Fixtures fittings and equipment	3 - 5 years

1.7 Stock

Stock are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stock to their present location and condition.

Stock held for distribution at no or nominal consideration are measured at the lower of cost and replacement cost, adjusted where applicable for any loss of service potential.

1.8 Taxation

The Charitable Incorporated Organisation is exempt from corporation tax on its charitable activities.

1.9 Investments

Short term investments include short term deposits with a maturity date of between three and twelve months.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand, and short term deposits with a maturity date of three months or less.

1.11 Financial instruments

The Charitable Incorporated Organisation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds are held for specific purposes outlined by the donor.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 August 2024

1 Accounting policies (continued)

1.13 Critical accounting estimates and areas of judgement

In the view of the trustees, in their application of the Charitable Incorporated Organisation's accounting policies, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Expenditure on charitable activities

	Year 2024 £	17 months 2023 £
Direct costs: Café and training	177,930	123,995
Support costs (See below)	542,061	429,853
	719,991	553,849
	Year 2024 £	17 months 2023 £
Support costs		
Bank and card charges	5,174	1,143
Governance	4,421	4,948
Legal and professional fees	2,015	359
Office costs	96,673	74,310
Wages and salaries	420,389	324,981
Pension costs	514	478
Other staff costs	12,875	23,634
Total expenditure on charitable activities	542,061	429,853
	Year 2024 £	17 months 2023 £
Net income is stated after charging:		
Independent Examiner's remuneration for: Accountancy and Independent Examination	4,421	4,948

3 Staff Costs

	Year 2024 £	17 months 2023 £
Wages and salaries	380,996	305,153
Social security costs	23,628	13,464
Employer's contribution to defined contribution pension schemes	15,765	6,364
	420,389	324,980

There were no staff earning in excess of £60,000 in the current or comparative year.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 August 2024

4 Employees

	2024 Number	2023 Number
Average monthly number of employees during the year/period	26	15
Average monthly number of full-time equivalent employees during the year/period	<u>14</u>	<u>8</u>

5 Trustees and key management personnel

The Charity considers its key management personnel to comprise the Trustees, Charity Operations Manager, Training Manager and Cafe Manager. The total employment benefits including employer pension contributions of the key management personnel were £113,238 in 2024 (2023: £Nil).

Trustees received no remuneration nor incurred any expenses during the year.

6 Tangible fixed assets

	Leasehold Improvements	Fixtures Fittings & Equipment	Total £
Cost			
At beginning of the year	1,479,685	25,171	1,504,856
Additions	5,259	1,428	6,687
Disposal	(14,220)	-	(14,220)
Transfer	(65,637)	65,637	-
At 31 August 2024	<u>1,405,087</u>	<u>92,236</u>	<u>1,497,323</u>
Depreciation			
At beginning of the year	12,382	4,053	16,435
Depreciation charge in period	14,192	14,894	29,086
Disposal	(12,358)	-	(12,358)
At 31 August 2024	<u>14,216</u>	<u>18,947</u>	<u>33,163</u>
Net book value			
At 31 August 2024	<u>1,390,871</u>	<u>73,289</u>	<u>1,464,160</u>
At 31 August 2023	<u>1,467,303</u>	<u>21,117</u>	<u>1,488,420</u>

7 Stock

	2024 £	2023 £
Café food and drink	4,186	4,918
Keep Cups for resale	53	655
	<u>4,239</u>	<u>5,573</u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 August 2024

8 Debtors		2024	2023		
		£	£		
Trade debtors		22,383	10,244		
Other debtors		14,868	7,567		
Prepayments		4,082	3,442		
		<u>41,333</u>	<u>21,252</u>		
9 Creditors due within one year		2024	2023		
		£	£		
Trade creditors		15,626	21,743		
Taxation and social security		18,992	16,807		
Other creditors		41,026	36,016		
Accruals and deferred income		13,413	37,861		
		<u>89,057</u>	<u>112,426</u>		
10 Reserves					
	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
Unrestricted funds					
Unrestricted general funds	1,837,581	702,296	(731,078)	-	1,808,799
Fixed asset funds	-	-	-	-	-
Total unrestricted funds	<u>1,837,581</u>	<u>702,296</u>	<u>(731,078)</u>	<u>-</u>	<u>1,808,799</u>
Restricted funds	-	-	-	-	-
Total restricted funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>1,837,581</u>	<u>702,296</u>	<u>(731,078)</u>	<u>-</u>	<u>1,808,799</u>
11 Reconciliation of net income to net cash flow from operating activities				£	£
Net income/(expenditure) for the year				(28,782)	448,334
Investment Income				(9,182)	(3,757)
Depreciation				29,086	16,435
Decrease/(Increase) in stock				1,334	(5,573)
(Increase)/Decrease in debtors				(20,081)	14,541
(Decrease)/Increase in creditors				(23,369)	(498,250)
Net cash provided by operating activities				<u>(50,994)</u>	<u>(28,270)</u>

12 Related party transactions

The charity received total donations from related parties without conditions amounting to £30 (2023: £420) in the year.

Purchases valued at £1,137 (2023: £92) during the year relate to Twinings Tea bags and is a brand owned by ABF, a company owned by the Weston Family. Furthermore the CEO of ABF is the spouse of one of the trustees.

Mission EmployAble

Notes to the Financial Statements
For the year ended 31 August 2024

13 Operating lease commitments	2024	2023
	£	£
At the reporting date, the charity held the following future payments which fall due as follows:		
Due within one year	684	-
	<u>684</u>	<u>-</u>

MISSION EMPLOYABLE

England & Wales - Charity number 1181597

Accounts



Mission EmployAble

Mission EmployAble

Charitable Incorporated Organisation
Annual Report and Financial Statements

For the period ended 31 August 2023

Charity No: 1181597

Company Registration No: CE016224 (England and Wales)

Mission EmployAble

Contents

	Page
Reference and Administrative Details	1
Annual Report	2 - 6
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Statement of Cash Flows	10
Notes to the Financial Statements	11 - 15

Mission EmployAble

Reference and Administrative Details

Trustees:

Katharine Weston (Chair)
Mark Douglas
Philip Garner
Donald Reid (Secretary)
Neil Twogood (Treasurer)
Richard Walton
Gordon Hails
Erica Bendall

Charity Number:

1181597

(Company Number:

CE016224)

Registered and Principal Office:

Moore Kingston Smith LLP
The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes, London
UB3 1HA

Accountants

Moore Kingston Smith LLP
The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes, London
UB3 1HA

Bankers

Lloyds Bank
Blackheath London
Ariel House
2138 Coventry Road
Sheldon
B26 3JW

Mission EmployAble

Chair's Review

For the period ended 31 August 2023

Introduction

During this reporting period, Mission EmployAble has made substantial strides towards fulfilling its mission of assisting young individuals with learning difficulties, aged 19 - 25 years, in acquiring skills that enhance their employability prospects. We are pleased to share the highlights of our achievements and progress.

Cafe Opening

One of the significant milestones of this period was the successful completion of the building project, culminating in the opening of our cafe located on Chorleywood Common within the Chorleywood Cricket Club pavilion in January 2023. The local community's support and the effectiveness of the cafe as our primary training venue have exceeded our expectations.

Mission Fulfillment

The cafe's operational success directly aligns with our core mission. By using it as a training location, we have been able to provide tailored skill development opportunities for our target demographic, enabling them to acquire skills and experience that help them to overcome barriers in finding long-term paid employment.

Internship Program

We are thrilled to announce the successful completion of our second internship year in August 2023. Over the two year period, we have trained a total of 16 interns. We are especially delighted to report that 15 interns (over 93%) have secured either paid part-time positions (14 interns), or further education (1 intern on an Electrician's course), a testament to the effectiveness of our program and the dedication of our team. We are continuing to support one intern who is still seeking the right opportunity.

Financial Summary

The financial health of Mission Employable remains stable. We derive revenues from: the operations of the café; training grants received via our education partner Buckinghamshire Colleges Group; donations made by our many generous supporters; funds from events organised by our fundraising team and given amazing local support and finally from many individuals doing incredible personal challenges to help raise funds for the charity.

Our focus in the year ahead is to improve the way we operate and staff the café and to improve our relationships with partners so that more young people with learning difficulties are aware of our programme and how to apply for it.

We continue to manage our resources judiciously, ensuring that funds are allocated efficiently to support our initiatives.

Acknowledgments

The success of Mission EmployAble is a collective effort, and we extend our gratitude to all our staff and supporters, including the local community, volunteers, donors, and partners. Your contributions have played a crucial role in enabling us to reach these milestones. I would also like to extend my personal thanks to my fellow trustees for the considerable time and support they have given over the period to help bring the vision of Mission EmployAble alive. None of it would have been possible without all of these contributions.

