



Mission EmployAble

# Mission EmployAble

Charitable Incorporated Organisation  
Annual Report and Financial Statements

At 31 August 2024

# Mission EmployAble

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# Mission EmployAble

## Reference and Administrative Details

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<b>Trustees:</b>	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)
<b>Charity Number:</b>	1181597
<b>Registered and Principal Office:</b>	Cafe on the Common (Mission EmployAble) The Common Rickmansworth Road Chorleywood Rickmansworth WD3 5SG
<b>Independent Examiner:</b>	Moore Kingston Smith LLP 6th Floor 9 Appold Street London EC2A 2AP
<b>Bankers:</b>	Lloyds Bank Blackheath London Ariel House 2138 Coventry Road Sheldon B26 3JW

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# Mission EmployAble

## Chair's Review

For the year ended 31 August 2024

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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

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### 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.

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*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

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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.

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# Mission EmployAble

## Trustees' Report (continued)

For the year ended 31 August 2024

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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.

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# Mission EmployAble

## Trustees' Report (continued)

For the year ended 31 August 2024

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### **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

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### 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.

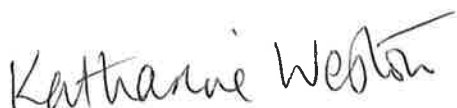
Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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 £
<b>Income and endowments from:</b>				
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
<b>Total</b>		<b>702,296</b>	<b>702,296</b>	<b>1,034,318</b>
<b>Expenditure on:</b>				
Raising funds		11,087	11,087	32,135
Charitable activities	<b>2</b>	719,991	719,991	553,849
<b>Total</b>		<b>731,078</b>	<b>731,078</b>	<b>585,984</b>
<b>Deficit / Surplus for the year/period</b>		<b>(28,782)</b>	<b>(28,782)</b>	<b>448,334</b>
Total funds brought forward	10	1,837,581	1,837,581	1,389,247
<b>Total funds carried forward</b>	<b>10</b>	<b>1,808,799</b>	<b>1,808,799</b>	<b>1,837,581</b>

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
<b>FIXED ASSETS</b>			
Tangible assets	6	1,464,160	1,488,420
<b>CURRENT ASSETS</b>			
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>
<b>LIABILITIES</b>			
Creditors: Amounts falling due within one year	9	<u>(89,057)</u>	<u>(112,426)</u>
<b>NET CURRENT ASSETS</b>		<u>344,639</u>	<u>349,161</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>1,808,799</u>	<u>1,837,582</u>
<b>FUNDS</b>			
Unrestricted funds	10	<u>1,808,799</u>	<u>1,837,581</u>
<b>TOTAL FUNDS</b>		<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
<b>Cash flows from operating activities:</b>			
<i>Net cash provided by/(used in) operating activities</i>	11	(50,994)	(28,270)
<b>Cash flows from investing activities:</b>			
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)
<b>Change in cash and cash equivalents in the reporting period</b>		<u>(50,405)</u>	<u>(1,308,984)</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		232,132	1,541,116
<b>Cash and cash equivalents at the end of the reporting period</b>		<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

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### 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.

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# Mission EmployAble

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

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### 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
	<b>719,991</b>	<b>553,849</b>
	Year 2024 £	17 months 2023 £
<b>Support costs</b>		
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
<b>Total expenditure on charitable activities</b>	<b>542,061</b>	<b>429,853</b>
	Year 2024 £	17 months 2023 £
<b>Net income is stated after charging:</b>		
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
	<b>420,389</b>	<b>324,980</b>

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	14	8

### 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 £
<b>Cost</b>			
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	-
<b>At 31 August 2024</b>	<b>1,405,087</b>	<b>92,236</b>	<b>1,497,323</b>
<b>Depreciation</b>			
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)
<b>At 31 August 2024</b>	<b>14,216</b>	<b>18,947</b>	<b>33,163</b>
<b>Net book value</b>			
<b>At 31 August 2024</b>	<b>1,390,871</b>	<b>73,289</b>	<b>1,464,160</b>
<b>At 31 August 2023</b>	<b>1,467,303</b>	<b>21,117</b>	<b>1,488,420</b>

### 7 Stock

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

# Mission EmployAble

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

<b>8 Debtors</b>				<b>2024</b>	<b>2023</b>
				<b>£</b>	<b>£</b>
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>
<b>9 Creditors due within one year</b>				<b>2024</b>	<b>2023</b>
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>
<b>10 Reserves</b>					
	<b>Brought Forward</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Carried Forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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>
<b>Total funds</b>	<u><u>1,837,581</u></u>	<u><u>702,296</u></u>	<u><u>(731,078)</u></u>	<u><u>-</u></u>	<u><u>1,808,799</u></u>
<b>11 Reconciliation of net income to net cash flow from operating activities</b>				<b>£</b>	<b>£</b>
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)
<b>Net cash provided by operating activities</b>				<u><u>(50,994)</u></u>	<u><u>(28,270)</u></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.

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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>

