

Charity Number: 1186004

BIBLE EDUCATIONAL SERVICES

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Registered Charity Number: 1186004

BIBLE EDUCATIONAL SERVICES

TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

	Page
Trustees Annual Report	1 – 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 – 13

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present Bible Educational Services (B.E.S.) 's annual report and financial statements, which are registered charity (number 1186004).

Reference and administration details

Address

The registered address of the charity is:

37a Belmore Street, Enniskillen, Northern Ireland, BT74 6AA.

Trustees

The following persons are the trustees of the charity at the date of this report and, except where stated, were trustees for the whole of the year ended 31 December 2024:

D J Watts (Chairman)

S A Gillham (Secretary) – resigned 1 June 2024

P Harknett (Secretary) – appointed 1 June 2024

SJE Balmer

A M J Hill

S J Price

P Rainey

J Aitkin – appointed 2 March 2024

Structure, governance and management

The charity is now operating as a Charitable Incorporated Organisation (CIO). It was registered with the Charity Commission on 25 October 2019 (Number: 1186004). The Charity was previously constituted as a Charitable Trust and was registered with the Charity Commission (Number: 1096157).

The assets of the Charitable Trust were transferred to the CIO as of 1 January 2020, after the Charity Commission gave consent for this to take place.

New trustees are appointed by the trustees, who keep the composition of the trustee body under review to ensure that it includes sufficient people with the time and expertise needed to manage the charity effectively. In addition, the trustees consult with an advisory group comprising a number of people who are qualified to provide ad hoc advice and assistance to the trustees in several areas which are relevant to the charity's activities.

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Objectives and activities

The principal objective of the charity is to advance the Christian faith by publishing and distributing Bible courses for children and adults. These courses are used by various Christian groups, including Postal Bible Schools, churches, other Christian bodies and Schools that work with children and young people.

The activities carried out by the charity to achieve this objective include:

- writing the content for several series of Bible lessons for children of all ages and adults, creating a syllabus which covers much of the Bible over a period of years
- translating the content into other languages to make the lessons widely accessible
- designing the presentation of the lessons, and including graphics which are appropriate to the different age grades and language groups for whom individual lessons are intended
- regular review and updating of the lessons as considered necessary
- publishing the lessons by arranging printing, and by including them on the charity's website, from where they can be freely downloaded (www.besweb.com)
- publishing guidance and training material, including training via an LMS system relating to the use of the courses
- making visits in the UK and overseas to groups who use or may potentially use the courses, in order to offer advice, encouragement, training and accountability.

The charity aims for its activities to ensure that its courses are as widely available as possible, ultimately enhancing the Bible knowledge of all who undertake the lessons. The charity does not wish for access to the courses to be limited by cost. Postal Bible Schools in the developed world typically make contributions that cover the cost of printed lessons provided to them by the charity. However, as long as the financial resources of B.E.S. allow, the ability to pay contributions is not a prerequisite for receiving lessons. A significant percentage of our printed lessons for the majority world is donated by a charity that collaborates with B.E.S. (see next paragraph), and all lessons available on the B.E.S. website can be downloaded freely. All training and guidance activities are conducted at no charge.

In recent years, there has been a growing demand for printed copies of the charity's Bible resources from Christian groups in Eastern Europe, Africa, India, South America, and other regions. These groups often find it challenging to afford contributions towards printing costs, and B.E.S. lacks the financial resources to supply substantial quantities at its own expense. This demand is being addressed by Revival Movement Association, a Christian printing and publishing charity based in County Down, Northern Ireland. They have printed large quantities of B.E.S. lessons and supplied them free of charge to groups in developing countries. The trustees of B.E.S. are immensely grateful for all that Revival Movement Association is doing to help make B.E.S. courses freely and widely accessible to those for whom cost would otherwise present a barrier. Occasionally, the printing of our resources is arranged in other countries where designated funds have been received for this purpose, particularly when the quantities required are small or when the Revival Movement Association faces shipping issues.

In 2024, the Revival Movement Association printed 1.2 million booklets for BES, with an additional 1.8 million ordered for 2025.

