

Charity registration number: 1181649

# Starfish Asia

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

**Starfish Asia**  
**Contents (continued)**

Reference and Administrative Details	1
Trustees' Report	2 to 9
Independent Examiner's Report	10 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Financial Statements	15 to 25

## **Starfish Asia**

### **Reference and Administrative Details**

<b>Chairman</b>	Devin Scobie
<b>Trustees</b>	Stephen Curran Nathan Javed Marjorie Murphy Sheila Thomas Michael Wakely Colin Wrigley
<b>Charity Registration Number</b>	1181649
<b>Principal Office</b>	32 Beck Lane Beckenham Kent BR3 4RE
<b>Independent Examiner</b>	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
<b>Bankers</b>	HSBC 184 High Street Bromley BR1 1HE

## **Starfish Asia**

### **Trustees' Report**

The trustees of the Starfish Asia CIO here present the report and financial statements for the period ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 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)" (effective 1 January 2019).

#### **Statement of Trustees' responsibilities**

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principals in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### **Achievement Review**

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

The trustees have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing their aims and objectives and in planning the future activities of the charity. The trustees ensure that activities contribute to the aims and objectives they have set.

## Starfish Asia

### Trustees' Report (continued)

#### Purposes and aims

The Objects of the charity are, for the public benefit, the relief of poverty, sickness and distress, the advancement of education and the advancement of the Christian faith, exclusively in Pakistan.

Pakistan is facing a serious challenge to ensure all children, particularly the most disadvantaged, attend, stay and learn in school. It was reported in the Pakistani DAWN newspaper in September 2021 that *"Out of all children in Pakistan between the ages of five to 16 years, 32 per cent, i.e. one third, are out of school. This amounts to an estimated total of over 20 million."* The often marginalised Christian minority, who are amongst the poorest section of society and often discriminated against, have little realistic access to education from the national or provincial governments. The high inflation rate and the associated raise in the cost of living is exasperating the situation for the very poorest in Pakistan.

The selection of beneficiaries is carried out by the executive of the Board of Starfish Pakistan, an independent registered Trust in Pakistan, whose trustees are respected members of the Pakistan Christian community. During this financial year there has been a further strengthening of the board with two new members being added bringing expertise from within the Christian and educational management world.

Starfish Pakistan is also responsible for the distribution of grants to the supported projects. Grants are paid monthly to locally registered trusts which oversee schools and other institutions run by trusted Pakistani Christian leaders. It has also been Starfish Pakistan's practice over a number of years to distribute teacher stipends directly to individual teachers through their mobile phones. This system was introduced in order to increase transparency and show that teachers were receiving the agreed amounts. The principal criteria are that the selected schools support the poorest families in the community, and that evidence is provided that the aims and objectives of the charity are being implemented and achieved. There is constant and regular interaction between Starfish Pakistan and Starfish Asia, especially in regard to the disbursement of restricted funding made to approved projects. The relationship between Starfish Asia and Starfish Pakistan is documented in a Partnership Agreement, updated in June 2017. This agreement was renewed for a further 5 year period in September 2022 during a visit to Pakistan by Rob Bavington.

Starfish Asia in the UK engages few volunteers. Mr. Michael Wakely and his wife continue to work as volunteers (without pay) although Kerstin's ill health has significantly reduced her input. Our two part-time employees continue to work for the charity. Mr Robert Bavington as CEO and Mrs Elizabeth Ellis as Administrator. All are fully approved by, and answerable to, the Trustees.

#### Achievements and performance

The Executive Trustee's Report sets out the significant achievements and performance during the year.

#### Financial review

Whilst Starfish Asia does not make any unconditional grant commitments, every attempt is made to grant to each supported school or project a monthly amount which meets an agreed proportion of its costs. To achieve this, the charity stresses in all of its literature the need for regular committed giving by its own supporters. The trustees are provided with detailed management accounts which report progress and performance.