Mission EmployAble

Chair's Review (continued)

For the period ended 31 August 2023

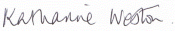
Challenges and Future Prospects

While we celebrate our achievements, we acknowledge that there are ongoing challenges in this field. We remain committed to refining and expanding our programmes to serve an even larger number of young people and explore new avenues to help achieve our mission and are working hard to ensure we build a sustainable financial model that can support our mission long into the future.

Conclusion

The period from April 1st, 2022 to August 31st, 2023 has been marked by significant accomplishments for Mission EmployAble. The successful cafe launch, internship programme, and subsequent job placements are all indicative of the positive impact we are making in the lives of young individuals with learning difficulties. We are excited about the future and are confident that with the continued support of our stakeholders, we will achieve even greater milestones.

On behalf of the Board of Trustees,

DocuSigned by:


8A6A95B1331343B...
Katharine Weston
Chair, Mission EmployAble

Mission EmployAble

Trustees' Report

For the period ended 31 August 2023

The trustees are pleased to present their annual report which comprises the Trustees' Report and the financial statements of the charity for the period ended 31 August 2023. The Charitable Incorporated Organisation (CIO) was registered on 16 January 2019.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and 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).

Trustees

The trustees shown below have held office during the year and to the date of this report:

Mark Douglas
Philip Garner
Donald Reid
Katharine Weston
Richard Walton
Neil Twogood
Richard Bloomfield (resigned 31 December 2023)
Gordon Hails
Erica Bendall

The trustees are responsible for recruiting and appointing new trustees. All decision making is undertaken by the trustees. On or before appointment, trustees will be provided with relevant information.

Our purpose and objectives

The Charitable Incorporated Organisation operates under the name Mission EmployAble.

The purpose of the Charitable Incorporated Organisation as set out in its governing document is the promotion of social inclusion, particularly but not exclusively, amongst young people with learning difficulties by:

- Providing education and training including vocational and basic skills in order to prepare them for employment, work experience placements and encouraging independent living; and
- Promoting personal development by the provision of vocational activities.

The trustees have referred to the guidance of the Charity Commission on public benefit including the guidance 'public benefit: running a charity (PB2)', in undertaking their activities and in the planning of their future initiatives.

Principal achievements and performance

One of the significant milestones of this period was the successful completion of the building project, culminating in the opening of our cafe located on Chorleywood Common within the Chorleywood Cricket Club pavilion in January 2023. The local community's support and the effectiveness of the cafe as our primary training venue have exceeded our expectations.

We are thrilled to announce the successful completion of our second internship year in August 2023. Over the two year period, we have trained a total of 16 interns. We are especially delighted to report that all 15 interns have secured either paid part-time positions, or further education (Electrician's course) a testament to the effectiveness of our program and the dedication of our team. We are continuing to support one intern who is still seeking the right opportunity.

Plans for the future

While we celebrate our achievements, we acknowledge that there are ongoing challenges in this field. We remain committed to refining and expanding our programmes to serve an even larger number of young people and explore new avenues to help achieve our mission and are working hard to ensure we build a sustainable financial model that can support our mission long into the future.

Mission EmployAble

Trustees' Report

For the period ended 31 August 2023

Financial review

The financial statements show income of £1,034,318 (2022: £614,194), revenue expenditure of £585,984 (2022: £76,534), and capital expenditure of £1,081,842 (2022: £292,471). These results reflect the continued support for Mission EmployAble by many generous donors, amazing and tireless organising by our events team, the costs involved to attract funds, the costs needed to run our first two academic years of training sixteen young interns in total and the completion of the build of the new Pavilion/Café. The accounts cover a 17-month period 1st April 2022 to 31st August 2023 as we decided to move our financial year end to synchronise with the end of the academic year. The comparative figures shown are for the 12-month period 1st April 2023 to 31st March 2022.

Reserves policy

Total reserves carried forward at 31 August 2023 of £1,837,581 (2022: £1,389,247) include £nil (2022: £35,000) restricted funds for future use, and £349,161 (2022: £931,233) unrestricted general funds, with £1,488,420 (2022: £423,014) unrestricted fixed asset funds.

Our focus is to build up reserves to allow us to realise our mission in a sustainable way. Our initial reserves were to cover the successful construction of the new pavilion (completed in November 2022). Our fundraising then focused on building reserves to fund the first 2-3 years of operation and our aim is to continue to grow reserves to cover Mission EmployAble's share of future anticipated capital repair and refurbishment costs on the Pavilion/Café (shared with Chorleywood Cricket Club); to cover three to six months of operating costs and to have sufficient reserves to enable us to do more to realise our mission of providing employable skills to young adults with learning difficulties that will help them to find long-term paid employment.

Structure, Governance and Management

The charity is limited by guarantee and is governed by its memorandum and articles of association. Its board of trustees bring a deep and wide knowledge of both businesses, and specifically in the running of successful cafes, training young adults with learning disabilities and the charity sector.

Risk Management

The Trustees carry out an annual review of the major risks faced by the charity at least once annually. We believe that the risk assessment provides a satisfactory mitigation of the risks facing the charity. Risk management is central to the ability of any charitable organisation to deliver its objectives. It is also a statutory requirement for trustees to demonstrate how they are identifying and managing risks being faced by their charity. Key risks and how we mitigate these are shown below:

1. Loss of Key Staff

As a small organisation we are heavily dependent on a few key individuals. We mitigate this risk: by working with a few professional advisers to help manage some of our processes (e.g. in finance, HR and IT); by bringing in new staff with ability to provide cover and by having an active new Trustee recruitment process that aims to attract new Trustees with relevant skills and experience.

2. Key Personnel may not perform to needed levels

We mitigate this risk by keeping track of key metrics to ensure that we confirm to statutory and legal requirements and key staff performance is reviewed during the regular Trustee meeting with regular communication between staff and Trustees.

3. Our policies and procedures may not be followed or known

Responsibility for this has been assigned to the management team to ensure all staff are aware of the policies. A new staff handbook is being drafted and will be issued during 2024 so that all the policies are readily available and accessible.

4. We may not attract enough interns to be financially viable

We have developed a close partnership with Bucks Colleges Group who currently supply all of our interns. We are building relationships with other organisations who would like a supported internship option to offer their students.

Mission EmployAble

Trustees' Report

For the period ended 31 August 2023

5. We may not be successful in finding our interns long-term paid employment

We have done a lot of work in this area to build relationships with local employers including hiring a member of staff who is wholly focused on finding opportunities and supporting interns in the workplace.

6. We may not be financially viable

After a full year of operating the safe we have built a much better picture of what is needed to run a sustainable charity. We need to have a minimum number of interns each year on our programme and continue to offer a great safe experience to maintain our café revenues and margins.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Charity law requires trustees to prepare financial statements for each financial year in accordance with United Kingdom Accounting Standards and applicable law.

Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources of the charity 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 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 Charitable Incorporated Organisation will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's Constitution. They are also responsible for safeguarding the assets of the Charitable Incorporated Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board:

DocuSigned by:
Katharine Weston
8A6A95B1331343B...

Katharine Weston
Trustee (Chair)

Date: 7/5/2024

Mission Employable

Independent Examiner's Report to the Board of Trustees For the period ended 31 August 2023

I report on the accounts of Mission Employable (the Charitable Incorporated Organisation, the 'CIO') for the

Responsibilities and basis of the report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). You are satisfied that your charity is not required by charity law to be audited and have chosen instead to have an independent examination.

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent Examiner's Statement

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

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

- (1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

DocuSigned by:

B2A3D8B89408424...

10/5/2024

Adam Fullerton
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes, London
UB3 1HA

Mission EmployAble

Statement of Financial Activities

For the period ended 31 August 2023

	Notes	Unrestricted Funds £	Restricted Funds £	17 months Total Funds £	12 months Total Funds £
Income and endowments from:					
Grants		-	-	-	500
Donations		486,886	55,000	541,886	435,874
Fundraising		49,792	-	49,792	118,736
Charitable activities: Café and training		436,675	-	436,675	56,000
Trading		2,208	-	2,208	3,084
Investments Income		3,757	-	3,757	-
Total		979,318	55,000	1,034,318	614,194
Expenditure on:					
Raising funds		32,135	-	32,135	33,378
Charitable activities	2	463,849	90,000	553,849	43,156
Total		495,984	90,000	585,984	76,534
Surplus for the year/period		483,334	(35,000)	448,334	537,660
Total funds brought forward	11	-	35,000	1,389,247	851,587
Total funds carried forward	11	483,334	-	1,837,581	1,389,247

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 11 to 16 form part of these financial statements.

