

# AMNA REFUGEE HEALING NETWORK CIO

England & Wales · Charity number 1203454

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2023-06-07

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

## Contact

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**Address** X+Why  
8-10 Grosvenor Gardens  
London  
SW1W 0DH

**Phone** +447766053569

**Email** [info@amna.org](mailto:info@amna.org)

**Website** <https://www.amna.org/>

## Activities

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**Objects:** THE OBJECT OF THE CIO IS FOR THE RELIEF OF MENTAL SUFFERING AND PHYSICAL HARDSHIP OF REFUGEES, ASYLUM SEEKERS, DISPLACED PERSONS AND OTHER MIGRANTS ("MIGRANT PERSONS") FOR THE PUBLIC BENEFIT, PARTICULARLY THOSE WHO ARE THE VICTIMS OF WARS, NATURAL DISASTERS, ECONOMIC HARDSHIP, PEOPLE TRAFFICKING AND OTHER CATASTROPHES, INCLUDING BY THE PROVISION OF ESSENTIAL GOODS AND FACILITIES AND WELFARE AND COUNSELING SERVICES.

**Activities:** Amna delivers community partnership module.Free introduction training for other charities on setting up psychosocial support spaces.Wellbeing spaces for humanitarian workers.A healing network of community partners, donors, experts and researchers. Develop measures for joy and belonging.

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- Greece
- Throughout England And Wales

## Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2024-12-31 | £2,362,915 | £1,834,741  | £528,174 | 21        |
| 2023-12-31 | £0         | £0          | -        | -         |

## Trustees

| Name                 | Role  | Appointed  |
|----------------------|-------|------------|
| Daniel Robinson      | Chair | 2023-06-01 |
| Afsana Safa          |       | 2023-06-01 |
| Cristina Finch       |       | 2023-06-01 |
| KARIM BEREKSI-REGUIG |       | 2023-06-01 |
| Kate Adam Ross       |       | 2014-08-01 |
| Niloufer Memon       |       | 2024-08-01 |

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# Accounts

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## Trustees' Annual Report

For the year ended **31 December 2024**

**Charity:** *Amna Refugee Healing Network CIO*

**Registered charity no.:** 1203454

### 1) Reference and Administrative Details

- **Registered address (operational):** X+Why Fivefields, 8–10 Grosvenor Gardens, London, SW1W 0DH, United Kingdom.
- **Charity structure:** CIO (Foundation), registered 7 June 2023.
- **Contact (as per register):** 27–31 Clerkenwell Close, London EC1R 0AT; info@amna.org; <https://www.amna.org/>
  - **Trustees who served during the year:**
    - Daniel Robinson (Chair)
    - Cristina M Finch (Vice Chair)
    - Karim Bereksi (Treasurer)
    - Dr Abdulkarim Ekzayez (Trustee)
    - Afsana Safa (Trustee)
    - Kate Adams (Trustee)
    - Niloufer Memon (Trustee)
  - **Key management personnel (up to date Oct. 2025):**
    - Gabriella Brent (Chief Executive Officer) from March 2025 (Former Director of Programs)
    - Najwa Al Abdallah (Former Chief Executive Officer) until Jan. 2025
    - Natalia Kyrkopoulou (Director of Organizational Development), former Director of Operations
    - Fatima Ribeiro (Director of Development) from Sep. 2024
    - Walaa Abuzaiter (Head of Operations)-Maternity cover from Jan. 2025
    - Iliana Diamoni (Head of Operations) - Parental Leave
    - Ian Koebner (Director of Learning) - from September 24 to Aug. 2025
  - **Bankers:** Lloyds Banking Group, Commercial Service, Edinburgh, BX2 1LB.
  - **Auditor:** Sayer Vincent LLP, 110 Golden Lane, London EC1Y 0TG.
  - **Solicitors:** Russell Cooke, 8 Bedford Row, London WC1R 4BX.

## 2) Structure, Governance and Management

### **Legal status & governing document**

Amna is a Charitable Incorporated Organization (CIO) governed by its Constitution dated 7 June 2023. The Constitution sets the objects, powers (including employment and remuneration of staff), and trustee eligibility/appointment terms.

### **Objects**

The CIO's objective is the relief of mental suffering and physical hardship of refugees, asylum seekers, displaced persons and other migrants, including through essential goods, welfare and counseling services.

### **Board & membership**

The members of the CIO shall be its charity trustees. The only persons eligible to be members of the CIO are its charity trustees. Membership of the CIO cannot be transferred to anyone else. Trustees can serve four-year terms, appointed by board resolution, with requirements on eligibility and induction set in the Constitution.

### **Decision-making & delegation**

The Board sets strategy, approves budgets and oversees financial management, and organisational risk and compliance. Day-to-day management is delegated to the CEO and Senior Leadership Team (SLT) in line with the Constitution and board-approved schemes of delegation. The Board regularly meets once per quarter for a structure organizational review. Extraordinary meetings are held as required, additional to Board Chair and CEO check-ins.

### **Management & staffing**

Amna currently operates with 25 employees across: Senior Leadership Team, Programmess & Partnerships; Finance & Operations; HR & People and Culture; Learning & Impact; Fundraising, Communications & Advocacy.

Amna's operating model functioning through a hybrid team working remotely and in person with personnel in the UK and across 7 countries. Our core team works in partnership with an employer of record. The SLT (CEO, Head of Operations, Head of Programmes) implements strategy and manages resources.

### **Trustee recruitment, induction & training**

Trustees are recruited via an open, skills-based process; induction includes review and alignment with the Amna Constitution, Amna's strategy, Mission & approach and operating model; Amna's risk and compliance management approach Amna latest

Annual Report & Accounts, and key policies (safeguarding, finance, conflicts). Ongoing development includes governance briefings and external training.

### **Remuneration of senior staff**

Pay for CEO and SLT is set by the Board with regard to sector benchmarks, responsibilities, and affordability; trustees are unpaid except as permitted by law.

### **Related parties**

The charity has no subsidiaries and no related-party transactions in the year. It collaborates project-by-project with Non Governmental Organisations (NGOs) and Community Based, Civil Society and Refugee Led NGOs (CBOs, CSOs and RLOs); these relationships do not constitute control or dependency.

## **3) Objectives and Activities**

Amna works to create safe, trauma- and identity-informed spaces that support healing, resilience and belonging among conflict and displacement affected communities, and to build the capacity of local organizations and develop healing centered systems of care. Key activity pillars include:

- Safe Healing Spaces & Therapeutically Informed Services (non-clinical, community-led).
- Capacity Building & Training Wellbeing for frontline staff and partners.
- Partnerships & Network Collaboration for learning and advocacy.