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The activities of B.E.S. depend heavily on the contributions of many individuals who freely give their time due to their commitment to the charity's objectives. The trustees are immensely grateful to all their volunteers, without whom the charity could not operate as it does. The trustees also recognise that most of the Christian groups using B.E.S. lessons rely on volunteers in a similar manner and appreciate the efforts of everyone involved in making the courses available so widely. During the year covered by this report, the charity trustees considered the guidance issued by the Charity Commission regarding public benefit and are satisfied that significant public benefit has been achieved as a result of these activities.

Staff

At the end of 2024, Mrs Glenda Magee, our Resource Editor and Developer, left our employment; her contribution over the past number of years has been invaluable. The Trustees also decided to employ Mrs Alison Somerville on an initial short-term contract to assist in the office with distribution in the UK & Ireland, and also some editorial work. The number of staff employed on a permanent basis is listed below, and we are greatly indebted to them for their dedicated commitment and the skills they bring to the ministry of B.E.S.

- Angela Johnston – Operations Manager
- Alison Somerville – UK & Ireland distribution & editing.
- Stevie Walls – International Development Manager

Trustees

The B.E.S. Trustees seek to meet quarterly and at other times when necessary.

Regular reporting to the trustees continues via finance updates and via Key Performance Indicator (KPI) reporting, monitoring progress concerning Editing, Translation, Printing and Training.

The current Board of Trustees are as follows:

- Allison Hill
- DJ Watts
- John Aitken
- Pamela Harknett
- Pamela Rainey
- Samuel Balmer
- Stuart Price

B.E.S. are indebted to their time and expertise in advising, guiding and managing the ministry.

Property

The B.E.S. office is open Monday to Thursday from 8am -5pm. The staff team meet regularly in a blended format (Zoom / in person). The team also seek to meet together in the office once every 2 months for debriefing and prayer.

Resources & Media – Sub-Contractors

Mr Steve McDonald is our Graphic Designer in the UK and is responsible for all the initial design and aesthetic development of our resources. He also continues to be actively involved with the English version revision projects, as well as having responsibility for the regular design, updating and maintenance of our website.

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Mr Tamas Bozsoki is the International Designer and is based in Hungary. He continues to work on the translation and design of the majority of our overseas study material.

Miss Rebekah Mullan is responsible for the updating of our social media platforms and some media development from time to time.

At the end of 2024, approximately 80 countries were using the Bibletime booklets in over 45 languages, and there were 36 ongoing translation/revision projects.

The regular revision and updating of the English study material for both the UK and English-speaking countries around the world continues, and this includes the updating of both the Teacher Guidelines and Teacher Lesson Plans. All of our material can be downloaded from our website, thereby allowing worldwide accessibility. (www.besweb.com) There are also a number of key volunteers who assist with the editorial work in various languages.

Demand continues to grow for supplies both in the UK, Ireland and overseas. Below are listed some key developments during 2024:

Organisational Changes:

- Retirement of Trustee, Editor and Secretary to the Trust – Stephen Gillham (June 2024).
- Appointment of 1 new Trustee (March 2024) – John Aitken to advise on mission strategy.
- New roles and responsibilities allocated to current trustees. Allison Hill is responsible for Editorial, and Pam Harknett was appointed as Secretary to the Trust.
- Engagement of a sub-contractor to manage social media, and appointment of a new part-time staff member on a short-term contract to manage UK & Ireland Postal Bible School Centres.

Product Developments:

- Redesign of C Series Bibletime A4 lessons in English commenced in January 2024, introducing BES & Friends characters into levels 0-3. Content review and rewrite of level 2.
- Adult resource - NewLife redesigned and rewritten into Bibletime Going Deeper. A, B and C Series completed.
- BES Promotional flyers rewritten and redesigned with QR codes.
- Redesign and revision of Bibletime (A4 lessons) started throughout 2024 in Croatian, Hungarian, and Romanian to reflect new content and the introduction of BES Characters.
- In June/July 2024, 6-month A4-size Bibletime booklets and Teacher Lesson Plans were designed for use in school and Sunday School to give teachers greater choice and freedom when teaching Bible stories. To be introduced in December 2024 and ready for use in January 2025.
- Redesign of A5 Bibletime booklets commenced with A Series. Reflects the A4 design with new content and BES Characters.
- Teacher Lesson Plans to be used worldwide with both A4 and A5 Bibletime resources – same content for ease of editing.