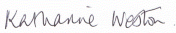
Mission EmployAble


Balance Sheet

At 31 August 2023

	Notes	2023	2022
FIXED ASSETS			
Tangible assets	6	1,488,420	423,014
CURRENT ASSETS			
Stock	7	5,573	-
Debtors	8	21,252	35,793
Investments		202,630	-
Cash at bank and in hand		232,132	1,541,116
		<u>461,587</u>	<u>1,576,909</u>
LIABILITIES			
Creditors: Amounts falling due within one year	9	<u>(112,426)</u>	<u>(604,323)</u>
NET CURRENT ASSETS		<u>349,161</u>	<u>972,586</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		1,837,582	1,395,600
Creditors: Amounts falling due after more than one year	10	-	(6,353)
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,837,582</u>	<u>1,389,247</u>
FUNDS			
Unrestricted funds	11	1,837,581	1,354,247
Restricted funds	11	-	35,000
TOTAL FUNDS		<u>1,837,581</u>	<u>1,389,247</u>

These financial statements were approved by the members of the Trustee Board on 7/5/2024 and signed on their behalf by:

DocuSigned by:

 8A6A95B1331343B.....
Katharine Weston (Chair)
Trustee

DocuSigned by:

 A6A62E600DE7435.....
Neil Twogood (Treasurer)
Trustee

Company No. CE016224 (England and Wales)

The notes on pages 11 to 16 form part of these financial statements.

Mission EmployAble

Statement of Cash Flows

At 31 August 2023

	Notes	2023	2022
Cash flows from operating activities:			
<i>Net cash provided by/(used in) operating activities</i>	12	(28,270)	1,088,607
Cash flows from investing activities:			
Investment Income		3,757	
Purchase of investments		(202,630)	
Purchase of property, plant and equipment	6	(1,081,842)	(292,471)
<i>Net cash provided by/(used in) investing activities</i>		(1,280,714)	(292,471)
Change in cash and cash equivalents in the reporting period		(1,308,984)	796,136
Cash and cash equivalents at the beginning of the reporting period		1,541,116	744,980
Cash and cash equivalents at the end of the reporting period		232,132	1,541,116

Mission EmployAble

Notes to the Financial Statements For the period ended 31 August 2023

1 Accounting policies

1.1 Basis of Preparation

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity is a public benefit entity for the purposes of FRS 102 and a registered charity established as a Charitable Incorporated Organisation and therefore has also prepared its financial statements in accordance with the 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) and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation. Monetary amounts in these financial statements are rounded to the nearest pound.

These financial statements are for the 17 month period from 1 April 2022 to 31 August 2023. The comparative period is the year ended 31 March 2022. The decision was made to change the period end to match the academic year and timing of funding of the charity's training programmes.

1.2 Going concern

The trustees have considered the key risks that they believe may impact the charity and have set out, in their report, the various measures taken to mitigate these risks. In the short-term we are facing rising staff and supply costs on the operations of the charity but believe our operating model is robust enough to absorb these. The charity has few committed long-term costs and has emerged from the building project with a significant level of cash on the balance sheet. As a result the trustees believe that the charity will be able to continue in business and meet its liabilities as they fall due for a period of at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

1.3 Income

Voluntary income comprises donations received from individuals and institutions. All income is recognised when the Charitable Incorporated Organisation is entitled to the income, receipt is probable and the monetary value can be measured with reasonable accuracy.

Donations and grants are recognised in the Statement of Financial Activities when receivable. Where income is received in advance of meeting any performance-related conditions there is no unconditional entitlement to the income and its recognition is deferred.

1.4 Expenditure

Expenditure is accounted for on an accruals basis. Overhead and other costs not directly attributable to particular financial activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year.

Expenditure on raising funds comprise the costs incurred in obtaining donations from individuals and organisations to contribute financially to the Charitable Incorporated Organisation's work. This includes the cost of running special fundraising events.

The irrecoverable element of VAT is included with the term of expense to which it relates. Governance costs comprise the costs associated with meeting the constitutional and strategic aims of the Charitable Incorporated Organisation and the independent examination fees and costs linked to strategic management of the charity.

Mission EmployAble

Notes to the Financial Statements

For the period ended 31 August 2023

1 Accounting policies (continued)

1.5 Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designated to reflect the use of the resources. Cost relating to a particular activity are allocated directly and others are apportioned on an appropriate staff basis.

1.6 Tangible fixed assets

Assets costing £250 or more are capitalised as tangible fixed assets and are initially measured at cost, and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Assets under construction represents costs incurred in relation to a building project. These costs are not depreciated until the accounting period in which the building is brought into use.

Depreciation is provided on all tangible fixed assets other than assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Leasehold improvements	99 years
Fixtures fittings and equipment	3 - 5 years

1.7 Stock

Stock are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stock to their present location and condition.

Stock held for distribution at no or nominal consideration are measured at the lower of cost and replacement cost, adjusted where applicable for any loss of service potential.

1.8 Taxation

The Charitable Incorporated Organisation is exempt from corporation tax on its charitable activities.

1.9 Investments

Short term investments include short term deposits with a maturity date of between three and twelve months.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand, and short term deposits with a maturity date of three months or less.

1.11 Financial instruments

The Charitable Incorporated Organisation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds are held for specific purposes outlined by the donor.

Mission EmployAble

Notes to the Financial Statements For the period ended 31 August 2023

1 Accounting policies (continued)

1.13 Critical accounting estimates and areas of judgement

In the view of the trustees, in their application of the Charitable Incorporated Organisation's accounting policies, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Expenditure on charitable activities

	2023 £	2022 £
Direct costs: Café and training	123,995	-
Support costs (See below)	429,853	43,156
	<u>553,849</u>	<u>43,156</u>

	2023 £	2022 £
Support costs		
Bank and card charges	1,143	589
Governance	4,948	4,056
Legal and professional fees	359	-
Office costs	74,310	1,616
Wages and salaries	324,981	31,077
Pension costs	478	168
Other staff costs	23,634	5,650
Total expenditure on charitable activities	<u>429,853</u>	<u>43,156</u>

	2023 £	2022 £
Net income is stated after charging:		
Independent Examiner's remuneration for: Accountancy and Independent Examination	4,948	4,056

3 Staff Costs

	2023 £	2022 £
Wages and salaries	305,153	25,776
Social security costs	13,464	-
Employer's contribution to defined contribution pension schemes	6,364	878
Other staff benefits	-	4,423
	<u>324,981</u>	<u>31,077</u>

There were no staff earning in excess of £60,000 in the current or comparative year.

Mission EmployAble

Notes to the Financial Statements For the period ended 31 August 2023

4 Employees

	2023 Number	2022 Number
Average monthly number of employees during the period	15	2
Average monthly number of full-time equivalent employees during the period	<u>8</u>	<u>1.6</u>

5 Trustees and key management personnel

Key management personnel comprise the trustees, who received no remuneration nor expenses during the year.

6 Tangible fixed assets

	Assets under construction £	Leasehold Improvements	Fixtures Fittings & Equipment	Total £
Cost				
At beginning of the year	423,014	-	-	423,014
Additions	1,056,671	-	25,171	1,081,842
Transfer	(1,479,685)	1,479,685	-	-
At 31 August 2023	<u>-</u>	<u>1,479,685</u>	<u>25,171</u>	<u>1,504,856</u>
Depreciation				
At beginning of the year	-	-	-	-
Depreciation charge in period	-	12,382	4,053	16,435
At 31 August 2023	<u>-</u>	<u>12,382</u>	<u>4,053</u>	<u>16,435</u>
Net book value				
At 31 August 2023	<u>-</u>	<u>1,467,303</u>	<u>21,117</u>	<u>1,488,420</u>
At 31 March 2022	<u>423,014</u>	<u>-</u>	<u>-</u>	<u>423,014</u>

7 Stock

	2023 £	2022 £
Café food and drink	4,918	-
Keep Cups for resale	655	-
	<u>5,573</u>	<u>-</u>

8 Debtors

	2023 £	2022 £
Trade debtors	10,244	17,186
Other debtors	7,567	18,607
Prepayments	3,442	-
	<u>21,252</u>	<u>35,793</u>

Mission EmployAble

Notes to the Financial Statements For the period ended 31 August 2023

9 Creditors due within one year	2023	2022
Trade creditors	21,743	3,148
Taxation and social security	16,807	721
Loan	-	590,000
Other creditors	36,016	6,586
Accruals and deferred income	37,861	3,868
	<u>112,426</u>	<u>604,323</u>

10 Creditors due after more than one year	2023	2022
	£	£
Other creditors	-	6,353
	<u>-</u>	<u>6,353</u>

11 Reserves	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
Unrestricted funds					
Unrestricted general funds	931,233	979,318	(479,549)	(1,081,842)	349,161
Fixed asset funds	423,014	-	(16,435)	1,081,842	1,488,420
Total unrestricted funds	<u>1,354,247</u>	<u>979,318</u>	<u>(495,984)</u>	<u>-</u>	<u>1,837,581</u>
Restricted funds					
Kitchen Equipment	10,000	45,000	(55,000)	-	-
SEN Equipment	-	10,000	(10,000)	-	-
Pilot Costs	25,000	-	(25,000)	-	-
Total restricted funds	<u>35,000</u>	<u>55,000</u>	<u>(90,000)</u>	<u>-</u>	<u>-</u>
Total funds	<u>1,389,247</u>	<u>1,034,318</u>	<u>(585,984)</u>	<u>-</u>	<u>1,837,581</u>

Kitchen Equipment

A donation received from Savoy Educational Trust is for spend on kitchen equipment for the café.