### **Public benefit**

The trustees adhered to the Charity Commission's public benefit guidance when planning activities.

## **4) Achievements and Performance (High-Level)**

In 2024, Amna Refugee Healing Network CIO continued to expand its reach and impact across multiple geographies, strengthening trauma- and identity-informed programming and deepening partnerships with grassroots organizations supporting displaced communities.

### **Overall Reach and Growth**

By the end of 2024, Amna had directly reached 15,272 individuals, marking a significant increase from 6,546 individuals in 2023, representing a 134% growth in annual reach. Since Amna's inception, cumulative direct reach as of Nov. 2025 stands around 81000 individuals. This excludes a number of Amna's emergency response programmes where reach is not counted.

Key Impact Highlights (as of 2024)

| Indicator        | 2024<br>Results | Cumulative<br>(2016–2025) | Notes / Highlights                                                      |
|------------------|-----------------|---------------------------|-------------------------------------------------------------------------|
| Children reached | 3,985           | 23,507                    | Healing and wellbeing activities for children affected by displacement. |
| Youth reached    | 4,332           | 8,489                     | Youth leadership and peer-support sessions across partner programmes.   |

|                                             |       |        |                                                                                                     |
|---------------------------------------------|-------|--------|-----------------------------------------------------------------------------------------------------|
| Caregivers reached                          | 1,042 | 4,299  | Parent and caregiver wellbeing training through Baytna and partner spaces.                          |
| Refugee adults (not caregivers or children) | 4,543 | 13,106 | Inclusive wellbeing and psychosocial sessions for adult refugees and asylum seekers.                |
| Total individuals trained                   | 953   | 3,357  | Local practitioners, facilitators, and partner staff trained in trauma- and identity-informed care. |
| Sessions delivered                          | 263   | 3,984  | Across safe healing spaces, training workshops, and wellbeing sessions.                             |
| Long-term partner organisations             | 9     | 9      | Ongoing collaborations with trusted local NGOs in MENA, Europe, and South Asia.                     |
| Short-term partner organisations            | 233   | 681    | Partners receiving short-term capacity-building or sub-grant support.                               |
| Wellbeing space participants                | 406   | 2,535  | Participants engaged through Amna's core healing and wellbeing programmes.                          |

## Gender and Inclusion

In 2024, 7,047 females and 4,513 males were reached, alongside 45 individuals identifying as other genders. Amna also worked with 206 persons with disabilities (PWD) and 179 individuals 'Professionals' with lived refugee or displacement experiences, reflecting the charity's inclusive and community-centered approach.

## Capacity Strengthening and Partnerships

Amna continued to support both long-term strategic partners and short-term grassroots organizations, offering sub-grants, training, and supervision to strengthen local trauma-informed programming in Jordan, Lebanon, Palestine, Afghanistan, and Ukraine including the response countries i.e Poland. Through this model, Amna works with on the ground partners to build networks, and local capacities for healing spaces for the affected populations including refugees and internally displaced people.

locally led healing ecosystems that are contextually grounded and sustainable.

## Training and Systems Change

Amna trained 953 individuals across multiple countries in 2024, including frontline workers, educators, and NGO staff, equipping them with tools to embed trauma- and identity-informed care in community spaces and educational environments.



This work contributes to Amna's broader aim of influencing systems of care and humanitarian practice to adopt healing-centered approaches.

Innovation Programme

Amna advanced its monitoring, evaluation, and learning (MEL) systems in 2024, introducing improved tracking tools and outcome frameworks to measure psychosocial wellbeing impact and partner capacity growth in more healing centered ways. The team also began developing organizational KPIs with automated dashboards to strengthen evidence-based decision-making.

5) Financial Review

The year to 31 December 2024 was financially stable for Amna Refugee Healing Network CIO, supported by continued strong relationships with core philanthropic partners and the securing of several multi-year grant agreements. Total income for the year was £2,362,915 and total expenditure £1,834,741, resulting in an overall surplus of £528,174. This reflects the timing of grants received late in 2024 for delivery in 2025 and beyond.

During the statutory audit process, a technical question was raised regarding the VAT reverse charge mechanism and its applicability to Amna’s historic activities. In response, trustees and Amna Leadership immediately commissioned an independent tax advisor to complete a comprehensive review of the charity’s activities, contracts, and financial records. This review confirmed that Amna is within the scope of the reverse charge rules and identified two potential scenarios for the tax liability Both scenarios have been modelled and in neither scenario, in the opinion of the trustees, is the going concern basis of the financial statements impacted.

Overall position:

- Total income: £2,362,915
- Total expenditure: £1,834,741
- Year-end funds (restricted/unrestricted): Restricted £324,801/ Unrestricted £203,373
- Material deficits (if any) and corrective actions: N/A

Amna ended the year in a healthy financial position, with total income of £2,362,915 and total expenditure of £1,834,741, resulting in an overall surplus of £528,174. This end-year funds reflects the timing of multi-year grants secured in late 2024 for the following years.

| Type of Expenditure | % of Total | Description                                                                                 |
|---------------------|------------|---------------------------------------------------------------------------------------------|
| Programmes          | 52 %       | Programme activities, project staff, SLT contribution to programme delivery, and M&E costs. |

|                                     |       |                                                                                                                                           |
|-------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Core Cost                           | 41 %  | Operational staff salaries, administration, finance, IT, and general operations expenditure, including wellbeing activities and HR costs. |
| Staff Capacity Building & Trainings | 1 %   | Professional development and technical training for Amna staff.                                                                           |
| Fundraising                         | 4 %   | Donor engagement, proposal development, and partnership management.                                                                       |
| Advocacy                            | 2 %   | Communications, sector engagement, and policy influencing activities.                                                                     |
| Capital Costs                       | 0 %   | No significant capital investment during the period.                                                                                      |
| Grand Total                         | 100 % | —                                                                                                                                         |

These figures demonstrate that the majority of Amna's expenditure (approximately 93 %) was dedicated directly to programme delivery and the operational systems that enable it.

### 5.1 Reserves Policy and Level

Amna Refugee Healing Network CIO maintains a formal Reserves Policy, approved by the Board of Trustees in April 2025, the policy provides a clear framework to ensure the charity's financial stability, operational continuity, and sustainability.