## **Starfish Asia**

### **Trustees' Report (continued)**

The charity aims to maintain a balance of unrestricted funds of equivalent to being able to provide a minimum of 3 months support, which currently equates to around £90,000 and the balance in the unrestricted funds at the end of this period is £99,571. The charity continues to seek to increase support to more projects in Pakistan as funding allows.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

#### **Risk within Pakistan**

The most significant operational risk concerns the selection of beneficiaries and the distribution of grants within Pakistan. The trustees consider that the processes and arrangements made with the trustees of Starfish Pakistan are sufficient to ensure that grants are made only to those schools which meet the criteria of providing basic education and care in a Christian context to the poorest in society.

In December 2019 Starfish Pakistan applied for registration with the Economic Affairs Division of the Government of Pakistan. This was finally approved in October 2020, and an MOU signed granting Starfish Pakistan the right to receive funds from overseas until December 2023. Starfish Pakistan is aware of the need to renew this essential permission and is taking steps to do so.

With the continuing political unrest one is never certain as to how any new government might view the NGO sector and its ability to send foreign money into the country.

#### **Currency fluctuation risk**

The fluctuation of the UK pound, though a risk, has been mitigated by the steady devaluation of the Pakistani Rupee. In February 2023 there was a sharp rise in the exchange rate which enabled us to raise salaries further without affecting the budgeted amounts. While helpful for the UK charity, this results in increasing poverty in Pakistan, where inflation is running at above 20%. We are thankful that the general fund reserves have been healthy throughout the period under review.

#### **Fund-raising Risks**

Starfish Asia continues to stand (by God's grace) on donations from individuals, Trusts and Churches / organisations. The levels of commitment have generally stayed stable with only a few minor donors not able to continue their support. However, one significant trust will cease to support us from this year. In order to push forward in the area of fund-raising it was decided to work with Ali Geake Communications Ltd. This is a short term partnership whereby Ali Geake provides expertise to produce a new Case For Support as well as coaching for Rob and Liz and any trustees who wish to take part in good fund-raising practice.

## **Starfish Asia**

### **Trustees' Report (continued)**

#### **Structure, governance and management**

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

Devin Scobie (Chair from 19 March 2020)  
Michael Wakely (trustee)  
Marjorie Murphy (trustee)  
Stephen Curran (trustee)  
Colin Wrigley (trustee)  
Sheila Thomas (trustee)  
Nathan Javed (appointed November 2022)

A new member, Nathan Javed, joined the board in November 2022. His term running till November 2026. Mr Steve Curren's term expired in January and he was re-appointed for a further 4 years. The trust deed provides for a minimum of 3 trustees. The induction and training of new trustees into the work of the charity and responsibilities is undertaken by the Executive Director and the Chairman of the CIO.

The trustees met five times this financial year including two face to face meetings in London. They agree the broad strategy and areas of activity of the charity, including consideration of grant making, reserve and risk policies and performance. Management decisions and the daily conduct of the Trust including fund-raising, partnership decisions related to the projects in Pakistan, etc. are taken by the CEO, subject to the Trust's policies and the final oversight of the Board. Decisions of Policy, appointment of staff and major financial commitments are made by the Board.

#### **Relationship to Starfish Pakistan**

Starfish Pakistan is an independent Trust registered in Pakistan with its own Board of Trustees and financial audit. Starfish Asia provides funds to Starfish Pakistan on the basis of a signed 'Partnership Agreement'. This agreement is for a period of 5 years and ran out in May 2022. A new agreement was signed in September 2022.

#### **Salaries and benefits**

Mr Robert Bavington's salary has been set by the trustees and will be reviewed on an annual basis. Mrs Elizabeth Ellis continues to work part-time on a salary decided by the trustees. Accountancy charges are paid to Ms Susie Arther of GSG Sorted. The charity has no trading subsidiaries. No employment benefits have been paid to either staff or trustees.