SEN Equipment

A donation received for the purchase of sensory equipment.

Pilot Costs

Donations received to fund the pilot costs starting with the hiring of staff for the café.

Mission EmployAble

Notes to the Financial Statements For the period ended 31 August 2023

12 Reconciliation of net income to net cash flow from operating activities

	£	£
Net income/(expenditure) for the year	448,334	537,660
Investment Income	(3,757)	-
Depreciation	16,435	-
Increase in stock	(5,573)	-
Decrease/(Increase) in debtors	14,541	(33,613)
Increase in creditors	(498,250)	584,560
Net cash provided by operating activities	<u><u>(28,270)</u></u>	<u><u>1,088,607</u></u>

13 Related party transactions

The charity received total donations from related parties without conditions amounting to £420 (2022: £295) in the period.

A close relative to the Chair is a trustee of The Garfield Weston Foundation. In the prior year £250,000 was received from the Foundation included within donation income, and a loan of £590,000 was included within Creditors as at the Balance Sheet date.

MISSION EMPLOYABLE

England & Wales - Charity number 1181597

Accounts



Mission EmployAble

Mission EmployAble

Charitable Incorporated Organisation
Annual Report and Financial Statements

For the year ended 31 March 2022

Charity No: 1181597

Company Registration No: CE016224 (England and Wales)

Mission EmployAble

Contents

	Page
Reference and Administrative Details	1
Annual Report	2 - 6
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Statement of Cash Flows	10
Notes to the Financial Statements	11 - 15

Mission EmployAble

Reference and Administrative Details

Trustees:	Katharine Weston (Chair) Mark Douglas Philip Garner Donald Reid (Secretary) Neil Twogood (Treasurer) Richard Walton Richard Bloomfield (appointed 1 February 2022) Gordon Hails (appointed 1 February 2022)
Charity Number:	1181597
(Company Number:	CE016224)
Registered and Principal Office:	Moore Kingston Smith LLP The Shipping Building The Old Vinyl Factory Blyth Road Hayes, London UB3 1HA
Accountants	Moore Kingston Smith LLP The Shipping Building The Old Vinyl Factory Blyth Road Hayes, London UB3 1HA
Bankers	Lloyds Bank Blackheath London Ariel House 2138 Coventry Road Sheldon B26 3JW

Mission EmployAble

Chair's Review

For the year ended 31 March 2022

Mission EmployAble's mission is to help young people with learning disabilities gain skills that will allow them to find useful, long-term paid employment. We are continuing to work closely in partnership with Chorleywood Cricket Club to build a new cricket pavilion that will incorporate the commercial café & kitchen within which we can train up to 20 young adults each year to develop useful and employable skills such as; working within a team; listening to and following instructions; being a great work colleague; setting high standards. These will be learned together with specific skills suitable for a catering & hospitality setting and sufficient Maths and English knowledge to satisfy most potential employers. Success will be establishing a regular inflow of interns for our course with successful graduation for most students and helping them find long-term paid employment.

2021 proved to be an important year for Mission EmployAble in which we were able to make significant progress thanks to the generosity and commitment of so many people.

In August 2020, DEFRA granted permission for a new Mission EmployAble training café for young adults with learning disabilities to be located within Chorleywood Cricket Club's new pavilion on The Common, Chorleywood. We are delighted to report that following a competitive tender process we appointed Boom Construction Limited as our contractors and, after the successful conclusion of a legal process involving the agreement of leases between the Chorleywood Parish Council, Chorleywood Cricket Club and Mission EmployAble, the build started in early November 2021 with the demolition of the old cricket clubhouse and work starting on the new pavilion. The build is proceeding well. It is on budget and on schedule to complete in September 2022. The foundations were laid before Christmas 2021 and by the end of May 2022 there was a steel and block structure with a completed roof; very visible proof of the new Pavilion/Café. Our target is to have the Mission EmployAble training café open in the autumn 2022 with interns able to train and work in it from January 2023.

Our focus is now on finding suitable staff to help us operate the café & kitchen that will offer a high quality café offering and also be a wonderful training environment for our interns. We have recently recruited a general manager who not only has significant experience managing pubs, restaurants and cafes but also has first-hand experience people with a learning disability as he is helping one of his sons learn to cope with autism.

Our fund-raising team refused to be defeated by successive lockdowns and despite the many challenges posed by the pandemic, we managed to organise several well attended outdoor fund-raising events to suit all tastes, including a music quiz, a bluebell walk with a pop-up café in the woods and a golf day. In December, we organised a 'Santa Dash' on Chorleywood Common and ran stalls at several Christmas fairs where we sold our 'Keep Cups' and Christmas cards in two designs, one of which was created by one of our new interns. We also held a stunning dinner and auction hosted by the singer Ronan Keating who lives locally and very generously gave his time to the charity. In particular we are hugely appreciate of the fundraising activities organised and run by our local fundraising supremo, Erica Bendall, who has worked tirelessly with many other volunteers to help us raise funds. Their efforts have generated both significant funds and a high level of local interest in the development of the café. Supporting these local activities we have received really significant support from various Trusts & Foundations which meant that during the financial year we received a further £558,194 in donations and fundraising events. An amazing total for which we are extremely grateful.

We never forget why we are raising money, so it was a special day for us all when, on 6th September 2021, we welcomed our first six interns to our year-long Supported Internship programme, an accredited training scheme which we are running in partnership with Bucks College Group. While the Pavilion/Café is being built practical training for the interns is taking place at Chorleywood Beaumont Care Home, with Maths and English classes being held nearby in Chorleywood Christ Church's meeting-rooms. In addition each week the interns are receiving practical horticultural training in local garden allotments and a local community garden.

The scheme is run by an experienced and gifted Training Manager, helped by an assistant trainer and several volunteers who are generously giving us their time and expertise. Most gratifying of all, the young people are clearly enjoying both their on-the-job experience and their formal classes. The interns are stunning us with their skills, enthusiasm and commitment and we are delighted that already 3 of the interns

Mission EmployAble

Chair's Review (continued)

For the year ended 31 March 2022

have successfully passed their Level II exam in Food Hygiene. We are now actively helping the interns talk to local employers, find receive work experience and think about where they wish to find long-term paid employment.

We look forward to offering further Supported Internships to 12 more young adults with learning disabilities in September 2022 and from September 2023 when the Pavilion/Café will be fully operational we expect to be able to take on up to 20 young adults into our programme.

None of this would have been possible without the generosity and support of the many people, trusts & foundations who have supported Mission EmployAble, for which we, as trustees, are extremely grateful.



Katharine Weston
Chair, Mission EmployAble

Mission EmployAble

Trustees' Report

For the year ended 31 March 2022

The trustees are pleased to present their annual report which comprises the Trustees' Report and the financial statements of the charity for the year ended 31 March 2022. The Charitable Incorporated Organisation (CIO) was registered on 16 January 2019.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and 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).

Trustees

The trustees shown below have held office during the year and to the date of this report:

Mark Douglas
Philip Garner
Donald Reid
Katharine Weston
Richard Walton
Neil Twogood
Richard Bloomfield
Gordon Hails

The trustees are responsible for recruiting and appointing new trustees. All decision making is undertaken by the trustees. On or before appointment, trustees will be provided with relevant information.

Our purpose and objectives

The Charitable Incorporated Organisation operates under the name Mission EmployAble.

The purpose of the Charitable Incorporated Organisation as set out in its governing document is the promotion of social inclusion, particularly but not exclusively, amongst young people with learning difficulties by:

- Providing education and training including vocational and basic skills in order to prepare them for employment, work experience placements and encouraging independent living; and
- Promoting personal development by the provision of vocational activities.

The trustees have referred to the guidance of the Charity Commission on public benefit including the guidance 'public benefit: running a charity (PB2)', in undertaking their activities and in the planning of their future initiatives.