#### Purpose and Principles

The purpose of holding reserves is to:

- Safeguard Amna's ability to meet payroll, supplier, and program obligations in the event of short-term financial instability.
- Provide a financial cushion to respond to unexpected events, such as donor withdrawals, funding delays, or emergencies in Amna's operating countries.
- Enable investment in strategic opportunities aligned with Amna's mission and long-term sustainability.

Reserves also demonstrate prudent financial management and strengthen stakeholder confidence, including donors, partners, and beneficiaries.

#### Target Level

Amna aims to maintain general reserves equivalent to three months of average operating costs covering:

- Staff salaries and benefits
- Core program delivery costs
- Rent, utilities, IT, and compliance infrastructure
- Legal and operational obligations

This level is considered sufficient to ensure continuity of essential services and allow time to respond to income disruption.

### Sources of Reserves

Reserves are built from:

- Unrestricted income, including individual donations and flexible donor contributions
- Overhead recoveries from restricted grants (typically 7–10%)
- Interest earned on savings
- A small percentage of income from Amna's consultancy services

Where reserves fall below the minimum threshold, the Board will agree on a replenishment plan with defined timelines to restore them to the target range. When reserves exceed the maximum level, any surplus may be allocated to strategic priorities, such as organisational development, systems enhancement, or income diversification.

Amna aims to maintain a reserves range between £200,000 and £350,000 per year, equivalent to approximately three months of operational costs, to ensure the organization's financial stability and continuity.

### 6) Fundraising

Amna's fundraising in 2024 remained focused on institutional and foundation income, with little public or individual giving activity undertaken. The year was marked by the continuation of strong partnerships with key funders including the Schooner Foundation, Karl Kahane Foundation, Bernard van Leer Foundation, Hilton Foundation, and UBS Optimus Foundation, alongside the start of the onboarding of new strategic partners for 2025 including ICONIQ Impact Youth Mental Wellbeing Co-Lab and the LEGO Foundation.

Amna's fundraising activities complied with Fundraising Regulator guidance, with robust internal oversight to ensure ethical standards and the safeguarding of any vulnerable donors. The organisation did not engage external fundraisers or third-party fundraising platforms during the reporting period. Despite a challenging philanthropic landscape, Amna maintained stable performance and strengthened its relationships with existing partners. Looking ahead, the fundraising strategy will prioritise increased core and unrestricted funding, the consolidation of key partnerships, and selective diversification to support long-term sustainability and readiness for 2026.

### 7) Principal Risks and Uncertainties

Amna maintains a comprehensive strategic risk register, reviewed quarterly by the Board. During 2024–2025, trustees oversaw significant strengthening of the organisation's financial controls, risk processes, and governance structures. Key risks relevant to the period and the 2026 going-concern horizon include:

The Board reviews a strategic risk register quarterly.

### **Key risks and mitigations included:**

#### Operational safety & security

- Review of Organisational Programmatic risks such as work in high-risk contexts (Lebanon, Palestine, Afghanistan, Ukraine) where Amna has partners and staff working. In 2024 Amna started a review and development of our International and country SoPs that were finalised and implemented in 2025. **Mitigation:** crisis planning, travel risk assessments, clear reporting channels, partner agreements with risk roles, and staff training. *(New risk emphasis from external review.)*

#### Financial sustainability & control

- Liquidity constraints, partly due to significant investments and commitments to organizational growth, without all funds secured from donors, this was combined with tightening donor market posed challenges to financial flexibility in 2024. Combined with launching a collaboration with an Employer of Record to support Amna's global and refugee hiring strategy resulted in large investment and dipping into and committing Amna's reserves in staff deposits. **Mitigation:** Amna strengthened financial oversight through improved KPIs and dashboards, updated finance and cash management policies, targeted funder engagement, and the gradual release of held reserves to support liquidity.

#### Financial Compliance & Taxation Risk

- In light of the potential tax liability referenced above, the following mitigating measures can be applied:
- To manage any potential cashflow risks, trustees have approved a phased Operational Efficiencies & Mitigation Plan that can be enacted if required. This includes:
  - Restructuring and reducing non-essential roles in accordance with employment law;
  - Aligning service delivery to available funding and pausing lower-priority programmes;
  - Tightening consultancy, travel, and operational spend;
  - Board oversight through enhanced KPI monitoring and cash coverage triggers.

These mitigations ensure that even under the more severe tax scenario, the charity can meet its obligations while protecting core services.

### Income diversification

- Over-reliance on foundations/philanthropy; need to broaden unrestricted/flexible income. **Mitigation:** pipeline diversification and reserves replenishment plan.

### People & culture

- Rapid growth, parental leaves, HR under-resourcing and salary framework gaps risk workload strain, inconsistent pay, and ER issues. **Mitigation:** recruitment/retention strategy, updated salary scale & criteria, wellbeing strategy (completed), EDI policy, code of conduct rollout, manager training/coaching; clear OH policy within reservations approach.

### Compliance & governance

- Need to finalize mandatory policies under UK charity rules; strengthen procurement, authorization tables and cash controls; ensure training and legal advice as needed; payroll outsourced. **Mitigation:** policy development program and monitoring.

### Safeguarding & serious incidents (incl. fraud)

- Risk of harm to staff/partners/participants; reputational and financial loss. **Mitigation:** activate whistleblowing procedures through outsourcing reporting incidents and whistle blowing through SafeCall which is an independent, external whistleblowing service provided by Amna. It allows employees, volunteers, partners, and the communities served by Amna to report concerns anonymously
- In addition, Amna ensure the provision of safeguarding trainings, controls & segregation of duties, insurance, travel protocols to reduce harm and mitigate risks of harm.

### External political instability

- Hostile policy environments may disrupt operations or permissions. **Mitigation:** cautious comms, alignment with UNHCR narratives, relationship-building with authorities/UN.

### Cybersecurity & digital

- Remote/multi-country ops raise cyber risk; lack of Cyber Essentials increases exposure. **Mitigation:** ICT strategy and health check (actioned), Cyber Essentials engagement (with Intergence) , in-house IT support, staff DP training.

## Programme competition

- More actors using “trauma-informed” language; risk pipelines. *Mitigation:* comms strategy on evidence/USPs; program excellence; stronger MEL for storytelling.

## Risk management process

- Identify (per project/country) → Assess (SLT; likelihood/impact; quarterly board review) → Manage (Treat/Terminate/Transfer/Tolerate; board sets tolerance) → Monitor/Report (quarterly; 24-hour escalation for imminent risks).