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Language Developments:

- 2 new languages: Slovenian and Serbian.
- Completed translating the entire Bibletime syllabus into Swahili (May 2024).
- Dec 2024 - 1 new language: South Korean (approx. cost is £10,000 per series).
- Urdu – Expanding the translation across all levels, rather than just focusing on level 3.
- BES have translated Bibletime booklets into 16 of the top 20 languages, and all top 10 languages.

New Countries / People Groups:

- South Korea.

Technology Developments:

- The BES Learning Management System (LMS), our digital training platform, is being well used. To date, 251 individuals have registered on the LMS, and 1,391 courses have been completed. The full suite of training has been completed by 92 different individuals.
- Translation of the LMS into Spanish and Swahili is complete, and the video content has all been recorded in both languages. The video content for Swahili is currently being edited. Translation of French and Portuguese modules is complete, but the video content is yet to be recorded.
- Bespoke training over Zoom has been completed this year with 3 BES partners. New training material is being developed, and key training was delivered to 71 delegates from 30 countries at the BES International Conference.
- 50 individual ZOOM meetings conducted across the world with BES intermediaries by Sam Balmer, Stevie Walls and Ang Johnston. (Feb-March 2024).
- BES website – continually being updated with the latest translations. 40 languages are available to download, with Kazakh added this year.
- Exploring online solutions for Bibletime
- Social media – BES joined Instagram. BES Facebook & Instagram pages are updated regularly with news, quotes & photos from around the world.
- SunScool – A-C series of Bibletime lessons are now all on this App. Continually being updated to the latest versions and translated into 18 languages.

Printing:

- New strategy adopted for overseas printing. Revival Movement printed 1.2 million booklets in 2024, printing key languages – Swahili, Amharic, Oromo, Portuguese, Romanian, Hungarian, Chichewa and Arabic. No English or French in 2024.
- In 2024, BES ordered over 349,000 Bibletime lessons from Henderson Print for children in the UK and Ireland. Demand for material from controlled and integrated Primary Schools in Northern Ireland is steady for all Postal Bible School Centres (in 2016, there were 23 schools; In 2021, 140; There are currently 180 schools). Sunday School demand remains consistent in the UK & Ireland.
- BES Prayer Diary (2025-2027) produced online and printed, mailed in December 2024.
- Revival Movement. 26 orders totalling 1.8 million booklets have been placed for 2025, printing English, French and some key languages – Arabic, Kinyarwanda and Swahili. RM have agreed to ship French Bibletime directly to many West African nations, including Burkina Faso, Cameroon, Benin, Guinee, Gabon, Niger, CAR, Senegal, Togo, Ivory Coast, Chad and Mali.

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Overseas Visits:

- None made due to the B.E.S. Conference.
B.E.S. successfully hosted its 5th International Conference in Northern Ireland between May 29 and June 5, 2024, bringing together 71 volunteers from 37 countries. These passionate individuals use Bibletime resources to share the Gospel and mentor children and youth in over 40 languages. The conference provided practical training on safeguarding laws, teaching techniques, and the evolving landscape of children's ministry. Beyond education, it fostered encouragement, friendship, and fellowship within the B.E.S. community. One of the most moving moments was the international evening, where delegates shared personal experiences and prayer requests, strengthening their global bond. Another highlight was a thought-provoking seminar by Professor John Lennox on AI and the future of humanity, sparking deep discussions on faith and technology with over 500 attendees. With a full schedule of seminars and discussions, the conference left a lasting impact, equipping volunteers with new strategies, renewed passion, and valuable connections. Delegates expressed overwhelming appreciation, feeling inspired and revitalized to continue their mission. The event successfully strengthened the B.E.S. community and empowered volunteers to make a meaningful difference in their countries.

Other Projects / Partnerships:

- 5-year Strategy Planning – October 2024 with all Trustees, staff, sub-contractors.
- New Partnership with Fields of Life – in Uganda and Rwanda.

Promotional Opportunities:

During 2024, Mr Samuel Balmer, Mr Stevie Walls and Mr Stephen Gillham had numerous Zooms and in-person deputations with churches to share what has been happening across the world with B.E.S. It has been encouraging to see the increase in demand for Bibletime lessons during 2024, particularly from the UK.

"Prayers and Praise – BES News from Around the World" was produced and distributed both online and via a mailout in Spring 2024.

