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The Fellowship of Reconciliation

Annual Report and

Financial Statement

Year ending 31st December 2021

Registered Charity 207822

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Trust Information

Registered charity number	207822
Governing instrument	Constitution adopted 1914 as revised May 1955 and 1974 as amended 9 th January 1994, 22 nd July 1995, and 18 th February 2017.
Chair	Richard Bickle
Vice Chair	Katherine Anne Parker (resigned July 2021) Christopher Collins (from July 2021)
Treasurer	Carys Underdown
The Board of Trustees	Richard Bickle (Chair) Katherine Anne Parker (Vice Chair until July 2021) Denis Beaumont Christopher Collins David Mumford (term ended July 2022) Simone Ramacci Carys Underdown (Treasurer) Philip Wood Robert Weston
Staff	Theresa Barton (Cleaner) John Cooper (Director) Padmakumāra (Administration & Finance Officer until April 2021) Emma Jones (from April 2021) Jack Woodruff (One Programme, Methodist Church)
Registered Office	Peace House 19 Paradise Street Oxford OX1 1LD
Independent Examiner	Simrit Sandhu SPX Oxford Ltd 19 Paradise Street OX1 1LD simrit.sandhu@spxoxford.co.uk
Bankers	Co-operative Bank plc 17 High Street, Kingston-upon-Thames Surrey KT1 1LP

Trustees' Report

The Trustees have the pleasure in presenting the statutory report with the accounts of the Fellowship of Reconciliation (FoR) for the year ended 31st December 2021. The results for the year are presented in the form of a Statement of Financial Activities, which incorporates the traditional income and expenditure account, to comply with the revised Statement of Recommended Practice for Charities 2015, and in accordance with the Charities Act 2011.

Objective

FoR was founded in 1914 as an ecumenical body of people who believe that the Christian faith is incompatible with participation in war. This view is expressed through 'The Basis', which seeks to express the quest for a world order based on love as exemplified in the life and teaching of Jesus Christ.

In this critical era, FoR supports and affirms those with a commitment to peace and nonviolence and undertakes education and campaigning on issues of conflict and peace and on behalf of the victims of war and injustice.

Chair's Introduction

2021 was the second year in which both our internal operations and the social, economic and political environment in which we work was shaped by the impacts of the Covid 19 pandemic.

We have faced many challenges in terms of not being able to run public events in person and not being able to operate our meeting conference and office facilities at Peace House in the normal way. Securing donations has also become more challenging as economic uncertainty impacts upon individual's disposable income and revenues from room lettings have been much reduced.

It is pleasing then to be able to report an increase in regular giving, as many of last year's new standing orders annualised, as well as an increase in legacy income that has more than offset the reduction in one-off donations and sessional room hire.

In terms of laying positive foundations for the future, the move of activity online has enabled us to engage a much wider group of members and the public than we previously did. Building on this experience, we are committed to including online and hybrid events in our future activity programme.

The pandemic has also emphasised very starkly how inter-connected the world is. As peace-makers this helps us to make the case for the common interests of all people and the planet if we are to have a future in which all can live and thrive.

During the course of the year the Trustees continued their review of the Fellowship's strategic plan. During an away day we re-affirmed our commitment as peace-makers in the Christian tradition, laid the groundwork to set out our "theory of change" and identified our thematic priorities for future work. The outworking of this forms a strategic plan which was completed after the period covered in this report, and was presented at our Annual Council 2022. This will soon be available from our website.

This year is my last as Chair. It has been a privilege to work with the trustees and staff in leading the work of the fellowship. I believe our work is needed now as much as at any time in our more than 100 year history and I wish it will in continuing to be a voice for peace in the Church and in the World in the years to come.

Richard Bickle,

Chair of Trustees

1. Campaigns and Education

2021 saw a diverse year of activities for the Fellowship.

We launched our new podcast ,The Peacecast, gaining over 500 listens to a range of podcasts exploring justice, peace and activism. We continued to publish Peacelinks including in it material about a range of topics, including the cross-over between Peace and Climate Change. We participated in global conversations in the IFOR network about Climate Change and in the UK ‘Global Campaign Against Military Spending’ on climate change. Alongside this we held a number of webinars on a wide range of topics, many of which have since been published on our YouTube channel for a wider audience to access. Our Peace Sunday material continued to be produced and promoted, again online only this year, leading to over 2000 people hearing our message of peace.