## Going Concern

In preparing these financial statements, the trustees have assessed whether the charity is able to continue operating for at least 12 months from the date of approval. This assessment included review of the charity’s budgets, cashflow forecasts to February 2027, grant income schedules, reserves, and the tax advisor’s analysis of a potential historic VAT/reverse charge

Even under a severe-but-plausible scenario (delayed receipts and the higher tax outcome), liquidity remains manageable through the combined effect of instalment payments and the Operational Efficiencies & Contingency Plan approved by trustees.

The trustees therefore consider that the going concern basis of preparation is appropriate and that the uncertainties relating to the tax assessment do not constitute a material uncertainty that may cast significant doubt on the charity’s ability to continue.

## 8) Grant-making

### Purpose

Amna delivers its mission through a Community Partnership Model, providing sub-grants, training, and technical support to local organizations working with refugees and displaced communities. This approach strengthens community-led healing responses and builds sustainable local capacity in trauma-informed psychosocial support (MHPSS).

All grant recipients are selected through an open, transparent, and criteria-based process that values diversity, community ownership, and alignment with Amna’s values of dignity, safety, inclusion, and learning.

### Amna Due Diligence Process

Amna applies a structured due diligence process before entering any grant agreement to ensure that potential partners meet governance, financial, safeguarding, and legal standards.

The process includes a review of:

- Legal registration, clearance and governance structure
- Financial management and audited accounts
- Safeguarding and protection policies
- Risk management and operational capacity

Each partner is risk-rated (low, medium, or high) and reviewed by Amna's Finance and Operations teams, with final approval from the Senior Leadership Team. Due diligence records are maintained securely in compliance with GDPR and donor requirements.

This process ensures that Amna's funds are distributed responsibly, and that partners are capable of delivering high-quality, ethical, and compliant programs. On occasion Amna will work with an in-country partner to support Due Diligence where there is a particular set of risks to manage.

#### Grant Management and Oversight

Once approved, partners sign a Grant Agreement detailing objectives, budget, and reporting requirements. Funds are released in tranches based on verified progress and financial reporting. Amna's Finance and Programs teams or evaluation partners conduct regular monitoring, including narrative and financial report reviews, spot checks, and virtual or in-person visits where feasible. Grants are closed after submission and approval of final reports, with lessons learned to feed into future partnership cycles. This ensures accountability, transparency, and continuous learning within Amna's grant-making system.

#### Transparency and Continuous Improvement

Amna reviews its due diligence and grant-making procedures annually to reflect best practice and donor expectations. Lessons from audits, partner feedback, and field experience inform continuous improvement in compliance, financial integrity, and partner support systems.

### 9) Plans for the Future

Amna Refugee Healing Network CIO will enter the next strategic phase (2026–2028) focused on stability, sustainability, and deepened impact. Building on the 2025 Strategic Enablers Review, the organisation will consolidate its foundations while continuing to expand trauma- and identity-informed programmes for displaced communities.

#### Strategic Direction

Amna's vision is to become a leading global expert and training provider for trauma-informed and identity-informed refugee care. Over the next three years, focus will be placed on:

- Building locally led Healing Ecosystems in Conflict and Displacement affected contexts
- Strengthening systems of care and flexible emergency response models.
- Investing in local partner capacity and workforce development.
- Embedding evidence and learning to enhance impact measurement and sector influence.

## Financial Sustainability

Amna will continue to address funding volatility through:

- Scenario-based financial planning and strengthened liquidity management.
- Targeting a mix of 80% foundation grants, 10% corporate partnerships, and 10% public giving. Additionally, Amna is exploring improving and expanding its income generation strategies through technical partnerships and capacity building activities.
- Implementing its new Reserves Policy (three-month operating target) and rebuilding accessible reserves through 2026.

To strengthen financial sustainability, Amna will continue implementing scenario-based planning that incorporates the ongoing tax assessment. This includes aligning the 2026–2027 strategy to realistic cashflow projections, prioritising core programmes, and maintaining readiness to activate the Operational Efficiencies & Contingency Plan should adverse conditions emerge

## Operational Development

Priorities for 2026 include:

- Streamlining leadership and reinforcing under-resourced functions (Operations, HR, and Fundraising).
- Continuing to refine and implement a cost-efficiency framework and consistent and transparent core-cost allocation model.
- Securing Cyber Essentials certification and strengthening compliance systems across all departments.

## People and Culture

Recognising the pressures of rapid growth, Amna will prioritise staff wellbeing, equity, and retention, including a review of its global hiring strategy, salary scale and a revised recruitment, retention and remuneration policy, workload balance measures, and team development initiatives.



## Communications and Advocacy

Amna will invest in evidence-based storytelling and advocacy, positioning itself as a credible voice in global humanitarian forums and strengthening engagement with donors and supporters.

### Key Milestones (2025–2026)

#### **2025–2026 Priorities and Key Milestones**

##### **Q4 2025**

- Financial scenario approved to inform staffing and programme strategy
- Review of cash liquidity, funding gaps, and reserves

Development of 2026 financial scenario and investments plan

##### **Q1–Q2 2026**

- Implement Amna’s ongoing programme commitments continuing from 2025 into 2026
- Finalise financial modelling and staffing strategy
- Complete Amna cost modelling, value-for-money case, and impact story
- Continue ongoing fundraising efforts (from Q4 2025 through December 2026)

##### **Q3–Q4 2026**

- Launch new programmes, subject to incoming funding
- Continue to Implement, grow and test the “Systems of Care” model across programmes
- Pilot the new emergency response approach and evaluate outcomes
- Launch new Amna brand, advocacy, and storytelling strategy

## 10) Statement of Trustees’ Responsibilities

The trustees are responsible for preparing the Trustees’ Annual Report and financial statements in accordance with applicable law and UK Accounting Standards (FRS 102 and Charities SORP), selecting suitable policies, making prudent judgements, and preparing on a going-concern basis unless inappropriate. Trustees must keep proper accounting records, safeguard assets, and prevent/detect fraud

Completion was delayed due to a technical tax review triggered during the audit, requiring external tax advisors to confirm Amna’s applicability under reverse charge rules, assess historic treatment, and produce scenarios for potential tax liabilities.

## Approval

The Trustees wish to record their gratitude to Amna's staff, partners, volunteers, and donors, whose commitment continues to sustain our mission.