Principal achievements and performance

Mission EmployAble's mission is to help young people with learning disabilities gain skills that will allow them to find useful, long-term paid employment. We are continuing to work closely in partnership with Chorleywood Cricket Club to build a new cricket pavilion that will incorporate the commercial cafe & kitchen within which we can train up to 20 young adults each year to develop useful and employable skills such as; working within a team; listening to and following instructions; being a great work colleague; setting high standards. These will be learned together with specific skills suitable for a catering & hospitality setting and sufficient Maths and English knowledge to satisfy most potential employers. Success will be establishing a regular inflow of interns for our course with successful graduation for most students and helping them find long-term paid employment.

Our fund-raising team refused to be defeated by successive lockdowns and despite the many challenges posed by the pandemic, we managed to organise several well attended outdoor fund-raising events to suit all tastes, including a music quiz, a bluebell walk with a pop-up café in the woods and a golf day. In December, we organised a 'Santa Dash' on Chorleywood Common and ran stalls at several Christmas fairs where we sold our 'Keep Cups' and Christmas cards in two designs, one of which was created by one of our new interns. We also held a stunning dinner and auction hosted by the singer Ronan Keating who lives locally and very generously gave his time to the charity. In particular we are hugely appreciate of the

Mission EmployAble

Trustees' Report

For the year ended 31 March 2022

fundraising activities organised and run by our local fundraising supremo, Erica Bendall, who has worked tirelessly with many other volunteers to help us raise funds. Their efforts have generated both significant funds and a high level of local interest in the development of the café. Supporting these local activities we have received really significant support from various Trusts & Foundations which meant that during the financial year we received a further £558,194 in donations and fundraising events.

Plans for the future

We look forward to offering further Supported Internships to 12 more young adults with learning disabilities in September 2022 and from September 2023 when the Pavilion/Café will be fully operational we expect to be able to take on up to 20 young adults into our programme.

Financial review

The financial statements show income of £614,194 (2021: £752,756), revenue expenditure of £76,534 (2021: £19,846), and capital expenditure of £292,471 (2021: £130,543). These results reflect the continued support for Mission EmployAble by many generous donors, amazing and tireless organising by our events team, the costs involved to attract funds, the costs needed to run out first academic year of training six young interns and substantial progress on the build of the new Pavillion/Café.

Reserves policy

Total reserves carried forward at 31 March 2022 of £1,389,247 (2021: £851,587) include £25,000 (2021: £40,000) restricted funds for future use, and £1,364,247 (2021: £811,587) unrestricted funds.

Our focus is to build up reserves to allow us to realise our mission in a sustainable way. We have built reserves to cover the successful build of the new pavilion (due to be completed in September/October 2023), to fund the first 2-3 years of operation and allow us to retain a small surplus.

After the initial operating period our aim is to increase any reserves to cover Mission EmployAble's share of future anticipated capital repair and refurbishment costs on the Pavillion/Café (shared with Chorleywood Cricket Club), to cover three to six months of operating costs and build our reserves to enable us to do more to realise our mission.

Structure, Governance and Management

The charity is limited by guarantee and is governed by its memorandum and articles of association. Its board of trustees bring a deep and wide knowledge of both business, and specifically in the running of successful cafes, training young adults with learning disabilities and the charity sector.

Risk Management

The Trustees carried out an annual review of the major risks faced by the charity this year. We believe that the risk assessment provides a satisfactory mitigation of the risks facing the charity. Risk management is central to the ability of any charitable organisation to deliver its objectives. It is also a statutory requirement for trustees to demonstrate how they are identifying and managing risks being faced by their charity.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Charity law requires trustees to prepare financial statements for each financial year in accordance with United Kingdom Accounting Standards and applicable law.

Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

Mission EmployAble

Trustees' Report

For the year ended 31 March 2022

- 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 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 Charitable Incorporated Organisation will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's Constitution. They are also responsible for safeguarding the assets of the Charitable Incorporated Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant information of which the charity's accountants are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the accountants are aware of that information;
- they have had due regard to guidance by the Charity Commission in respect of public benefit.

On behalf of the board:



Katharine Weston
Trustee (Chair)

Date: 26/09/22

Mission Employable

Independent Examiner's Report to the Board of Trustees For the year ended 31 March 2022

I report on the accounts of Mission Employable (the Charitable Incorporated Organisation, the 'CIO') for the period ended 31 March 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and related notes.

Respective Responsibilities of Trustees and Examiner

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

Having satisfied myself that the CIO is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

Basis of Independent Examiner's Report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the CIO 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 explanation from you as 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 accordance 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 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.



Luke Holt
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

27/09/2022

The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes, London
UB3 1HA

Mission EmployAble

Statement of Financial Activities For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income and endowments from:					
Grants		500	-	500	-
Donations		435,874	-	435,874	748,873
Fundraising		118,736	-	118,736	3,883
Charitable activities: Café and training		56,000	-	56,000	-
Trading		3,084	-	3,084	-
Total		614,194	-	614,194	752,756
Expenditure on:					
Raising funds		33,378	-	33,378	15,418
Charitable activities	2	28,156	15,000	43,156	4,428
Total		61,534	15,000	76,534	19,846
Surplus for the year/period					
		552,660	(15,000)	537,660	732,910
Total funds brought forward	9	811,587	40,000	851,587	118,677
Total funds carried forward	9	1,364,247	25,000	1,389,247	851,587

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

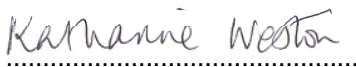
The notes on pages 11 to 15 form part of these financial statements.

Mission EmployAble

Balance Sheet
At 31 March 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	4		423,014		130,543
CURRENT ASSETS					
Debtors	5	35,793		2,180	
Cash at bank and in hand		1,541,116		744,980	
		<u>1,576,909</u>		<u>747,160</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	6	<u>(604,323)</u>		<u>(26,116)</u>	
NET CURRENT ASSETS					
			<u>972,586</u>		<u>721,044</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
			1,395,600		851,587
Creditors: Amounts falling due after more than one year	7		(6,353)		-
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>1,389,247</u>		<u>851,587</u>
FUNDS					
Unrestricted funds	9		1,364,247		811,587
Restricted funds	9		25,000		40,000
TOTAL FUNDS					
			<u>1,389,247</u>		<u>851,587</u>

These financial statements were approved by the members of the Trustee Board on 26/09/22.... and signed on their behalf by:



Katharine Weston (Chair)
Trustee



Neil Twogood (Treasurer)
Trustee

Company No. CE016224 (England and Wales)

The notes on pages 11 to 15 form part of these financial statements.

Mission EmployAble

Statement of Cash Flows

At 31 March 2022

	Notes	2022	2021
		£	£
Cash flows from operating activities:			
<i>Net cash provided by/(used in) operating activities</i>	10	1,088,607	751,051
Cash flows from investing activities:			
Purchase of property, plant and equipment	4	(292,471)	(109,407)
<i>Net cash provided by/(used in) operating activities</i>		(292,471)	(109,407)
Change in cash and cash equivalents in the reporting period		796,136	641,644
Change in cash and cash equivalents at the beginning of the reporting period		744,980	103,336
Cash and cash equivalents at the end of the reporting period		1,541,116	744,980

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2022

1 Accounting policies

1.1 Basis of Preparation

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

The financial statements have been prepared in accordance with Section 1A of the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a Charitable Incorporated Organisation and therefore has also prepared its financial statements in accordance with the 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), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation. Monetary amounts in these financial statements are rounded to the nearest pound.

1.2 Going concern

The trustees have considered the potential impact of the coronavirus, and the various measures taken to contain it, together with rising staff and supply costs on the operations of the charity in the near future. The charity has few committed long-term costs and will emerge from the building project with a significant level of cash on the balance sheet. As a result the trustees believe that the charity will be able to continue in business and meet its liabilities as they fall due for a period of at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

1.3 Income

Voluntary income comprises donations received from individuals and institutions. All income is recognised when the Charitable Incorporated Organisation is entitled to the income, there is certainty of receipt and the monetary value can be measured with reasonable accuracy.

Donations and grants are recognised in the Statement of Financial Activities when receivable. Where income is received in advance of meeting any performance-related conditions there is no unconditional entitlement to the income and its recognition is deferred.

1.4 Expenditure

Expenditure is accounted for on an accruals basis. Overhead and other costs not directly attributable to particular financial activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year.

Expenditure on raising funds comprise the costs incurred in obtaining donations from individuals and organisations to contribute financially to the Charitable Incorporated Organisation's work. This includes the cost of running special fundraising events.

The irrecoverable element of VAT is included with the term of expense to which it relates. Governance costs comprise the costs associated with meeting the constitutional and strategic aims of the Charitable Incorporated Organisation and the independent examination fees and costs linked to strategic management of the charity.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2022

1 Accounting policies (continued)

1.5 Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designated to reflect the use of the resources. Cost relating to a particular activity are allocated directly and others are apportioned on an appropriate staff basis.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Assets under construction represents costs incurred in relation to a building project. These costs are not depreciated until the accounting period in which the building is brought into use.