#### **Overseas expenditure**

Funds transferred overseas, exclusively to Pakistan, have all been sent via regulated Bank transfer from the Starfish Asia account, held with HSBC, UK, to the Starfish Pakistan account in Faysal Bank, Lahore. No cash is hand-carried or transferred by any other means overseas. No funds are sent by any means direct to projects or personal accounts wherever possible. This also applies to transfers made to The Elisabeth Memorial Welfare Trust (EMWT) with whom we have begun working and have a Partnership Agreement. Due to the severe flooding that took place last summer, funds were sent to a personal account being used by the Brethren Christian Fellowship.

## Starfish Asia

### Trustees' Report (continued)

All funds sent to Starfish Pakistan (a Registered Trust) and EMWT (a Registered Trust) are subject to annual Audit and to the checks and balances set in place by the trustees of the respective trusts. Most funds are transferred as Restricted Funds designated for specified projects. According to the rules of the Audit, no funds (with a few monitored exceptions) are transferred to any personal accounts.

The trustees are satisfied that the charity's risk management policy and procedures adequately address the risks to the charity arising from its activities where it operates.

#### Income from outside the UK

Starfish Asia receives few funds from outside the UK, with the exception of occasional income from the USA and Canada. Starfish Asia is working on re-establishing a partnership with BKF, Netherlands whereby they will make regular donations for a number of schools and projects in Pakistan.

#### Appointment of External Examiner

Due to Mr. Nigel Hewson's decision to take a step back the trustees agreed to appoint Mr. Tim Sullivan of Field Sullivan, Chartered Accountants, for the current financial period.

The trustees' report was approved by the Board of Trustees.



Devin Scobie  
Chairman

Dated: \_\_\_\_\_

23. 10. 23



## Starfish Asia

### Trustees' Report (continued)

#### C.E.O's REPORT: APRIL 2022 - MARCH 2023

##### Overview

This has been the first full year post covid which should have brought some peace and stability to Pakistan but sadly the country was hit by severe flooding, a worsening economic situation which hits the poorest hardest and continued political instability. Despite this or in deed because of this, we have been spurred on to look at the level of stipend we pay to the teachers as well as level of other support we provide. We see the hand of God in the midst of some dark times and see his leading as we come out the other side.

- This year has been the first full year since covid that the schools have had a more normal year of teaching.
- The scholarship scheme remains under close scrutiny with new, clear guidelines for the acceptance of applications being put in place. Along with this there is a need for better follow up of students once they graduate. Starfish Pakistan is working towards making the system work better.
- Number of pupils with our supported schools are slowly returning to pre-covid levels. Many children seem to have found employment while schools were closed and simply have not returned to their education. The issue of educational dropout is one that we must seriously consider for future projects finding ways to keep children in school till they complete their matriculation.
- A large and ambitious Teacher training month was successfully led by Danishmand and Jasmine. They worked alongside CASTT and Gohar books to provide training for teachers of various ages.
- Rob, as well as Devin (chairman) Steve Trustee managed to visit Pakistan again. Both visits had members of Starfish Singapore also present for some of the time. It is positive to note the increased commitment now coming from Singapore.
- Mike completed the writing of a history of Pakistan's Christians and successfully fund-raised for its publication in Urdu and English

##### Working towards more stability

**The UK Board:** The Board has now found a new "post-covid" rhythm and has some meetings via Zoom while also having 2 in person meetings each year. This year has seen a continuation of growing together as a team as well as a push for greater input from board members.

**UK leadership and staff team:** As Rob Bavington develops his role as Chief Executive of Starfish Asia UK, the transition process moves forward. He continues to work closely together with Mike Wakely and Liz while Kerstin's health has meant that she has handed all her responsibility over to Liz. The work of transition has continued with the board agreeing to engage help from fund-raisers Ali and Carlton Geake. Following their input and training further discussions can be had as to what other human resources (if any) might be needed to continue developing the Charity.