Alongside our own activity, our participation in wider events to explore ideas and provoke action continues. We worked to mark International Conscientious Objectors Day, to celebrate the signing of the United Nations Treaty on the Prohibition of Nuclear Weapons and to highlight the increasing levels of military spending in this country and around the world.

Our close working with the Student Christian Movement saw a special ‘peace bunting’ pack be created and a beautiful hand-stitched array of bunting be taken to the streets outside the DSEI arms fair in London. The passion of the students for peace is captured in many of the individual triangles and the bunting was so impressive the SCM decided to keep hold of it to display at their future events.

Our continued outreach and networking helped increase our awareness leading to invitations to speak at Englesea Brook Museum of Primitive Methodism, the New Room in Bristol and Trinity URC in Romsey where a couple (each in their 90s) attended church for the first time since lockdown to hear more about what FoR were upto, having been members since the 1950s. Alongside these invitations our Honorary President, the Revd Dr Inderjit Bhogal was invited to address an online meeting of the Nigerian Christian Fellowship about Peace.

We joined in wider civil society debate about questions of war and peace, issuing press statements about a range of issues. Our thoughts about the death of Desmond Tutu were included in the Church Times write up of responses. Our comments on a trilateral peace agreement between Australia, the United Kingdom and the United States of America lead to a special editorial in the Methodist Recorder, which concluded *“We may not all agree with the aims of the Fellowship of Reconciliation or the Methodist Peace Fellowship, but we need to hear their calls for an alternative to the militarism which dominates global politics.”*

The history of the Fellowship of Reconciliation continues to provoke much activity and interest. During 2021 we were lucky to have Jack Woodruff with us from the Methodist Church ONE Programme. He worked on a ‘Testimony of Peace’ project which collected oral history of our members. Alongside this

he co-edited a book profiling many famous and unknown Methodist peacemakers, which was published by the Fellowship in Autumn 2021.

2. FoR Scotland

FoR Scotland continued to support actions around Conscientious objectors day and to hold a ceremony to remember all those killed in the bombing of Hiroshima and Nagasaki.

3. International Peacemakers' Fund

The International Peacemakers Fund continued to raise and distribute funds in support of Faith-based non-violent peacemaking. Income to the fund, for the year, was at a similar level to 2020. Due to continued Covid19 restrictions, planned increases in Church fundraising were not possible. Due to surplus raised in previous years three grants were able to be distributed. A review of the fund is planned for 2022/23, looking at both grant strategy and fundraising strategy. This will ensure the fund continues to support the work that needs doing in the most effective way possible

4. Peace House

Peace House in Oxford is the Charity's operating base. In addition to our own offices, we have meeting rooms and office space available to let other like-minded organisations on a short term or sessional basis.

This year, due to both Government restrictions and wider society uncertainty we continued to leave Peace House closed to sessional hire. This meant income was null and our aim of creating and encouraging likeminded organisations through provision of affordable meeting space wasn't possible.

Our short-term lets were more fruitful. We were joined early in the year by Exel Constuction who are currently undertaking a substantial building project over the road. They joined Drone Wars and Cullum St Gabriel as users of our building throughout the year. Sadly, at the year end, we bid farewell to Drone Wars after a long association with the building. Overall, due to the presence of Exel Construction, our income from Shoterm Term lets increased from £13, 759 to £19,661.

The rental of parking spaces continued to provided a return. This year, due to reduced staffing of peace house we reduced the days the space was available and let a space on a more regular basis as part of a short term let. This meant the income dropped to £1,635 (2020 £3,528).

A changeover of staff and some periods where the building wasn't in full use meant a decision was made to invest some money in the fabric and fixtures of the building. This is to ensure they were well maintained and also attractive to be in. This positive choice of investment was matched, late in the year, by the need to replace the boiler. The broken boiler saw an upgrade to the heating system, to a smart heating system enabling greater control of when the building is warm and cool.

We wish, in particular, to note our continued thanks to Theresa Barson the cleaner for working throughout to keep the building safe and useable. We bid a sad farewell to Padmakumara in March and welcomed Emma as our new Administrator in April. Both have worked hard to support both the Fellowship and the building users

5. Fundraising

This year our fundraising line has increased substantially. This reflects some maintenance carried out on peace house to increase it as an attractive space to hire. It also covers substantial investment in a cloud-based CRM system which should modernise and simplify both our fundraising and communication systems.