1.7 Taxation

The Charitable Incorporated Organisation is exempt from corporation tax on its charitable activities.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand, and short term deposits with a maturity date of three months or less.

1.9 Financial instruments

The Charitable Incorporated Organisation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds are held for specific purposes outlined by the donor.

1.11 Critical accounting estimates and areas of judgement

In the view of the trustees, in their application of the Charitable Incorporated Organisation's accounting policies, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Expenditure on charitable activities

	2022 £	2021 £
Support costs		
Bank and card charges	589	352
Governance	4,056	3,648
Legal and professional fees	-	-
Office costs	1,616	428
Wages and salaries	31,077	-
Pension costs	168	-
Other staff costs	5,650	-
Total expenditure on charitable activities	<u>43,156</u>	<u>4,428</u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2022

2 Expenditure on charitable activities (continued)	2022	2021
	£	£
Net income is stated after charging:		
Independent Examiner's remuneration for:		
Accountancy and Independent Examination	4,056	3,648
	<u>4,056</u>	<u>3,648</u>
3 Staff Costs		
	2022	2021
	£	£
Wages and salaries	25,776	-
Employer's contribution to defined contribution pension schemes	878	-
Other staff benefits	4,423	-
	<u>26,654</u>	<u>-</u>
There were no staff earning in excess of £60,000 in the current or comparative year.		
4 Tangible fixed assets		
	Assets under construction	Total
Cost	£	£
At beginning of the year	130,543	130,543
Additions	292,471	292,471
At 31 March 2022	<u>423,014</u>	<u>423,014</u>
Depreciation		
At beginning of the year	-	-
Depreciation charge in period	-	-
At 31 March 2022	<u>-</u>	<u>-</u>
Net book value		
At 31 March 2022	<u>423,014</u>	<u>423,014</u>
At 31 March 2021	<u>130,543</u>	<u>130,543</u>
5 Debtors	2022	2021
	£	£
Trade debtors	17,186	72
Other debtors	18,607	2,108
	<u>35,793</u>	<u>2,180</u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2022

6 Creditors due within one year	2022	2021
	£	£
Trade creditors	3,148	12,145
Taxation and social security	721	-
Loan	590,000	-
Other creditors	6,586	251
Accruals and deferred income	3,868	13,720
	<u>604,323</u>	<u>26,116</u>
Deferred income brought forward	10,072	-
Resources deferred in the year	(10,072)	10,072
Deferred income at 31 March 2022	<u>-</u>	<u>10,072</u>
7 Creditors due after more than one year	2022	2021
	£	£
Other creditors	6,353	-
	<u>6,353</u>	<u>-</u>

8 Trustees and employees

Key management personnel comprise the trustees, who received no remuneration nor expenses during the year.

The average number of persons employed by the Charitable Incorporated Organisation during the period was 1 (2021: nil).

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2022

9 Reserves

	Brought Forward £	Income £	Expenditure £	Carried Forward £
Unrestricted general funds	811,587	614,194	(61,534)	1,364,247
Restricted funds				
Kitchen Equipment	10,000	-	-	10,000
Pilot Costs	30,000	-	(15,000)	15,000
Total restricted funds	<u>40,000</u>	<u>-</u>	<u>(15,000)</u>	<u>25,000</u>
Total funds	<u>851,587</u>	<u>614,194</u>	<u>(76,534)</u>	<u>1,389,247</u>

Kitchen Equipment

A donation received from Savoy Educational Trust is for spend on kitchen equipment for the café.

Pilot Costs

Donations received to fund the pilot costs starting with the hiring of staff for the café.

10 Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) for the year	537,660	732,910
Adjustments for:		
Increase in debtors	(33,613)	(2,177)
Increase in creditors	584,560	20,318
Net cash provided by operating activities	<u>1,088,607</u>	<u>751,051</u>

11 Related party transactions

The charity received total donations from related parties without conditions amounting to £295 (2021: £502,600) in the year.

A close relative to the Chair is a trustee of The Garfield Weston Foundation. In the year £250,000 was received from the Foundation included within donation income, and a loan of £590,000 is included within Creditors as at the Balance Sheet date. As at the end of July 2022, £400,000 of the loan has been repaid with the remaining balance due to be fully repaid by October 2022.

MISSION EMPLOYABLE

England & Wales - Charity number 1181597

Accounts



Mission EmployAble

Mission EmployAble

Annual Report and Financial Statements

For the year ended 31 March 2021

Charity No: 1181597

Company Registration No: CE016224 (England and Wales)

Mission EmployAble

Contents

	Page
Reference and Administrative Details	1
Annual Report	2 - 6
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Statement of Cash Flows	10
Notes to the Financial Statements	11 - 14

Mission EmployAble

Reference and Administrative Details

Trustees:	Katharine Weston (Chair) Mark Douglas Philip Garner Donald Reid (Secretary) Neil Twogood (Treasurer) Richard Walton
Company Number:	CE016224
Charity Number:	1181597
Registered and Principal Office:	Moore Kingston Smith LLP The Shipping Building The Old Vinyl Factory Blyth Road Hayes, London UB3 1HA
Accountants	Moore Kingston Smith LLP The Shipping Building The Old Vinyl Factory Blyth Road Hayes, London UB3 1HA
Bankers	Lloyds Bank Blackheath London Ariel house 2138 Coventry road Sheldon B26 3JW

Mission EmployAble

Chair's Review (continued)

For the year ended 31 March 2021

Mission EmployAble's mission is to help young people with learning disabilities gain skills that will allow them to find useful, long-term paid employment. We are continuing to work in partnership with Chorleywood Cricket Club to build a new cricket pavilion that will incorporate the commercial cafe & kitchen within which we can train up to 20 young adults each year to develop useful and employable skills such as; working within a team; listening to and following instructions; being a great work colleague; setting high standards. These will be learned together with specific skills suitable for a catering & hospitality setting and sufficient Maths and English knowledge to satisfy most potential employers.

Success in the short-term will be successfully setting up the café and kitchen within the new cricket pavilion, running a pilot training programme and continuing to develop the strong relationship with the cricket club. In the medium-term success will be establishing a regular inflow of interns for our course with successful graduation for most students. Ultimately our success is to achieve our mission; to see our interns find long-term paid employment.

DEFRA approval for the development on Chorleywood Common was formally confirmed in August 2020; planning approval was completed in November 2020. In parallel we ran a competitive tendering process which resulted in the decision to award the building contract, worth £1.6m inclusive of VAT, to Boom Construction Ltd. The total budget for the build, including all professional fees, is £1.8m. Since the start of 2021 we have been working closely with Chorleywood Parish Council, who will be the owner and landlord of the new pavilion, to complete the various legal documents required to ensure that Chorleywood Cricket Club as head lessee has a 99 year lease and Mission EmployAble, as sub-lessee, has a 30 year sub-lease renewable on request. These leases come with minimal rent obligations to justify the sums being invested to build the pavilion. This will be a significant community asset on Chorleywood Common with a café open to the public that will not only allow wider access to cricket but also enable the education of young adults with learning disabilities. We are hopeful that building work will be able to commence in June or latest July 2021 as soon as legal matters and a build start date are agreed. Our target is to complete the build by Easter 2022 in time for the 2022 cricket season and start of the summer academic term.

Our Trustees have continued to serve the charity by giving their expertise and time for free. We have significant experience and knowledge within our trustees on learning for the disabled; finance; catering & hospitality; marketing & communications and charity governance. Through our partnership with the cricket club we have access to expertise in planning, construction & property development. Major decisions are proposed for discussion and agreed outcomes are reached in formal Trustee Board meetings and recorded in the minutes. No new trustees have been appointed since October 2019 and there have been no additions during the year. Trustees will all receive training in safeguarding before the pilot commences in September 2021.

Through the year we will start to employ staff to both run the café and help run the education side of Mission EmployAble. It is likely that most staff in the early stages will be regular staff. We are planning to recruit both a training manager and general manager in time for the next academic year (starting September 2021). They will form the nucleus of the team and together will start the process of setting up the main café and defining the training curriculum. We are very open to the concept of using volunteers from our local community and once we are operational will assess how well a volunteer group might work with our regular staff to produce the best environment and outcomes for our interns. All Trustees and staff, whether employed or volunteer, will go through DBS checks.