**Leadership in Pakistan:** Rev. Danishmand Wasti and his wife Jasmine continue to grow into the leadership of the work in Pakistan. This has not been a completely easy process and there are still significant areas that need to be addressed. There is an urgent need of a review of the internal processes within the office as well "man management issues". Despite the addition of extra staff, there is a growing realisation that the current number of projects is too much to be handled efficiently. This is not just an administrative issue but maybe more importantly an issue of educational quality.

## Starfish Asia

### Trustees' Report (continued)

**Elizabeth Memorial Welfare Trust (EMWT):** We have begun the process of diversification, not from our core work, but from only working through Starfish Pakistan to now also working with EMWT. Through this trust we support 4 schools and a program of discipleship development in partnership with the Open Theological Seminary (OTS) within 13 schools not connected with Starfish Pakistan. This work is overseen by Walter Waheed.

#### Achievements in Pakistan

Everything that Starfish Asia is able to achieve is dependent on three things. Firstly, the amazing overall care and sovereign control of God, of which we are regularly aware. Secondly, the constant generosity of our donors, supporters and friends, without whose partnership nothing would be possible. Thirdly, the dedication and hard work of the staff, volunteers, project leaders and teachers in all the schools and projects we support in Pakistan. We give thanks to God for them all.

In 2022-2023 we have continued to help about 9,000 children receive an education with Christian values and Bible teaching. In this period, we been able to:

- Provided significant emergency support after the catastrophic flooding during the summer. This was achieved through partnerships with The Brethren Christian Fellowship, OM, Paul Stock in Hyderabad and our own project leader Faisal Kamran.
- Provide support to 49 schools with regular financial help, especially for teachers' salaries. We also support 5 homes and centres for children with special needs as well as a community health project.
- Provide an increase in standard salaries as well as providing extra hardship help for all staff.
- Provide furniture and equipment to 22 schools, with new toilets, desks and chairs, fans and electricity back-up, computers, etc. As well as providing science labs to 5 schools and computer labs to 6 schools.
- Give fee scholarship awards to more than 200 students with a good number coming from Starfish supported schools.
- Provide sets of textbooks to our 49 schools and 9,000 students in 2023 plus supply students with the Bible Curriculum books.
- Scholarship students have gathered on no less than three occasions for mutual encouragement, meeting with Rob and other UK based donors as well as for feedback from graduates.
- Conduct teacher training in Abbottabad for as well as a number of gatherings for Project leaders focusing on various issues of leadership and including a day event led by Steve Curren.
- Provide advice and training on book-keeping to all schools, helping them to keep better records while also monitoring their use of funds.

#### Plans for the future

Starfish Asia remains primarily committed to supporting education in Pakistan and to see increasing quality within all supported projects. In order to be in a position to improve the quality of the schools we currently support AND look to providing support for more schools we need to not only release new and increased funding but also fundamentally look at our working practices and think creatively so as to support practical solutions which make an impact. Our emphasis remains to help those from poor families mainly (but not exclusively) from the deprived Christian community in Pakistan. We cannot do this alone and must look at forging strategic partnerships both in Pakistan as well as other parts of the world, not only to bring in increased financial support but also expertise, innovation and practical solutions.

## Starfish Asia

### Trustees' Report (continued)

In the light of this we set targets for the coming 2 years:

#### 2023-24:

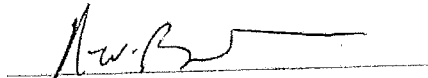
- Re-establishing Starfish USA and developing partnerships with new and existing contacts.
- Establish Starfish Canada and see them support 3 schools by the end of the financial year.
- See increased support from Starfish Singapore and BKF (Netherlands)
- Adopt the new Case For Support and through its use (along with the above) increase our income by £440,000
- Restructure how support is given to existing and new schools
- Investigate possibilities for a teacher training centre to better equip Christian teachers

#### 2024 - 25:

- Increase the support raised by £1M
- See increased support from Starfish USA, Canada, Singapore and BKF
- Increase the number of supported projects through increased number of partners
- Implement findings of investigation into teacher training centre.