## **Explanation for Delay in Filing the 2024 Annual Report and Accounts**

Filing of Amna's 2024 Annual Report and Accounts was unfortunately delayed due to a concern the auditors flagged just before submission noting a potential VAT liability, that required a technical tax review. Amna Management and Trustees acted immediately by commissioning an external tax advisor to undertake a full assessment of Amna's relevant activities, contracts, and financial records from the point of potential liability. This review confirmed Amna's falls within the reverse charge rules and identified two potential scenarios for the historic tax exposure. As this determination directly affected the presentation of the financial statements, the Amna trustees and management with the auditors considered it prudent to defer filing until the analysis was complete, ensuring accuracy and completeness, which is now the case.

This report was approved by the Board of Trustees on 4 March 2026 and signed on its behalf by:

Daniel Robinson (Chair)

## Opinion

We have audited the financial statements of Amna Refugee Healing Network CIO (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

### Other Information

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

We have nothing to report in this regard.

### Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

### Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

### Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material

effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to

anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 11 March 2026

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

# Amna Refugee Healing Network CIO

## Statement of financial activities

For the year ended 31 December 2024

|                                                                   | Note | Unrestricted<br>£ | Restricted<br>£ | 2024<br>Total<br>£ | Unrestricted<br>£ | Restricted<br>£ | 2023<br>Total<br>£ |
|-------------------------------------------------------------------|------|-------------------|-----------------|--------------------|-------------------|-----------------|--------------------|
| <b>Income from:</b>                                               |      |                   |                 |                    |                   |                 |                    |
| Donations and legacies                                            | 2    | 19,492            | –               | <b>19,492</b>      | –                 | –               | –                  |
| Charitable activities                                             | 3    | 356,086           | 1,451,758       | <b>1,807,844</b>   | –                 | –               | –                  |
| Investments                                                       | 4    | 97                | –               | <b>97</b>          | –                 | –               | –                  |
| Transfers from Refugee Trauma Initiative and Amna Charitable Fund | 5    | 535,482           | –               | <b>535,482</b>     | –                 | –               | –                  |
| <b>Total income</b>                                               |      | 911,157           | 1,451,758       | <b>2,362,915</b>   | –                 | –               | –                  |
| <b>Expenditure on:</b>                                            |      |                   |                 |                    |                   |                 |                    |
| Raising funds                                                     | 6    | 126,034           | 70,014          | <b>196,048</b>     | –                 | –               | –                  |
| Charitable activities                                             | 6    | 581,750           | 1,056,943       | <b>1,638,693</b>   | –                 | –               | –                  |
| <b>Total expenditure</b>                                          |      | 707,784           | 1,126,957       | <b>1,834,741</b>   | –                 | –               | –                  |
| <b>Net income / (expenditure) for the year</b>                    | 8    | 203,373           | 324,801         | <b>528,174</b>     | –                 | –               | –                  |
| Transfers between funds                                           |      | –                 | –               | –                  | –                 | –               | –                  |
| <b>Net movement in funds</b>                                      |      | 203,373           | 324,801         | <b>528,174</b>     | –                 | –               | –                  |
| <b>Reconciliation of funds:</b>                                   |      |                   |                 |                    |                   |                 |                    |
| Total funds brought forward                                       |      | –                 | –               | –                  | –                 | –               | –                  |
| <b>Total funds carried forward</b>                                |      | 203,373           | 324,801         | <b>528,174</b>     | –                 | –               | –                  |



# Amna Refugee Healing Network CIO

## Balance sheet (Charity number: 1203454)

As at 31 December 2024

|                                                | Note | £              | 2024<br>£      | £        | 2023<br>£ |
|------------------------------------------------|------|----------------|----------------|----------|-----------|
| <b>Current assets:</b>                         |      |                |                |          |           |
| Debtors                                        | 13   | 505,521        |                | –        |           |
| Cash at bank and in hand                       |      | 266,464        |                | –        |           |
|                                                |      | <u>771,985</u> |                | <u>–</u> |           |
| <b>Liabilities:</b>                            |      |                |                |          |           |
| Creditors: amounts falling due within one year | 14   | (243,811)      |                | –        |           |
|                                                |      | <u></u>        |                | <u></u>  |           |
| <b>Net current assets</b>                      |      |                | 528,174        |          | –         |
|                                                |      |                | <u></u>        | <u></u>  |           |
| <b>Total assets less current liabilities</b>   |      |                | 528,174        |          | –         |
|                                                |      |                | <u></u>        | <u></u>  |           |
| <b>Total net assets</b>                        |      |                | <u>528,174</u> | <u></u>  | <u>–</u>  |
|                                                |      |                |                |          |           |
| <b>The funds of the charity:</b>               | 17   |                |                |          |           |
| Restricted income funds                        |      |                | 324,801        |          | –         |
| Unrestricted income funds:                     |      |                |                |          |           |
| General funds                                  |      | 203,373        |                | –        |           |
|                                                |      | <u></u>        | <u></u>        | <u></u>  |           |
| <b>Total unrestricted funds</b>                |      |                | 203,373        |          | –         |
|                                                |      |                | <u></u>        | <u></u>  |           |
| <b>Total charity funds</b>                     |      |                | <u>528,174</u> | <u></u>  | <u>–</u>  |

Approved by the trustees on 4 March 2026 and signed on their behalf by

Date 04/03/2026  
Daniel Robinson  
Chair

Statement of cash flows

For the year ended 31 December 2024

|                                                                    | 2024           |   | 2023     |   |
|--------------------------------------------------------------------|----------------|---|----------|---|
|                                                                    | £              | £ | £        | £ |
| <b>Cash flows from operating activities</b>                        |                |   |          |   |
| Net income for the reporting period                                | 528,174        |   | –        |   |
| (as per the statement of financial activities)                     |                |   |          |   |
| Investment income                                                  | (97)           |   | –        |   |
| Exchange rate loss                                                 | 2,743          |   |          |   |
| (Increase)/decrease in debtors                                     | (505,521)      |   | –        |   |
| Increase/(decrease) in creditors                                   | 243,811        |   | –        |   |
| <b>Net cash provided by operating activities</b>                   | <b>269,110</b> |   | <b>–</b> |   |
| <b>Cash flows from investing activities:</b>                       |                |   |          |   |
| Investment income                                                  | 97             |   | –        |   |
| <b>Net cash provided by investing activities</b>                   | <b>97</b>      |   | <b>–</b> |   |
| <b>Change in cash and cash equivalents in the year</b>             | <b>269,207</b> |   | <b>–</b> |   |
| Cash and cash equivalents at the beginning of the year             |                | – |          | – |
| Change in cash and cash equivalents due to exchange rate movements | (2,743)        |   |          | – |
| <b>Cash and cash equivalents at the end of the year</b>            | <b>266,464</b> |   | <b>–</b> |   |