6. Reserves Policy

The Trustees of the Fellowship of Reconciliation considered and updated the Reserves Policy in 2021. They considered it appropriate to hold unrestricted reserves equivalent to 10 months unrestricted expenditure plus an additional sum to cover any winding up costs. Having reviewed the reserves policy a significant amount of expenditure was needed on Peace House, including replacing the boiler, which came from the released reserves. Having reviewed the planned operations of FOR in the continuing uncertainty caused by Covid-19 during 2021 the Trustees consider the current level of reserves sufficient to enable FOR to continue to meet its obligations.

7. Structure, Governance, and Management

FoR is constituted as a charity with the objectives of the advancement of religion and education and other charitable purposes. It has a Board of Trustees which has the usual powers in relation to fundraising, oversight of finance, buying property, employing staff, co-operating with other charities and other activities related to its objects. The Trustees meet several times a year and set up such working groups and sub-committees as may be necessary in carrying out the objectives of the organisation, with the proviso that they report fully to the Board of Trustees. An Annual Council takes place and receives the Annual Report and duly examined Accounts which are transmitted to the Charity Commissioners.

Day to day activity of the staff is managed by the Director, who provides updates (in the form of a staff report) to Board. The Director, in turn, is managed by the Chair of Trustees on behalf of the board.

8. Trustees

The Trustees are responsible for all major decisions relating to the operation of the Charity in the achievement of its objectives. In the day to day running of the organisation and detailed organisation of events, authority to act is given as appropriate to Working Groups and staff who make reports as required to the Trustees.

Trustees are elected for a three-year term by members at Annual Council. Individuals with a particular expertise or who represent other peace organisations may be co-opted as Trustees for a year. New Trustees are recruited from among active members of FoR or may stand for election at Annual Council. Potential Trustees may attend a Trustee meeting prior to their election or co-option and be provided with copies of FoR's constitution and the Basis. They are also advised of the responsibilities of Trusteeship as required by Charity Law and Charity Commission regulations and guidance.

9. Related Parties and Affiliations

FoR is affiliated to the International Fellowship of Reconciliation (IFOR), sends representatives to its meetings, makes an annual donation to it and has close links with IFOR branches throughout Europe and across the world.

As remarked in Note 0 of the Annual Accounts, members of the Methodist Peace Fellowship (MPF) automatically also become members of FoR and their subscriptions are paid to FoR. An annual grant is made to MPF.

In the UK, FoR is affiliated to the Network of Christian Peace Organisations (NCPO), Network for Peace (NfP), the Global Day of Action Against Military Spending (GDAMS) and the Drone Campaign Network (DCN). Outside of the formal networks, we are in regular communication with partner peace organisations including Pax Christi and the Christian Campaign for Nuclear Disarmament.

10. Risk Management

The Trustees have implemented systems to be followed by the Administration and Finance Officer and other FoR staff with a view to ensuring that the risks of financial loss are minimised. Trustees and FoR staff review the appropriateness of these procedures each year and ensure that they are being adhered to. The Trustees have also examined other operational and business risks that might arise and confirm that they have established systems to mitigate the significant risks.

11. Public Benefit

We note the importance of Public Benefit and the guidance given by the Charity Commission on this subject. It relates to our aims and the quest for a world order based on love as expressed in our Basis and exemplified in the teaching and ministry of Jesus.

Historically, the origin of the movement was in Conscientious Objection to war and the membership had a Christian commitment. This remains part of our heritage, but we increasingly work alongside people of other faiths in seeking justice and peace in a world of oppression and conflict. All our educational and outreach work is of public benefit and we seek to make our conferences and training courses widely available by having subsidies in costs. Public benefit is widely expressed in our grants with which we support projects overseas. We recognize that reconciliation requires deep changes in society as we work for a more just and caring community. We shall continue to monitor the issue of public benefit as we discuss the implementation of our strategic plan and the development of the various programmes.

12. Financial Review

Holding substantial assets and a committed member base, it saw income from donations, excluding legacies, increase in 2021. FoR members responded to the conditioned challenging conditions by offering their support. Income from Regular giving, in particular, continued to rise to £17,425. This increase mirrored a similar decline in one-off giving meaning the overall individual gifts ended at a similar level. While Church donations continue to be extremely low, due to most not meeting in person, we were very grateful when the Mennonite Centre in London gave a significant gift of £5000 as part of its winding up activity.

Total receipts on unrestricted funds were £63,486. Restricted donations of £2,389 towards our international peacemaking grants. Peace House continued to offer opportunities for Short Term and Sessional hire, bringing a gross income of £22,129. We were grateful for unrestricted pecuniary legacies of £19,500 Total income, including tax recovered but excluding legacies, was only slightly down by 7%.