#### Finally

These are our goals and we know they can only be attained by the grace of God and the extraordinary generosity of our donors, supporters, and friends - and also by the heroic hard work and dedication of our staff and all the teachers in the schools and projects we are committed to in Pakistan.



Rob Bavington  
Chief Executive Officer, Starfish Asia  
July 2023

## **Starfish Asia**

### **Independent Examiner's Report to the trustees of Starfish Asia**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

#### **Responsibilities and basis of report**

As the charity trustees of Starfish Asia you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Starfish Asia'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

#### **Independent examiner's statement**

Since Starfish Asia'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 ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Starfish Asia as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting 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.

## Starfish Asia

### Independent Examiner's Report to the trustees of Starfish Asia (continued)



Timothy Sullivan FCA  
ICAEW  
Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

Date: 27/12/23

## Starfish Asia

### Statement of Financial Activities for the Year Ended 31 March 2023

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	302,834	275,271	578,105	297,015	229,771	526,786
Investment income	4	716	-	716	35	-	35
<b>Total income</b>		<u>303,550</u>	<u>275,271</u>	<u>578,821</u>	<u>297,050</u>	<u>229,771</u>	<u>526,821</u>
<b>Expenditure on:</b>							
Raising funds		(3,035)	-	(3,035)	(2,360)	-	(2,360)
Charitable activities	6	(309,232)	(290,694)	(599,926)	(340,973)	(243,027)	(584,000)
<b>Total expenditure</b>		<u>(312,267)</u>	<u>(290,694)</u>	<u>(602,961)</u>	<u>(343,333)</u>	<u>(243,027)</u>	<u>(586,360)</u>
<b>Net movement in funds</b>		<u>(8,717)</u>	<u>(15,423)</u>	<u>(24,140)</u>	<u>(46,283)</u>	<u>(13,256)</u>	<u>(59,539)</u>
<b>Reconciliation of funds</b>							
Total funds brought forward		108,288	89,524	197,812	154,571	102,780	257,351
Total funds carried forward	17	<u>99,571</u>	<u>74,101</u>	<u>173,672</u>	<u>108,288</u>	<u>89,524</u>	<u>197,812</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 17.

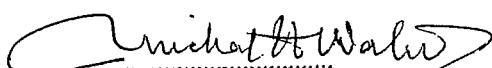
The notes on pages 15 to 25 form an integral part of these financial statements.

# Starfish Asia

(Registration number: 1181649)  
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
<b>Current assets</b>			
Debtors	12	10,243	17,366
Cash at bank and in hand	13	<u>169,296</u>	<u>243,304</u>
		179,539	260,670
<b>Creditors: Amounts falling due within one year</b>	14	<u>(5,867)</u>	<u>(62,858)</u>
<b>Net assets</b>		<u>173,672</u>	<u>197,812</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		74,101	89,524
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>99,571</u>	<u>108,288</u>
<b>Total funds</b>	17	<u>173,672</u>	<u>197,812</u>

The financial statements on pages 12 to 25 were approved by the trustees, and authorised for issue on 25 October 2023 and signed on their behalf by:



Michael Wakely  
Trustee

## Starfish Asia

### Cash Flow Statement for the Year Ended 31 March 2023

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash expenditure		(24,140)	(59,539)
<b>Adjustments to cash flows from non-cash items</b>			
Investment income		<u>(716)</u>	<u>(35)</u>
		(24,856)	(59,574)
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	12	7,123	(2,493)
(Decrease)/increase in creditors	14	<u>(56,991)</u>	<u>57,745</u>
Net cash flows from operating activities		(74,724)	(4,322)
<b>Cash flows from investing activities</b>			
Interest received		<u>716</u>	<u>35</u>
Net decrease in cash and cash equivalents		(74,008)	(4,287)
Cash and cash equivalents at 1 April		<u>243,304</u>	<u>247,591</u>
Cash and cash equivalents at 31 March		<u><u>169,296</u></u>	<u><u>243,304</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 15 to 25 form an integral part of these financial statements.