At the same time we have forged a close partnership with Buckinghamshire College Group (BCG) to create a suitable one year course for the young adults that will focus on employability skills (Gateway awarding body) together with catering and hospitality skills (City & Guilds). BCG will provide us with both an academic framework and accreditation to enable our students to gain a valid qualification. It has always been our intention to run a small pilot programme while the pavilion is being built and to this end we are working with Beaumont House, a private residential care home in Chorleywood, which will allow us to run a pilot programme for up to 6 students starting in September 2021 to run for that academic year. The care home has café and restaurant facilities and many domestic cleaning and gardening tasks plus activities

Mission EmployAble

Chair's Review (continued)

For the year ended 31 March 2021

run for the residents. All of these can involve our pilot trainees. Functional skills training will take place in a classroom facility in the Junction Christ Church. The pilot programme will enable us to in young adults and provide a more constant café offer within the care home for residents and visitors alike. There is the potential to switch some of the training to the new café once it is complete in 2022.

Of course none of this would be possible without significant fund-raising support from individuals, trusts & foundations and we have been moved by the generosity shown. During the year we raised over £0.7m. An amazing achievement in a year significantly impacted by the pandemic whilst at the same time fund-raising and administrative costs were less than 2.7% of the funds raised. To date we have raised over £1.45m with the Cricket Club raising over £0.4m in donations and pledges which has given us enough confidence to proceed with the build. We are continuing with our fund-raising efforts as we estimate that we will need a further £0.25m to cover the pilot year and operating costs for the first 3 years of operation. After this we are confident that the location of the café is attractive enough to produce a financially sustainable charity that will generate funds each and every year to support the chances of young adults with learning disabilities learn skills that more likely to lead to long-term paid employment.

We are also very grateful for the expert pro bono professional advice we have received notably from lawyers, Norton Rose Fulbright LLP, who provided guidance on the key tax issues we need to consider on the build programme. We are truly grateful for all the help we have received from donors and supporters alike.

At this stage of our development our focus is to raise funds that enables the successful build of the new pavilion, funds the first 2-3 years of operation and allows us to have about 3 months' of operating costs as a reserve. After the initial period we expect to make a small surplus each year which will be used to build a property fund to pay for Mission EmployAble's share of the long-term upkeep and refurbishment of the pavilion/café and build our reserves to enable us to do more to realise our mission.

We accept that over the last year we have all seen events that would have been hard to imagine 18 months ago. We have noted that even when most operations were locked down local cafes have been able to remain open for take-away service and we trust this will be the case in the future if the pandemic returns. With the successful rollout of the vaccine programme and the UK starting to revert to a more "normal" way of life we believe we can look forward with confidence.

Katharine Weston

Katharine Weston
Chair, Mission EmployAble

Mission EmployAble

Trustees' Report

For the year ended 31 March 2021

The trustees are pleased to present their annual report which comprises the Trustees' Report and the financial statements of the charitable company for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charitable Incorporated Organisation (CIO) was registered on 16 January 2019.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Trustees

The trustees shown below have held office during the year and to the date of this report:

Mark Douglas
Philip Garner
Donald Reid
Katharine Weston
Richard Walton
William Hobhouse (Resigned on 2 June 2020)
Neil Twogood

The trustees are responsible for recruiting and appointing new trustees. All decision making is undertaken by the trustees. On or before appointment, trustees will be provided with relevant information.

Our purpose and objectives

The Charitable Incorporated Organisation operates under the name Mission EmployAble.

The purpose of the Charitable Incorporated Organisation as set out in its governing document is the promotion of social inclusion, particularly but not exclusively, amongst young people with learning difficulties by:

- Providing education and training including vocational and basic skills in order to prepare them for employment, work experience placements and encouraging independent living; and
- Promoting personal development by the provision of vocational activities.

The trustees have referred to the guidance of the Charity Commission on public benefit including the guidance 'public benefit: running a charity (PB2)', in undertaking their activities and in the planning of their future initiatives.

Principal achievements and performance

Mission EmployAble's primary aim is to help young people with learning disabilities gain skills that will allow them to find useful, long-term paid employment. In order to do this we are establishing a training centre within a commercial café and kitchen in order to develop social & employable skills, functional skills (developing the learner's ability to transfer skills to solving problems in real-life contexts) and specific skills suitable for a catering & hospitality environment e.g. barista skills; customer service; stock control; cleaning duties; food preparation and food hygiene. Students will learn valuable social skills by having to interact effectively with many different types of people coming into the café.

Of course none of this would be possible without significant fund-raising support from individuals, trusts & foundations and we have been moved by the generosity shown. During the year we raised over £0.7m. An amazing achievement in a year significantly impacted by the pandemic whilst at the same time fund-raising and administrative costs were less than 2.7% of the funds raised. To date we have raised over £1.45m with the Cricket Club raising over £0.4m in donations and pledges which has given us enough confidence to proceed with the build. We are continuing with our fund-raising efforts as we estimate that we will need a further £0.25m to cover the pilot year and operating costs for the first 3 years of operation. After this we are confident that the location of the café is attractive enough to produce a financially sustainable charity

Mission EmployAble

Trustees' Report

For the year ended 31 March 2021

that will generate funds each and every year to support the chances of young adults with learning disabilities learn skills that will more likely lead to long-term paid employment.

We have forged a close partnership with Buckinghamshire College Group (BCG) to create a suitable one year course for the young adults that will focus on employability skills (Gateway awarding body) together with catering and hospitality skills (City & Guilds). BCG will provide us with both an academic framework and accreditation to enable our students to gain a valid qualification. It has always been our intention to run a small pilot programme while the pavilion is being built and to this end we are working with Beaumont House, a private residential care home in Chorleywood, which will allow us to run a pilot programme for up to 6 students starting in September 2021.

Plans for the future

We are hopeful that building work will be able to commence in June or latest July 2021 as soon as legal matters and a build start date are agreed. Our target is to complete the build by Easter 2022 in time to open for the start of the 2022 cricket season and start of the summer academic term. Through the year we will start to employ staff to both run the pilot and education side and also set up and run the café. It is likely that most staff in the early stages will be regular staff.

Financial review

The financial statements show income of £752,756 (2020: £143,257) and expenditure of £19,846 (2020: £24,580), which is an amazing achievement in a year significantly impacted by the pandemic.

Reserves policy

Total reserves carried forward at 31 March 2021 of £851,587 (2020: £118,677) include £40,000 (2020: £nil) restricted funds for future use, and £811,587 (2020: £118,677) unrestricted funds.

We continue to raise funds to ensure we can fund the successful build of the new pavilion, cover the anticipated losses in the first 2-3 years of operation and provide about 3 months of operating costs as a reserve.

After the initial period we expect to make a small surplus each year which will be used to build a property fund to pay for Mission EmployAble's share of the long-term upkeep and refurbishment of the pavilion/café and build our general reserves to enable us to do more to realise our mission.

Structure, Governance and Management

The charity is limited by guarantee and is governed by its memorandum and articles of association. Its board of trustees bring a deep and wide knowledge of both business, and specifically in the running of successful cafes, training young adults with learning disabilities and the charity sector. We are consulting with an HR consultant about the transition from executive set up to non-executive governance and we will be expanding and diversifying our governing body once the café is up and running.

Risk Management

The Trustees carried out an annual review of the major risks faced by the charity this year. The key risks identified were:

- Our ability to raise sufficient funds to enable us to combine with Chorleywood Cricket Club (CCC) to build the new pavilion. We have arranged interested free loans with generous donors to make sure we have sufficient funds.
- Our ability to agree with CCC and the Parish Council legal agreements that are commercially justifiable to Mission EmployAble for the level of investment being considered. We are working with CCC and the Parish Council to make sure the key legal requirements for Mission EmployAble are included.
- Our ability to forge close partnerships with key parties, namely CCC, the Parish Council and Buckinghamshire College Group (BCG). Building good relationships is a constant desire; to date we believe we are aligned and in agreement with all key parties.

Mission EmployAble

Trustees' Report

For the year ended 31 March 2021

- Our ability to create a curriculum that both attracts interns and meets the criteria of BCG. We are working with BCG to create a relevant curriculum likely to attract good candidates.
- Our ability to retain the same trustees to preserve knowledge and expertise needed to make the charity successful. The trustees are committed to serve until the pilot scheme is complete by which time the pavilion/café should be complete. Beyond this date trustee succession plans will become more important.

We are pleased to report that although all these risks remain they are either mitigated completely or reducing as risks. For the next year the key risks will be managing the build process; recruiting staff members to support our short and longer term aims, particularly a General Manager and Training Manager; managing and running a successful pilot programme with interns and continuing to build strong relationships with CCC, the Parish Council and BCG.

We believe that the risk assessment provides a satisfactory mitigation of the risks facing the charity. Risk management is central to the ability of any charitable organisation to deliver its objectives. It is also a statutory requirement for trustees to demonstrate how they are identifying and managing risks being faced by their charity.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 Charitable Incorporated Organisation 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 company 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 Incorporated Organisation 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 special provisions relating to small companies within Part 15 of the Companies Act 2006.

