



# The Fellowship of Reconciliation

## Building Peace, Seeking Justice, Bringing Hope

**The Fellowship of Reconciliation**

**Annual Report and**

**Financial Statement**

**Year ending 31<sup>st</sup> December 2022**

**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 <sup>th</sup> January 1994, 22 <sup>nd</sup> July 1995, and 18 <sup>th</sup> February 2017.
Chair	Richard Bickle (term ended July 2022) Rev Mark Wakelin (from July 2022)
Vice Chair	Christopher Collins
Treasurer	Carys Underdown
The Board of Trustees	Denis Beaumont Christopher Collins Simone Ramacci (Resigned May 2023) Robert Weston (Resigned May 2023) Naomi Rose-Beaumont (Co-opted Jan 2023) Annie Sharples (Elected July 2022) Richard Bickle (Elected July 2022) Rosalind Graham-Hunt (elected May 2022 but unable to take up role)
Staff	Theresa Barton (Cleaner) John Cooper (Director) Emma Jones: Administrator, Resigned October 2022 Kathryn McNeill: Finance and Administration, appointed March 2023
Registered Office	Peace House 19 Paradise Street Oxford OX1 1LD
Independent Examiner	SPX Peace House 19 Paradise Street Oxford OX1 1LD
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 31<sup>st</sup> December 2022. 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

The Fellowship of Reconciliation has a vital message of peace and nonviolence. Understanding this message gives us inner strength and a wish to join others to act for peace.

When I joined the board as Chair of Trustees, in May 2022, the world was in turmoil. February 2022 had brought with it the return of interstate conflict in Europe and a reminder of the long-grind of warfare, which turns it from abnormality to everyday news. Meanwhile, many churches and Christians we sought to engage were navigating their paths out of Covid19 restrictions and challenges to discover what a new normal really looked like.

The following pages of challenging financial returns and inspiring activity outline how we have begun to navigate towards a new future. The Fellowship rebranded and updated its strategy. We engaged hundreds of young people in creative expressions of peace, and we created a deep well of peace prayers that strengthen people around Europe and beyond.

Following the year's end, we have delved deeper into future financial planning and have put measures in place to ensure that 2023 and beyond see the Fellowship on a firmer and clearer financial footing.

Following the Peacemaker and becoming active for peace is a lifetime commitment. I am eternally grateful to the wisdom and witness of all those participating in local activity, the staff and the breadth of knowledge and commitment reflected around the board table. Between us, we do what we can to renew and refresh the message of peace, and we do so in a year where the need for it is more evident than ever.

Rev Dr Mark Wakelin

Chair, the Fellowship of Reconciliation

## **1. Campaigns and Education**

The Education and Campaigns work of the Fellowship seeks to enable our members, and wider society, to analyse and act on the causes of conflict and the need for peace in the world. During 2022 we navigated a world moving out of lockdowns into a world that was getting used to meeting in person or staying online while responding to the war in Ukraine.

### **1) Educational Conferences and Events:**

Our keynote day conference with Church and Peace provided an opportunity for nearly 40 peacemakers to explore 'the long path to reconciliation'. Keynote addresses and workshops lead to feedback highlighting that most participants felt more able to live out their belief in peace.

Later in the year, we hosted a special webinar exploring new perspectives on remembrance day. This enabled participants to critically analyze discourses around remembrance and how our commitment to peace, justice and reconciliation speak into this particular weekend.

We held a separate webinar that explored the place of history in the modern peace movement. This enabled us to listen to experts in activist history and through this reflect on what we may in the future.

We continued to produce material to mark peace Sunday. This year had a focus on climate change. Research showed the material is mainly used by lay preachers around England and Scotland.

### **2) Responding to Ukraine**

The main (long term) focus of our activity was responding to the war in Ukraine. When the President of Russia ordered the invasion of Ukraine in February 2022 we changed plans and focus. An immediate prayer meeting was held, gathering over 100 people. Since then it has met on a weekly basis with attendance of between 25 and 50 people and new people registering all the time. Guests have come from a range of perspectives, including the Orthodox Peace Fellowship and the Mennonite humanitarian work occurring in Ukraine. Our backdrop of peace was supported by running an online campaign action lobbying the government to act for peace when it chaired the UN Security Council. This combination of activities was supported by a prayer handbook which was drawn together and distributed at major festivals (Greenbelt / Churches Together in England Forum) to hundreds of people, including the Archbishop of Canterbury. Overall our work on Ukraine has enabled people to speak for peace, pray for peace and act for peace. It has recognised the changing political situation and encouraged peace to be the focus, not just a continuation of war and conflict. We continue to receive messages of thanks for the prayer space and peaceful focus.