## **Starfish Asia**

### **Notes to the Financial Statements for the Year Ended 31 March 2023**

#### **1 Charity status**

The charity is domiciled in England and Wales.

The address of its registered office is:

32 Beck Lane

BR3 4RE

Starfish Asia is a charitable incorporated organisation.

These financial statements were authorised for issue by the trustees on 25 October 2023.

#### **2 Accounting policies**

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

Starfish Asia meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

##### **Going concern**

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

## **Starfish Asia**

### **Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)**

#### **Judgements and key sources of estimation uncertainty**

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 periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

#### **Income and endowments**

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

#### **Donations and legacies**

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

#### **Investment income**

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### **Grant provisions**

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### 3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations and grants	271,665	275,271	546,936	503,121
Gift aid reclaimed	31,169	-	31,169	23,665
	<u>302,834</u>	<u>275,271</u>	<u>578,105</u>	<u>526,786</u>

#### 4 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>716</u>	<u>716</u>	<u>35</u>

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 5 Expenditure on raising funds

##### a) Costs of generating donations and legacies

	Unrestricted funds General	Total 2023	Total 2022
Note	£	£	£
Fundraising costs	3,035	3,035	2,360

#### 6 Expenditure on charitable activities

	Note	Total 2023 £	Total 2022 £
Office and administration expenses		11,830	21,942
Management expenses		59,444	43,800
Travel and subsistence		2,199	2,469
Bank charges		1,927	678
Grant funding of activities	8	472,844	470,995
Staff costs		26,666	20,462
Support costs	7	25,016	23,654
		<u>599,926</u>	<u>584,000</u>

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 7 Analysis of governance and support costs

##### Support Costs

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Staff costs			
Wages and salaries	19,500	19,500	18,500
Pension costs	585	585	555
Meeting expenses	1,644	1,644	504
Accountancy fees	-	-	2,195
Independent examiner's fee	3,287	3,287	1,900
	<u>25,016</u>	<u>25,016</u>	<u>23,654</u>

#### 8 Grant-making

##### Analysis of grants

Below are details of material grants made to institutions.

Name of institution	2023 £	2022 £
School Books and Bibles	28,289	32,093
Scholarships	26,888	32,304
Talent Ministry	12,218	10,204
Blair Trust Model Schools	26,100	23,569
Holy Shepherd Grammar School	10,158	77,809
Ghuri Education Development Society	9,641	11,075
Edkasa	5,219	15,892
Dean Public School	11,913	9,238
Other	342,418	258,811
	<u>472,844</u>	<u>470,995</u>

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 9 Trustees remuneration and expenses

During the year two trustees were reimbursed travel and subsistence and printing, postage and stationery expenses amounting to £3,750 (2022- two trustees reimbursed travel and training expenses of £980). Devin Scobie was paid £nil compensation for loss of income (2022- £500).

Donations made by the trustees without any conditions attached totalled £19,745 for the year (2022 - £12,960).

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
<b>Staff costs during the year were:</b>		
Wages and salaries	45,389	37,811
Pension costs	<u>1,362</u>	<u>1,706</u>
	<u><u>46,751</u></u>	<u><u>39,517</u></u>

The number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2023 No	2022 No
Operation	1	1
Administrative	<u>1</u>	<u>1</u>
	<u><u>2</u></u>	<u><u>2</u></u>

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £26,666 (2022 - £20,462).