Analysis of cash and cash equivalents and of net debt

|                                        | At 1<br>January<br>2024<br>£ | Cash flows<br>£ | Other non-<br>cash<br>changes<br>£ | At 31<br>December<br>2024<br>£ |
|----------------------------------------|------------------------------|-----------------|------------------------------------|--------------------------------|
| Cash at bank and in hand               | –                            | 269,207         | (2,743)                            | 266,464                        |
| <b>Total cash and cash equivalents</b> | <b>–</b>                     | <b>269,207</b>  | <b>(2,743)</b>                     | <b>266,464</b>                 |

Notes to the financial statements

For the year ended 31 December 2024

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**1 Accounting policies**

**a) Statutory information**

Amna Refugee Healing Network (Amna) is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission for England and Wales.

The registered office address is 8–10 Grosvenor Gardens, London, SW1W 0DH.

**b) Basis of preparation**

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The current year figures are for the year ended 31 December 2024 and the prior year figures are for the period from registration on 7 June 2023 to 31 December 2023.

**c) Public benefit entity**

The charity meets the definition of a public benefit entity under FRS 102.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**d) Going concern**

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

**e) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements

For the year ended 31 December 2024

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**1 Accounting policies (continued)**

**f) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**g) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**h) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

**i) Expenditure and irrecoverable VAT**

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

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of providing healing and support for refugees through therapeutic and community-based programs undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**j) Grants payable**

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

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.

Notes to the financial statements

For the year ended 31 December 2024

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**1 Accounting policies (continued)**

**k) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is allocated between the cost of raising funds and charitable expenditure on the basis of the number of staff engaged in each activity.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**l) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**m) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £2,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- |                          |         |
|--------------------------|---------|
| • Computer equipment     | 3 years |
| • Furniture and fixtures | 3 years |

**n) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**o) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**p) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**q) Financial instruments**

The charity 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.

**r) Pensions**

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

Notes to the financial statements

For the year ended 31 December 2024

2 Income from donations and legacies

|                  | Unrestricted<br>£ | Restricted<br>£ | 2024<br>Total<br>£ | Unrestricted<br>£ | Restricted<br>£ | 2023<br>Total<br>£ |
|------------------|-------------------|-----------------|--------------------|-------------------|-----------------|--------------------|
| Donations        | 14,492            | –               | 14,492             | –                 | –               | –                  |
| Donated services | 5,000             | –               | 5,000              | –                 | –               | –                  |
|                  | <u>19,492</u>     | <u>–</u>        | <u>19,492</u>      | <u>–</u>          | <u>–</u>        | <u>–</u>           |

3 Income from charitable activities

|                    | Unrestricted<br>£ | Restricted<br>£  | 2024<br>Total<br>£ | Unrestricted<br>£ | Restricted<br>£ | 2023<br>Total<br>£ |
|--------------------|-------------------|------------------|--------------------|-------------------|-----------------|--------------------|
| Grants             | 302,463           | 1,451,758        | 1,754,221          | –                 | –               | –                  |
| Consultancy income | 53,623            | –                | 53,623             | –                 | –               | –                  |
|                    | <u>356,086</u>    | <u>1,451,758</u> | <u>1,807,844</u>   | <u>–</u>          | <u>–</u>        | <u>–</u>           |

Refer to Note 17 for details of grants received.

Consultancy income is received from organisations seeking to strengthen their capacity for trauma-informed, community-led mental health and psychosocial support.

4 Income from investments

|                 | Unrestricted<br>£ | Restricted<br>£ | 2024<br>Total<br>£ | Unrestricted<br>£ | Restricted<br>£ | 2023<br>Total<br>£ |
|-----------------|-------------------|-----------------|--------------------|-------------------|-----------------|--------------------|
| Interest income | 97                | –               | 97                 | –                 | –               | –                  |
|                 | <u>97</u>         | <u>–</u>        | <u>97</u>          | <u>–</u>          | <u>–</u>        | <u>–</u>           |

5 Transfers from Refugee Trauma Initiative and Prism Fund

During the year, as part of the establishment of Amna, £535,482 was transferred from Refugee Trauma Initiative and Amna Charitable Fund, a restricted fund under the auspices of Prism the Gift Fund (Reg. charity number 1099682), both of which previously carried out Amna's activities.

Notes to the financial statements

For the year ended 31 December 2024

6 Analysis of expenditure

|                                         | Raising funds<br>& publicity<br>£ | Charitable<br>activities<br>£ | Governance<br>costs<br>£ | Support<br>costs<br>£ | 2024<br>Total<br>£ | 2023<br>Total<br>£ |
|-----------------------------------------|-----------------------------------|-------------------------------|--------------------------|-----------------------|--------------------|--------------------|
| Staff costs (Note 9)                    | 45,919                            | 291,269                       | –                        | 205,578               | 542,766            | –                  |
| Grants made to partners                 | –                                 | 435,529                       | –                        | –                     | 435,529            | –                  |
| Sub-grants to Refugee Trauma Initiative | 47,908                            | 176,304                       | 434                      | 142,455               | 367,101            | –                  |
| Programme costs                         | –                                 | 94,830                        | –                        | –                     | 94,830             | –                  |
| Consultancy fees                        | –                                 | 21,916                        | –                        | 35,200                | 57,116             | –                  |
| Travel and accomodation                 | 9,451                             | 16,345                        | –                        | 14,710                | 40,506             | –                  |
| Premises and office costs               | 55                                | 4,588                         | –                        | 52,512                | 57,155             | –                  |
| Audit and legal costs                   | –                                 | –                             | 20,419                   | –                     | 20,419             | –                  |
| Other costs                             | 2,618                             | 12,281                        | 540                      | 203,880               | 219,319            | –                  |
|                                         | 105,951                           | 1,053,062                     | 21,393                   | 654,335               | 1,834,741          | –                  |
| Support costs                           | 87,245                            | 567,090                       | –                        | (654,335)             | –                  | –                  |
| Governance costs                        | 2,852                             | 18,541                        | (21,393)                 | –                     | 0                  | –                  |
| <b>Total expenditure 2024</b>           | <b>196,048</b>                    | <b>1,638,693</b>              | <b>–</b>                 | <b>–</b>              | <b>1,834,741</b>   |                    |
| Total expenditure 2023                  | –                                 | –                             | –                        | –                     |                    | –                  |