Miscellaneous

Revival Movement Association (International printing) had printed and shipped over 1.2 million booklets for us by the end of 2024. We are extremely grateful for our ongoing partnership with Revival Movement. Due to the restrictions on printing in Revival Movement and smaller quantities required by some international partners, several countries printed in-country, including Romania, Myanmar, the Middle East and India. Various sub-committees met during the year to manage the high demand in many areas of the work within B.E.S. (Resource Committee, International Sub-committee and Training Committee).

BIBLE EDUCATIONAL SERVICES

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Financial Review

The income of the charity arises principally from two sources. Contributions are made by Postal Bible Schools in the UK and Ireland for the cost of printed lessons supplied to them; the income is reasonably predictable. The remainder of the income is made up largely of donations from supporters of the charity (other charities, churches and individuals); this is less predictable, and more liable to fluctuate, and now represents most of the income each year. B.E.S. is extremely grateful to its wide range of supporters for providing the finance, which allows the work to grow.

- Total Income decreased by £72,029 from £384,558 to £312,529. This was due to funds being received for the conference during 2023. We continue to receive large one-off donations from churches, individuals and trusts.
- Expenses increased by £96,272 from £323,408 to £419,680 in the year ended 31 December 2024. This was due to the cost of the International Conference.

Wherever possible, the trustees avoid entering into substantial long-term financial commitments, and they undertake activities each year as funds allow (particularly in the area of overseas support and development). The charity continues to explore opportunities to widen the supporter base, producing newsletters and other material, and conducting deputation meetings, to make supporters and potential supporters aware of the charity's work. It is hoped that these actions will increase prayer support and financial support, and also encourage new volunteers to become involved in the work of the charity. The accounts do not reflect the benefit of support for the charity, which is provided by unpaid volunteers, nor by supporting organisations which make office facilities available; nor do the accounts reflect the value of lessons printed by Revival Movement Association, as these are supplied directly to overseas Postal Bible Schools and other Christian groups. The charity is grateful for all such support.

Charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the surplus or deficit 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.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on an ongoing basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity. 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.

Approved by the trustees on the date shown below and signed on their behalf by:



S J Balmer, Trustee

17 September 2025

**Report of the independent examiner to the trustees of Bible Educational Services
(charity number 1096157) in respect of an examination carried out on the
Financial Statements for the year ended 31 December 2024**

I report to the trustees on my examination of the financial statements of the above charity for the year ended 31 December 2024, set out on pages 8 to 12.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's financial statements 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in Ireland.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the financial statements did not accord with the accounting records; or
- the financial statements did not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Financial Statements and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.

Signed: 

Date: 17 September 2025

Stephanie Stenson FCA
(Chartered Accountants in Ireland)
Patton Rainey Stenson Limited
Chartered Accountants
6 East Bridge Street
Enniskillen
Co. Fermanagh
BT74 7BT

BIBLE EDUCATIONAL SERVICES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024


	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Incoming Resources					
Individual Gifts		38,201	15,405	53,606	57,446
Church Gifts		20,201	14,331	34,532	45,886
Trust Gifts		118,500	42,551	161,051	208,039
Legacies		215	-	215	5,000
Other Collective Gifts		1,200	-	1,200	6,398
Gift Aid		5,466	-	5,466	5,731
Contributions for printed lessons		54,776	-	54,776	54,728
Interest Received		335	-	335	-
Investment Income		1,348	-	1,348	1,330
Total Incoming Resources		<u>240,242</u>	<u>72,287</u>	<u>312,529</u>	<u>384,558</u>
Resources Expended					
Graphic design costs		26,847	-	26,847	46,533
Office costs					
Staff salaries	6	73,260	-	73,260	69,701
Property costs		10,976	-	10,976	9,874
Postage, Stationery & miscellaneous		14,051	-	14,051	9,551
Printing costs		71,233	-	71,233	70,328
Worldwide support and development					
Travel & Training		22,430	-	22,430	19,315
Translation		28,621	1,100	29,721	13,435
Conference		20,274	77,791	98,065	2,421
Printing, Storage & Transport		33,609	-	33,609	44,864
Nominated Workers		1,028	38,460	39,488	37,386
Total Resources Expended		<u>302,329</u>	<u>117,351</u>	<u>419,680</u>	<u>323,408</u>
Net Movement in Funds		(62,087)	(45,064)	(107,151)	61,150
Net Gain/(Loss) on Investment		1,095	-	1,095	4,078
Total Funds brought forward		<u>157,664</u>	<u>60,284</u>	<u>217,948</u>	<u>152,720</u>
Total Funds carried forward	3	<u>96,672</u>	<u>15,220</u>	<u>111,892</u>	<u>217,948</u>