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Debtors

	2023 £	2022 £
Prepayments	2,997	2,513
Other debtors	7,246	14,853
	<u>10,243</u>	<u>17,366</u>

#### 13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	169,296	243,304

#### 14 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	1,824	1,448
Other creditors	3,231	57,360
Accruals	812	4,050
	<u>5,867</u>	<u>62,858</u>

#### 15 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1,362 (2022 - £1,706).



## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 16 Commitments

Starfish Asia continues to support many projects and related costs of which monthly funding has been committed. The monthly commitment amounts to £37,070. The commitments are in Pakistani Rupee PKR13,015,875, exchange rate PKR351.12/£1 at 31 March 2023.

There is no legal obligation to continue this funding and the level of regular funding may decline if sufficient reserves are not available. Funds will be paid to Starfish Asia, Pakistan who will distribute these monies to the agreed entities. Continued funding is dependent on evidence being provided showing the aims and objectives of the charity are being implemented and achieved. Monthly commitments will be funded from current reserves and future income.

#### 17 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>				
<i>General</i>				
General Funds	108,288	303,550	(312,267)	99,571
<b>Restricted funds</b>				
Five Model Schools	241	24,000	(24,241)	-
School Books and Bibles	(7,200)	32,536	(24,996)	340
Scholarships	6,213	32,600	(26,888)	11,925
Bible Curriculum	4,873	16,418	(4,198)	17,093
Building Fund	100	16,566	(16,629)	37
Lighter for Life Ministries	1,713	9,700	(7,616)	3,797
Edkasa	5,475	-	(5,475)	-
Ian Pratt Improvement Projects	3,083	-	(3,083)	-
The Voice of Children School	3,460	11,725	(9,964)	5,221
Other Support for Schools in Pakistan	25,865	70,286	(73,125)	23,026
Staff and Spiritual Development	38,353	-	(26,107)	12,246
School Upgrades	72	3,500	(3,374)	198
Star Shine School	7,276	-	(7,276)	-
Flood Appeal/Relief	-	57,940	(57,722)	218
	<u>89,524</u>	<u>275,271</u>	<u>(290,694)</u>	<u>74,101</u>
<b>Total funds</b>	<u>197,812</u>	<u>578,821</u>	<u>(602,961)</u>	<u>173,672</u>

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>				
<b>General</b>				
General Funds	154,571	297,050	(343,333)	108,288
<b>Restricted funds</b>				
Five Model Schools	60	24,000	(23,819)	241
School Books and Bibles	8,924	10,887	(27,011)	(7,200)
Scholarships	12,560	23,476	(29,823)	6,213
Bible Curriculum	14,633	-	(9,760)	4,873
Building Fund	21,377	6,650	(27,927)	100
Lighter for Life Ministries	1,702	9,000	(8,989)	1,713
Edkasa	4,466	12,000	(10,991)	5,475
Ian Pratt Improvement Projects	8,477	5,000	(10,394)	3,083
The Voice of Children School	1,425	13,100	(11,065)	3,460
Other Support for Schools in Pakistan	29,156	63,443	(66,734)	25,865
Staff and Spiritual Development	-	38,353	-	38,353
School Upgrades	-	10,202	(10,130)	72
Star Shine School	-	13,660	(6,384)	7,276
	<u>102,780</u>	<u>229,771</u>	<u>(243,027)</u>	<u>89,524</u>
<b>Total funds</b>	<u><u>257,351</u></u>	<u><u>526,821</u></u>	<u><u>(586,360)</u></u>	<u><u>197,812</u></u>

The specific purposes for which the funds are to be applied are as follows:

The larger restricted funds are listed above and are all for the support of schools in Pakistan and all paid to Starfish Pakistan who arrange local distribution of funds.

## Starfish Asia

### Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

#### 18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Current assets	105,438	74,101	179,539
Current liabilities	(5,867)	-	(5,867)
Total net assets	<u>99,571</u>	<u>74,101</u>	<u>173,672</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Current assets	171,146	89,524	260,670
Current liabilities	(62,858)	-	(62,858)
Total net assets	<u>108,288</u>	<u>89,524</u>	<u>197,812</u>