£74, 379 was spent in support of FoR's activities. The most substantial area of expenditure was staffing which saw a decrease of over £12,000 to £38,746. Another area of significant expenditure where one-off commitments to update various areas of Peace House, our operating premises, totalled over £10,000.

As their activities were largely curtailed in the light of the pandemic, FoR did not make a grant to the Methodist Peace Fellowship in 2021 (2019, £1,500). Instead we provided in-kind support through enabling their executive to meet, supporting the ONE Programme worker and promoting their work among our wider membership.

FoR Governance costs increased due to a staff and trustees away day, else they continued to stay low reflecting a continued move to Zoom rather than face-to-face meetings..

The restricted International Peacemakers' Fund expended £8,756. This was to support two projects around the globe. Balances carried forward at the close of the year on unrestricted funds was £79,189. Balances on restricted funds was £13,679. Tangible assets were £508,485.

13. Trustees' Responsibilities

The Trustees are required 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 those financial statements, the Trustees are required to select suitable accounting policies, as described on pages 12-13, and then apply them on a consistent basis, making judgements and estimates that are prudent and reasonable. The Trustees must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue.

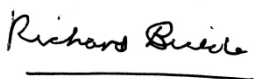
The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the trust and to enable them to ensure that the financial statements comply with the Charities Act 2011. The Trustees are also responsible for safeguarding the assets of the trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that these financial statements comply with current statutory requirements, the requirements of the charity's Constitution and Rules, and the requirements of the Statement of Recommended Practice for Charities (SORP 2015).

14. Thanks and Acknowledgements

The Trustees would like to place on record our thanks to all the staff who worked for FoR during 2021: Padmakumara, Emma E Jones, Jack Woodruff, Teresa Barton and John Cooper.

Richard Bickle



Chair of Trustees
By Order of the Board on 28th April 2021
Peace House
19 Paradise Street
OXFORD
OX1 1LD

Independent Examiner's Report

I report on the accounts of the charity for the year ended 31st December 2021 which are set out on pages 10 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Chartered Institute of Public Finance and Accountancy.

It is my responsibility to:

- examine the accounts under section 144 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether matters have come to my attention.

Basis of Independent Examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - a. to keep accounting records in accordance with section 130 of the 2011 Act; and
 - b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: Simrit Sandhu

Date: 2 August 2022



Simrit Sandhu
SPX Oxford Ltd
19 Paradise Street
Oxford
OX1 1LD

Statement of Financial Activities 2021

		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
	Note	£	£	2021	£	£	2020
				£			£
Income and endowments from:							
Donations and legacies	2	63,486	2,398	65,884	39,673	10,310	49,983
Charitable activities	3	188	-	188	147	-	147
Other Trading activities	4	22,129	-	22,129	19,575	-	19,575
Investment income	5	387	-	387	424	-	424
Total income		86,190	2,398	88,588	59,819	10,310	70,129
Expenditure on:							
Fundraising costs	6	10,507	43	10,550	4,172	66	4,238
Charitable activities	7	74,379	8,756	83,135	71,715	7,578	79,293
Total expenditure		84,886	8,799	93,685	75,887	7,644	83,531
Net income / (expenditure)		1,304	- 6,401	- 5,097	- 16,068	2,666	- 13,402
Transfers between funds		-	-	-	-	-	-
Net movement in funds		1,304	- 6,401	- 5,097	- 16,068	2,666	- 13,402
Reconciliation of Funds							
Total funds brought forward		577,885	20,089	597,974	593,953	17,423	611,376
Total funds carried forward	12	579,189	13,688	592,877	577,885	20,089	597,974

Balance Sheet at 31st December 2021

		2021		2020	
	Note	£	£	£	£
Fixed Assets					
Tangible assets	8		508,485		500,958
Current assets					
Stock		-		-	
Debtors	9	3,492		3,299	
Cash at bank and in hand		90,992		98,679	
		<u>94,484</u>		<u>101,978</u>	
Creditors: Amounts falling due within one year	10	<u>- 10,092</u>		<u>- 4,962</u>	
Net current assets			<u>84,392</u>		<u>97,016</u>
Net assets			<u><u>592,877</u></u>		<u><u>597,974</u></u>
The funds of the charity					
Restricted funds	11		13,688		20,089
Unrestricted funds	11		579,189		577,885
Total Charity Funds			<u><u>592,877</u></u>		<u><u>597,974</u></u>

Notes to the accounts

1. Accounting Policies

The principal accounting policies which are adopted in the preparation of the financial statements are set out below:

Basis of accounting

The financial statements have been prepared under the historical cost convention. The accounts have been prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice 2015 “Accounting by Charities” and United Kingdom Accounting Standards.