Sub-grants to Refugee Trauma Initiative were to fund expenditure on grants received by Amna before Amna commenced

Notes to the financial statements

For the year ended 31 December 2024

**7 Grant making**

|                             | Grants to<br>institutions<br>£ | 2024<br>£ | 2023<br>£ |
|-----------------------------|--------------------------------|-----------|-----------|
| <b>Cost</b>                 |                                |           |           |
| Grants made to partners in: |                                |           |           |
| Jordan                      | 108,603                        | 108,603   | –         |
| Lebanon                     | 85,208                         | 85,208    | –         |
| Ukraine                     | 241,718                        | 241,718   | –         |
|                             |                                |           |           |
| At the end of the year      | 435,529                        | 435,529   | –         |

Amna makes grants to community organisations to provide mental health and psychosocial support to refugees. In 2024 grants were made to around 34 partners. Grants ranged from £4,000 to £25,000.

**8 Net income / (expenditure) for the year**

This is stated after charging / (crediting):

|                                  | 2024<br>£ | 2023<br>£ |
|----------------------------------|-----------|-----------|
| Operating lease rentals payable: |           |           |
| Property                         | 7,104     | –         |
| Auditor's remuneration:          |           |           |
| Audit including VAT              | 18,360    | –         |
| Other services                   | –         | –         |
| Foreign exchange gains or losses | (2,743)   | –         |

**9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

|                                                                 | 2024<br>£ | 2023<br>£ |
|-----------------------------------------------------------------|-----------|-----------|
| Salaries and wages                                              | 447,485   | –         |
| Social security costs                                           | 64,422    | –         |
| Employer's contribution to defined contribution pension schemes | 11,131    | –         |
| Other forms of employee benefits                                | 19,728    | –         |
|                                                                 |           |           |
|                                                                 | 542,766   | –         |



Notes to the financial statements

For the year ended 31 December 2024

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**9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

No employee earned more than £60,000 during the year.

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £176,417 (2023: £nil).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £434 (2023: £nil) incurred by one (2023: nil) member relating to attendance at meetings of the trustees.

**10 Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was 21.2 (2023: nil). Staff were legally employed by Velocity Global LLC a provider of global employer of record, HR and payroll services. All employees were full-time.

Staff are split across the activities of the charity as follows (full time equivalent basis):

|                       | 2024<br>No. | 2023<br>No. |
|-----------------------|-------------|-------------|
| Raising funds         | 1.8         | –           |
| Charitable activities | 11.7        | –           |
| Support               | 7.7         | –           |
|                       | <u>21.2</u> | <u>–</u>    |

**11 Related party transactions**

There are no related party transactions to disclose for this or the previous financial period.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

**12 Taxation**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31 December 2024

13 Debtors

|                | 2024<br>£      | 2023<br>£ |
|----------------|----------------|-----------|
| Trade debtors  | 53,270         | –         |
| Other debtors  | 230,059        | –         |
| Prepayments    | 9,865          | –         |
| Accrued income | 212,327        | –         |
|                | <u>505,521</u> | <u>–</u>  |

14 Creditors: amounts falling due within one year

|                 | 2024<br>£      | 2023<br>£ |
|-----------------|----------------|-----------|
| Trade creditors | 45,393         | –         |
| Other creditors | 2,218          | –         |
| Accruals        | 196,200        | –         |
|                 | <u>243,811</u> | <u>–</u>  |

Notes to the financial statements

For the year ended 31 December 2024

15 Pension scheme

Amna works with a global Employer of Record (EoR) provider, Velocity Global LLC to ensure full compliance with local employment laws and regulations in each country. In each jurisdiction where Amna has employees, the EoR is responsible for enrolling staff in the mandatory local pension or social security scheme, where applicable, and for remitting the required employer and employee contributions in accordance with local legislation. These statutory schemes are generally state-administered multi-employer plans. In each case, the relevant statutory pension contributions were paid via the EoR provider as required under national law. Amna has no legal obligation beyond the payment of statutory contributions.

The number of members in each country's scheme at 31 December 2024, the name of the scheme and if the scheme is defined benefit or defined contribution are as follows:

| Country        | Scheme                                                                                         | DC/DB | 2024<br>No. | 2023<br>No. |
|----------------|------------------------------------------------------------------------------------------------|-------|-------------|-------------|
| France         | Union de recouvrement des cotisations de sécurité sociale et d'allocations familiales (URSSAF) | DB    | 1           | –           |
| Germany        | Deutsche Rentenversicherung (German Pension Insurance)                                         | DB    | 1           | –           |
| Greece         | National Social Security Fund (EFKA)                                                           | DB    | 5           | –           |
| India          | Employees' Provident Fund Organisation                                                         | DC    | 1           | –           |
| Israel         | Bituah Leumi (National Insurance Institute)                                                    | DC    | 1           | –           |
| Switzerland    | AXA AHV Pension Insurance                                                                      | DC    | 1           | –           |
| United Kingdom | National Employment Savings Trust (NEST)                                                       | DC    | 10          | –           |
| United States  | 401(k) Plan                                                                                    | DC    | 1           | –           |
|                |                                                                                                |       | <b>21</b>   | <b>–</b>    |

The overall pension charge for the year was £11,131 (2023: £nil). At 31 December 2024, no contributions were outstanding (2023: £nil). The pension charge does not include contributions to the French and Greek social security schemes.