On behalf of the board:

Katharine Weston

Katharine Weston
Trustee (Chair)

Date: 12/06/2021

Mission Employable

Independent Examiner's Report to the Board of Trustees For the year ended 31 March 2021

I report on the accounts of Mission Employable (the Charitable Incorporated Organisation, the 'CIO') for the period ended 31 March 2021, which comprise the Statement of Financial Activities, Balance Sheet and related notes.

Respective Responsibilities of Trustees and Examiner

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

Having satisfied myself that the CIO is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

Basis of Independent Examiner's Report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the CIO 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 explanation from you as 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 accordance 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 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.

Moore Kingston Smith LLP

Mahmood Ramji
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

14/06/2021

The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes, London
UB3 1HA

Mission EmployAble

Statement of Financial Activities For the year ended 31 March 2021

				Year ended 31 March 2021	Period ended 31 March 2020
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £
Income and endowments from:					
Grants		-	-	-	100,000
Donations		708,873	40,000	748,873	43,257
Fundraising		3,883	-	3,883	-
Total		<u>712,756</u>	<u>40,000</u>	<u>752,756</u>	<u>143,257</u>
Expenditure on:					
Raising funds		15,418	-	15,418	14,211
Charitable activities	2	4,428	-	4,428	10,369
Total		<u>19,846</u>	<u>-</u>	<u>19,846</u>	<u>24,580</u>
<hr/>					
Surplus for the year/period		692,910	40,000	732,910	118,677
<hr/>					
Total funds brought forward	7	118,677	-	118,677	-
<hr/>					
Total funds carried forward	7	<u>811,587</u>	<u>40,000</u>	<u>851,587</u>	<u>118,677</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 11 to 14 form part of these financial statements.

Mission EmployAble

Balance Sheet
At 31 March 2021


	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	3		130,543		21,136
CURRENT ASSETS					
Debtors	4	2,180		3	
Cash at bank and in hand		744,980		103,336	
		<u>747,160</u>		<u>103,339</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	5	<u>(26,116)</u>		<u>(5,798)</u>	
NET CURRENT ASSETS			721,044		97,541
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>851,587</u>		<u>118,677</u>
FUNDS					
Unrestricted funds	7		811,587		118,677
Restricted funds	7		40,000		-
TOTAL FUNDS			<u>851,587</u>		<u>118,677</u>


For the year ended 31 March 2021 the Charitable Incorporated Organisation was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies. No member of the Charitable Incorporated Organisation has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The members acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

These financial statements were approved by the members of the Trustee Board on 12/06/2021 and signed on their behalf by:


.....
Katharine Weston (Chair)
Trustee


.....
Neil Twogood (Treasurer)
Trustee

Company No. CE016224 (England and Wales)

The notes on pages 11 to 14 form part of these financial statements.

Mission EmployAble

Statement of Cash Flows At 31 March 2021

	Notes	2021		2020	
		£	£	£	£
Cash flows from operating activities:					
<i>Net cash provided by/(used in) operating activities</i>	8		751,051		124,472
Cash flows from investing activities:					
Purchase of property, plant and equipment	3	(109,407)		(21,136)	
<i>Net cash provided by/(used in) operating activities</i>			(109,407)		(21,136)
Change in cash and cash equivalents in the reporting period			<u>641,644</u>		<u>103,336</u>
Change in cash and cash equivalents at the beginning of the reporting period			103,336		-
Cash and cash equivalents at the end of the reporting period			<u>744,980</u>		<u>103,336</u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2021

1 Accounting policies

1.1 Basis of Preparation

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

The financial statements have been prepared in accordance with Section 1A of the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a Charitable Incorporated Organisation and therefore has also prepared its financial statements in accordance with the 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), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation. Monetary amounts in these financial statements are rounded to the nearest pound.

1.2 Going concern

The trustees have considered the potential impact of the coronavirus, and the various measures taken to contain it, on the operations of the charity in the near future. The charity has few committed costs and a significant level of cash on the balance sheet. As a result the trustees believe that the charity will be able to continue in business and meet its liabilities as they fall due for a period of at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

1.3 Reporting Period

The Charitable Incorporated Organisation was registered on 16 January 2019 and the comparative figures present the results for the period from the 27 September 2018, the set up date to 31 March 2020.

1.4 Income

Voluntary income comprises donations received from individuals and institutions. All income is recognised when the Charitable Incorporated Organisation is entitled to the income, there is certainty of receipt and the monetary value can be measured with reasonable accuracy.

Donations and grants are recognised in the Statement of Financial Activities when receivable. Where income is received in advance of meeting any performance-related conditions there is no unconditional entitlement to the income and its recognition is deferred.

1.5 Expenditure

Expenditure is accounted for on an accruals basis. Overhead and other costs not directly attributable to particular financial activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year.

Expenditure on raising funds comprise the costs incurred in obtaining donations from individuals and organisations to contribute financially to the Charitable Incorporated Organisation's work. This includes the cost of running special fundraising events.

The irrecoverable element of VAT is included with the term of expense to which it relates. Governance costs comprise the costs associated with meeting the constitutional and strategic aims of the Charitable Incorporated Organisation and the independent examination fees and costs linked to strategic management of the charity.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2021

1 Accounting policies (continued)

1.6 Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designated to reflect the use of the resources. Cost relating to a particular activity are allocated directly and others are apportioned on an appropriate staff basis.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Assets under construction represents costs incurred in relation to a building project. These costs are not depreciated until the accounting period in which the building is brought into use.

1.8 Taxation

The Charitable Incorporated Organisation is exempt from corporation tax on its charitable activities.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand, and short term deposits with a maturity date of three months or less.

1.10 Financial instruments

The Charitable Incorporated Organisation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.11 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds are held for specific purposes outlined by the donor.

1.12 Critical accounting estimates and areas of judgement

In the view of the trustees, in their application of the Charitable Incorporated Organisation's accounting policies, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Expenditure on charitable activities

	2021 £	2020 £
Support costs		
Bank and card charges	352	8
Governance	3,648	3,648
Legal and professional fees	-	6,021
Office costs	428	692
Total expenditure on charitable activities	<u>4,428</u>	<u>10,369</u>

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2021

2 Expenditure on charitable activities (continued)	2021	2020
	£	£
Net income is stated after charging:		
Independent Examiner's remuneration for:		
Accountancy and Independent Examination	3,648	3,648
VAT services	-	1,800
	<u> </u>	<u> </u>
3 Tangible fixed assets		
	Assets under construction	Total
	£	£
Cost		
At beginning of the year	21,136	21,136
Additions	109,407	109,407
At 31 March 2021	<u>130,543</u>	<u>130,543</u>
Depreciation		
At beginning of the year	-	-
Depreciation charge in period	-	-
At 31 March 2021	<u>-</u>	<u>-</u>
Net book value		
At 31 March 2021	<u>130,543</u>	<u>130,543</u>
At 31 March 2020	<u>21,136</u>	<u>21,136</u>
4 Debtors	2021	2020
	£	£
Trade debtors	72	-
Other debtors	2,108	3
	<u>2,180</u>	<u>3</u>
5 Creditors due within one year	2021	2020
	£	£
Trade creditors	12,145	2,150
Other creditors	251	-
Accruals and deferred income	13,720	3,648
	<u>26,116</u>	<u>5,798</u>
Deferred income brought forward	-	-
Resources deferred in the year	10,072	-
Deferred income at 31 March 2021	<u>10,072</u>	<u>-</u>

At the balance sheet date the CIO was holding funds received for events that were postponed to the following year ended 31 March 2022.

Mission EmployAble

Notes to the Financial Statements For the year ended 31 March 2021

6 Trustees and employees

Key management personnel comprise the trustees, who received no remuneration nor expenses during the year.

The average number of persons employed by the Charitable Incorporated Organisation during the period was nil.

7 Reserves

	Brought Forward £	Income £	Expenditure £	Carried Forward £
Unrestricted general funds	118,677	712,756	(19,846)	811,587
Restricted funds				
Kitchen Equipment	-	10,000	-	10,000
Pilot Costs	-	30,000	-	30,000
Total restricted funds	<u>-</u>	<u>40,000</u>	<u>-</u>	<u>40,000</u>
Total funds	<u>118,677</u>	<u>752,756</u>	<u>(19,846)</u>	<u>851,587</u>

Kitchen Equipment

A donation received from Savoy Educational Trust is for spend on kitchen equipment for the café.

Pilot Costs

Donations received to fund the pilot costs starting with the hiring of staff for the café.

8 Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net income/(expenditure) for the year	732,910	118,677
Adjustments for:		
Increase in debtors	(2,177)	(3)
Increase in creditors	20,318	5,798
Net cash provided by operating activities	<u>751,051</u>	<u>124,472</u>

9 Related party transactions

The charity received total donations from related parties without conditions amounting to £502,600 in the year.