Going concern

The financial statements have been prepared on a going concern basis. Having reviewed the activity after a second unprecedented year, the Trustees concluded that the material uncertainty affecting the organisation because of the Covid-19 pandemic remains significant. Trustees met more frequently than they traditionally have and concluded that FOR’s forecasted income, expenditure controls and reserves are sufficient to enable the Charity to operate effectively in meeting its aims.

Recognition of income

These are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more than likely that the resources will be received, and the monetary value can be measured with sufficient certainty.

Incoming resources with related expenditure

Where incoming resources have related expenditure, as with fundraising for example, the incoming resources and related expenditure are reported gross in the SOFA.

Income from donations and legacies

All monetary donations and gifts are included in full in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies to which the charity is entitled are included in the statement of financial activities unless they are incapable of measurement.

Donations under gift aid together with the associated income tax recoveries are credited as income when the donations are received.

Volunteer help

The value of volunteer help is not included in the accounts but described in the Trustees’ report.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

Liability recognition

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

Cost allocation

Direct costs have been allocated directly to the activity category. Items of expenditure which contribute directly to more than one activity cost category, and support costs, have been apportioned on a reasonable, justifiable and consistent basis.

Governance costs

Governance costs include costs of preparation and reporting on the statutory accounts, the costs of trustee meetings and cost of any legal advice to Trustees on governance or constitutional matters.

Fund accounting

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support cost where appropriate.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charities.

Designated funds are sums set aside out of unrestricted funds for specific purposes. Transfers between funds are at the discretion of the Trustees

Tangible assets

Tangible assets are capitalised when they cost more than £1,000 and depreciated as shown below.

Office equipment 3 years

Furniture 5 years

The long leasehold property is not depreciated on the basis that the residual value of the land is a significant proportion of the value of the land and buildings.

As the Fellowship's main operational asset, the property is currently shown at historic cost

Investments

Investments are recorded at cost, hence only realised gains on disposal of investments are brought into account.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Pensions

The charity operates a defined contribution pension scheme for staff in line with auto-enrolment legislation. The assets of the scheme are held separately from those of the charity. The annual contributions payable charged to the Statement of Financial Activities were £1,503 (2019: £1,795).

2. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Regular giving	17,425	-	17,425	13,674
One off	6,760	9	6,769	11,624
Collections from other organisations	5,050	-	5,050	375
Trusts and grants	4,165	-	4,165	4,245
Job Retention Scheme grants	-	-	-	6,935
Legacy	19,500	-	19,500	2,715
Discretionary Covid grants	4,000	-	4,000	-
Tax recovery	6,586	-	6,586	3,405
International Peacemakers' Fund	-	2,389	2,389	7,010
	<u>63,486</u>	<u>2,398</u>	<u>65,884</u>	<u>49,983</u>

To further pursue the Charity's objectives FoR was the recipient of income from 2 legatees in 2021, totalling £19,500 (2020: £2,715) for General Funds and £nil for the IPF (2020: £nil).

3. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Publication and merchandise sales	-	-	-	94
Speakers fees	155	-	155	-
Campaigns and Events	33	-	33	53
	<u>188</u>	<u>-</u>	<u>188</u>	<u>147</u>

4. Income from other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Rental Income - Short term lettings	19,661	-	19,661	13,759
Rental Income - Sessional Hire	-	-	-	2,288
Rental Income - Parking	1,653	-	1,653	3,528
Other trading activities	815	-	815	-
	<u>22,129</u>	<u>-</u>	<u>22,129</u>	<u>19,575</u>

5. Fundraising costs

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Property running costs	4,094	-	4,094	1,672
Database costs	3,158	-	3,158	-
Other fundraising costs	3,255	43	3,298	2,566
	<u>10,507</u>	<u>43</u>	<u>10,550</u>	<u>4,238</u>

6. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Direct costs				
Campaigns, events and affiliations	8,636	-	8,636	7,838
Grants made to other organisations	960	8,756	9,716	7,578
Support costs				
Staffing costs	38,746	-	38,746	50,190
Property running costs	11,780	-	11,780	3,401
Other admin costs	7,922	-	7,922	7,313
Governance				
Cost of council, committee and trustee meetings	1,234	-	1,234	1,707
Trustee expenses	447	-	447	324
Legal and professional fees	4,294	-	4,294	648
Independent Examiner's fee	360	-	360	294
	<u>74,379</u>	<u>8,756</u>	<u>83,135</u>	<u>79,293</u>

7. Staff costs and emoluments

	2021	2020
	£	£
Wages and salaries	36,552	46,107
Employer's National Insurance	-	742
Employer's pension contributions	1,087	1,503
	<u>37,639</u>	<u>48,352</u>

No employees received remuneration of more than £60,000 during the year (2020: nil).

The average number of whole-time equivalent staff during the year was 2.1 (2020: 2.1).

8. Tangible fixed assets

	Fixtures, fittings and equipment £	Leasehold Property £	Total Fixed Assets £
Cost			
As at 1st January 2021	3,351	500,000	503,351
Additions	8,577	-	8,577
As at 31st December 2021	11,928	500,000	511,928
Depreciation			
As at 1st January 2021	2,392	-	2,392
Disposals	-	-	-
Depreciation charge for the year	1,051		1,051
As at 31st December 2021	3,443	-	3,443
Net book value			
As at 31st December 2021	8,485	500,000	508,485
As at 1st January 2021	959	500,000	500,959

9. Debtors

	2021 £	2020 £
Trade debtors	400	-
Tax recoverable	2,653	3,265
Other debtors	439	34
	3,492	3,299

10. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals	6,964	2,615
Trade creditors	144	404
Other creditors	2,684	1,943
	9,792	4,962

11. Analysis of funds

	At 1st January 2021	Income	Expenditure	Transfers between funds	At 31st December 2021
	£	£	£	£	£
General Funds					
Unrestricted income funds	577,885	86,190	- 84,886	-	579,189
Restricted Funds					
International Peacemakers' Fund	11,551	2,389	- 8,799	-	5,141
Fellowship of Reconciliation Scotland	4,738	-	-	-	4,738
Peace Education Trust	500	9	-	-	509
Peace-Environment Campaigning	3,300	-	-	-	3,300
Total Restricted Funds	20,089	2,389	- 8,799	-	13,679

The FoR Scotland Fund is restricted to FoR's activities in Scotland. It was created when FoR Scotland joined with FoR England in 2015, and transferred its remaining balance to the new, combined Charity.

The International Peacemakers' Fund makes grants to groups and organisations that are promoting peace and reconciliation in areas of conflict, areas where conflict has recently ceased, and areas where conflict is likely to happen.

12. Related Party Transactions

In 2021, the Charity made contributions/grants totalling £11,766.13 to four organisations.

Three grants, for a combined total of £8,756.13 were paid out from in support of our International Peacemaking. They were given to FoRZambia, FoRZimbabwe and Leadership Improvement and Social Advocacy Centre from the International Peacemakers' Fund. This restricted fund awards organisations offering pathways to peace in conflict zones around the world on an annual basis. Award recipients are decided by the Board based upon application to the Fund and consideration by the Fund committee.

The fourth and final grant went to the International Fellowship of Reconciliation. IFOR exists to co-ordinate branches in over 40 countries, all of whom work to promote non-violent means of preventing, limiting, and ending the spread of warfare. IFOR also exists to promote peace, social justice, and reconciliation. It holds conferences in which branch members meet, share stories, and deepen the bonds of their objective of peace. In 2021, the Charity, a branch member, gave a grant of £ 3,010.00 to IFOR (2019 - £5,208) in support of its work.

The Charity has a less formal link with the Baptist Peace Fellowship (BPF). In 2019, no grants were given to the Baptist Peace Fellowship (2018 – £nil). There is a close relationship between the Charity and the MPF. Members of the latter automatically become members of the Fellowship and their donations are given to FoR, which in turn makes grants to the MPF. In 2021, no grant was requested by MPF (2020- No grant requested), however substantial support in kind was offered to the network in staff time and through the Methodist One Project worker.

13. Information Regarding Trustees and Key Management Personnel

Trustees received no remuneration or other benefits regarding their duties as Trustees during the year. Travel and meeting expenses were reimbursed to 3 Trustees (2020 - 2), amounting to £374 (2020 - £291).

The Key Management Personnel comprise the voluntary Trustees and the Director. The total amount of employee benefits of the key management personnel was £26,613 (2020 - £25,450).