16 Analysis of net assets between funds (current year)

|                                       | General<br>unrestricted<br>£ | Restricted<br>£ | Total<br>funds<br>£ |
|---------------------------------------|------------------------------|-----------------|---------------------|
| Net current assets                    | 203,373                      | 324,801         | 528,174             |
| <b>Net assets at 31 December 2024</b> | <b>203,373</b>               | <b>324,801</b>  | <b>528,174</b>      |

## 17 Movements in funds

|                                     | At 1<br>January<br>2024<br>£ | Income &<br>gains<br>£ | Expenditure<br>& losses<br>£ | Transfers<br>from RTI &<br>Amna Charit<br>able Fund<br>£ | Transfers<br>£ | At 31<br>December<br>2024<br>£ |
|-------------------------------------|------------------------------|------------------------|------------------------------|----------------------------------------------------------|----------------|--------------------------------|
| <b>Restricted funds:</b>            |                              |                        |                              |                                                          |                |                                |
| Bernard van Leer Foundation         | –                            | 214,717                | (142,382)                    | –                                                        | –              | <b>72,335</b>                  |
| Choose Love – 2024                  | –                            | 135,000                | (135,000)                    | –                                                        | –              | –                              |
| Choose Love – Palestine             | –                            | 50,000                 | (50,000)                     | –                                                        | –              | –                              |
| Comic Relief                        | –                            | 47,500                 | (47,500)                     | –                                                        | –              | –                              |
| Conrad N. Hilton Foundation         | –                            | 272,007                | (141,277)                    | –                                                        | –              | <b>130,730</b>                 |
| Karl Kahane Foundation –<br>2024    | –                            | 66,368                 | (66,368)                     | –                                                        | –              | –                              |
| Karl Kahane Foundation –<br>Lebanon | –                            | 39,774                 | (24,604)                     | –                                                        | –              | <b>15,170</b>                  |
| Auxilium Foundation                 | –                            | 50,392                 | (50,392)                     | –                                                        | –              | –                              |
| UBS Optimus Fondation UK            | –                            | 520,000                | (417,127)                    | –                                                        | –              | <b>102,873</b>                 |
| Schooner Foundation                 | –                            | 56,000                 | (52,307)                     | –                                                        | –              | <b>3,693</b>                   |
| <b>Total restricted funds</b>       | –                            | <b>1,451,758</b>       | <b>(1,126,957)</b>           | –                                                        | –              | <b>324,801</b>                 |
| <b>Unrestricted funds</b>           | –                            | <b>378,481</b>         | <b>(710,590)</b>             | <b>535,482</b>                                           | –              | <b>203,373</b>                 |
| <b>Total funds</b>                  | –                            | <b>1,830,239</b>       | <b>(1,837,547)</b>           | <b>535,482</b>                                           | –              | <b>528,174</b>                 |

**Purposes of restricted funds**

**Bernard van Leer Foundation:** awarded to implement the final 2023 phase of Amna's strategy consolidation and towards Amna's Community Healing Partnerships programme in one new region in 2024 and 2025.

**Choose Love:** the 2024 grant was awarded to offset expenses including salaries in operational and programmic roles and to partially support Amna's Dinami programme in Greece.  
The Palestine grant contributed to Amna's emergency programme to provide mental health and psychosocial support to children and families affected by the war in Gaza.

**Comic Relief:** awarded to expand certain programmes in the Middle East, specifically in Lebanon and Jordan.

**Conrad N. Hilton Foundation:** awarded to support Amna's Afghanistan Emergency Response programme.

Notes to the financial statements

For the year ended 31 December 2024

17 Movements in funds (continued)

**Karl Kahane Foundation:** the 2024 grant was awarded to support the programme Building Community Capacity for Healing Through Amna's Community Partnerships Model.  
The Lebanon grant was to awarded to support Amna's Emergency Funding – Lebanon programme.

**Auxilium Foundation:** awarded for Amna's project Healing the scars of displacement for refugees worldwide: growing Amna.

**UBS Optimus Foundation UK:** awarded for Amna's project Nurturing Joy and Belonging in Displaced Communities from Ukraine.

**Schooner Foundation:** awarded for Amna's emergency response efforts in Lebanon.

**Unrestricted funds**

Unrestricted funds represent resources available for general purposes that fall within Amna's charitable objectives.

18 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

|                    | Property<br>2024<br>£ | 2023<br>£ |
|--------------------|-----------------------|-----------|
| Less than one year | 1,421                 | –         |
|                    | <u>1,421</u>          | <u>–</u>  |

19 Capital commitments

At the balance sheet date, the charity had no commitments for capital expenditure (2023: £ nil).

20 Post balance sheet events

During the statutory audit process, a technical question was raised regarding the VAT reverse charge mechanism and its applicability to Amna's historic activities. In response, trustees and Amna Leadership immediately commissioned an independent tax advisor to complete a comprehensive review of the charity's activities, contracts, and financial records. This review confirmed that Amna is within the scope of the reverse charge rules and identified two potential scenarios for the tax liability Both scenarios have been modelled and in neither scenario, in the opinion of the trustees, is the going concern basis of the financial statements impacted.

An estimate for accrued liability up to 31 December 2024 has been included in the these financial statements.

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# Accounts

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## Trustee's Annual Report for Amna Refugee Healing Network

**Charity Registration Number:** 1203454

**Reporting Period:** 7 June 2023 - 31 December 2023

### Objectives and Activities

The mission of Amna Refugee Healing Network is to provide healing and support for refugees through therapeutic and community-based programs, aiding individuals and families affected by displacement and trauma.

For this reporting period, Amna Refugee Healing Network did not engage in any financial or programmatic activities, as the organization was still in the process of establishing essential infrastructure, including the setup of an operational bank account.

### Structure, Governance, and Management

Amna Refugee Healing Network operates as a Charitable Incorporated Organization (CIO) and is registered with the Charity Commission for England and Wales (Charity Number: 1203454). The charity is governed by its constitution, and the trustees manage the charity's activities, ensure accountability, and adhere to the regulatory standards established by the Charity Commission.

### Reference and Administration details

The following persons served as trustees during the year:

- Daniel Robinson (Chair of Board)
- Lisa Jordan
- Cristina Finch
- Karim Bereksi
- Abdulkarim Ekzayez
- Afsana Safa

### Financial Review

During the period from 7 June 2023 to 31 December 2023, Amna Refugee Healing Network recorded no income or expenditure, as the charity's bank account was not yet operational. Therefore, the charity's financial activities are noted as zero for this period, resulting in a nil return.

### Statement of Financial Activities

For the period 7 June 2023 to 31 December 2023:

- **Total Income:** £0.00
- **Total Expenditure:** £0.00

The charity's financial position remains at a zero balance, as there were no financial transactions.

### Reserves Policy

As this was the initial operational period for Amna Refugee Healing Network, no reserves have been established, given that no funds were received or expended during the reporting timeframe.

### Explanation for Nil Return

The trustees confirm that the charity's bank account was not active during this initial period. Consequently, no financial transactions occurred, and both income and expenses are recorded as zero, in accordance with Charity Commission guidelines for a nil return.

### Approval of the Report

This report was approved by the Board of Trustees on 31/10/2024, with trustees affirming that it accurately reflects the charity's financial and operational status for the period ending 31 December 2023.

This report was signed on trustee's behalf by:

Daniel Robinson  
Chairman of The Board