BIBLE EDUCATIONAL SERVICES

BALANCE SHEET AS AT 31 DECEMBER 2024

		Unrestricted	Restricted	Total	Total
		Funds	Income	2024	2023
	Note	£	£	£	£
Short term investments – COIF Shares		49,556	-	49,556	48,461
Bank Balances		<u>47,116</u>	<u>15,220</u>	<u>62,336</u>	<u>169,487</u>
Total Current Assets		<u>96,672</u>	<u>15,220</u>	<u>111,892</u>	<u>217,948</u>
Funds of the Charity	3				
Unrestricted funds – General		90,672	-	90,672	104,768
Unrestricted funds – Conference Fund		6,000	-	6,000	52,897
Restricted income funds		<u>-</u>	<u>15,220</u>	<u>15,220</u>	<u>60,283</u>
		<u>96,672</u>	<u>15,220</u>	<u>111,892</u>	<u>217,948</u>

Approved by the Trustees on the date shown below and signed on their behalf by:



S J Balmer, Trustee

Date: 17 September 2025

BIBLE EDUCATIONAL SERVICES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

1. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Charities Act 2011.

2. Accounting Policies

The financial Statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income and expenditure.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SoFA when received.

Volunteer Help

The value of any voluntary help received is not included in the financial statements but is described in the trustees' annual report.

Investment Income

This is included in the financial statements when receivable.

BIBLE EDUCATIONAL SERVICES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

Investment Gains and Losses

This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the prepared and examination of statutory financial statements, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.

Fund Accounting

The Charity has no Endowment Funds.

Restricted Funds arise from revenue donations where donors have specified the use to which the donated funds should be put (within the objects of the charity) and are held within cash funds.

Unrestricted Funds are income funds which are to be spent for the Charity's general purposes. The designated fund is part of general funds set aside by the Trustees for the Conference Fund.

Going Concern

There are no material uncertainties about the Charity's ability to continue the foreseeable future, a period of at least 12 months from the date of signing the financial statements.

3. Unrestricted and Restricted Funds

Movement of major funds

	Fund Balances at 01/01/24 £	Incoming resources £	Outgoing resources £	Transfers £	Gains and losses £	Fund Balances at 31/12/24 £
Unrestricted Funds						
- General	104,768	240,242	(243,432)	(12,000)	1,095	90,673
- Conference Fund	<u>52,897</u>	<u>-</u>	<u>(58,897)</u>	<u>12,000</u>	<u>-</u>	<u>6,000</u>
	157,665	240,242	(302,329)	-	1,095	96,673
Restricted Fund	<u>60,283</u>	<u>72,287</u>	<u>(117,351)</u>	<u>-</u>	<u>-</u>	<u>15,220</u>
Total Funds	<u>217,948</u>	<u>312,529</u>	<u>(419,680)</u>	<u>-</u>	<u>1,095</u>	<u>111,892</u>

BIBLE EDUCATIONAL SERVICES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

4. Related Party Transactions

The Charity received donations during the year from one of its sponsors. £20,000 of these donations were specifically restricted by the donor, to be used and allocated to another trust (2023: £18,000).

These funds have been shown as a Restricted Income and a Restricted Resource expended.

The following payments were made to Trustees relating to the reimbursement of travel and other expenses:-

	2024	2023
	£	£
S J E Balmer	115	620
D J Watts	75	-
P Harknett	18	-
S Watts	1,219	430
A Johnston	219	115
	<u>1,646</u>	<u>1,165</u>

5. Fees for Examination of the Financial Statements

	2024	2023
	£	£
Independent examiner's fees for their services	<u>420</u>	<u>400</u>

6. Paid Employees

	2024	2023
	£	£
6.1 Staff costs		
Gross wages, salaries and benefits in kind	71,749	68,329
Pension costs	<u>1,511</u>	<u>1,372</u>
Total staff costs	<u>73,260</u>	<u>69,701</u>

6.2. Average number of full-time equivalent employees in the year

The parts of the charity in which the employees work
- Charitable Activities

	<u>3</u>	<u>3</u>
--	----------	----------

No employee received employee benefits of more than £60,000 during the year (2023: Nil).