### **3) Peace and Climate Change**

Our initial plan for the year had been to increase our work on peace and climate change. This has two different focuses. The first was a historic one, highlighting Britain's nuclear testing in the pacific and advocating for the rights of people who lived on the island. The second focussed on the need for greater global clarity and rules on reporting the carbon emissions of the military.

Our focus on the pacific was carried out in partnership with Christian CND. We carried out a petition at the Greenbelt Festival, gaining nearly 300 signatures and many interesting conversations. This petition continued and by the end of 2022 had nearly 500 signatures.

The need for greater clarity on the rules around carbon emissions of the military mainly took form through supporting the Global Day of Action on Military Spending UK network. Through participation in the steering group, we helped co-create a pocket booklet that explored the links between climate change, conflict and the military. We delivered a workshop on this topic and 2 public talks.

Finally we had the chance to join with other a 1000 young people at 3Generate, the Young Peoples Methodist event. We ran workshops, shaped a program and co-facilitated a drop in art space that saw over 200 young people create individual works of art to explore the word 'Peace'.

## **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 dropped significantly 2022. Therefore the trustees decided to spend the balance then pause grant giving in 2023 while the fund replenished and a broader review takes places.

Three grants were given in 2022. £4000 was granted to PAZ GUATAMALA. £2000 was granted towards SOSUCCA for use in peacebuilding in South Sudan The third grant was given to the International Fellowship of Reconciliation. This was specifically towards the public events to be held before the Quadrennial Council of IFOR. The IPF grant went towards participants travel to ensure a wide range of African delegates could attend the first IFOR Quadrennial held on African soil.

## **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 or community organisations on a short term or sessional basis.

## **5. 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. The Trustees note that the current level of reserves are below the amount prescribed by the policy because of post-Covid investment in the activities of the organisation including a response to the war in Ukraine as well as servicing the charity's main asset, Peace House. The Trustees have already put a plan in place to increase the income from Peace House to ensure that in the coming years the reserves are replenished. The board are actively revising the 2023 budget. in light of the full 2022 accounts. Therefore, having reviewed the planned operations of FOR, the Trustees consider the current level of reserves sufficient to enable FOR to continue to meet its obligations.

## **6. 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.

2022 saw some significant work undertaken by the Trustees. A new strategy, logo and strapline was completed and shared with members. Alongside this substantial progress was made in the project to move FOR into a more modern form of charitable status, something due to come to fruition in 2023.

At the end of the year it was recognised that, due to various plans not working out, expenditure was significantly over what was manageable. Therefore spending plans for 2023 were reduced while a broader review to ensure maximisation of income, and even greater care in expenditure was requested,

## **7. 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.

## **8. 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. One trustee resigned due to taking a break from other duties, another resigned at the end of their term and a third was unable to take up their position due to ill health. This year we co-opted one new trustee who then was elected at the 2023 Annual Council.

## **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 available to MPF if requested. Alongside this support in kind comes from staff time and use of FOR materials and resources.

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**

Income for the year was £68,330 (2021: £88,588) of which £4,391 was restricted (2021: £2,398). The reduction is mainly due to a one off legacy of £19,500 having been received in 2021.

Expenditure for the year was £95,747 (2021: 93,685) of which £9,904 (2021: 8,799) was restricted. Overall, there was a deficit of £27,417 (2021: £5,097) for the year.

At the year end general funds were £555,913 (2021: £579,189) and restricted funds were £9,547 (2021: 13,688)

## **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.

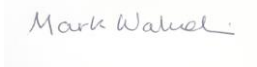
The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the trust and to enable them to ensure that the financial statements comply with the Charities Act 2011. The Trustees are also responsible for safeguarding 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 2022: Emma E Jones, Kathryn McNeill, Teresa Barton and John Cooper.



**Rev Mark Wakelin**

Chair of Trustees

By Order of the Board on 21<sup>st</sup> October 2023

Peace House  
19 Paradise Street  
OXFORD  
OX1 1LD

## Independent Examiner's Report

I report on the accounts of the charity for the year ended 31<sup>st</sup> December 2022 which are set out on pages 9 to 17.

### 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.

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

SPX Oxford Limited provides bookkeeping services to Fellowship of Reconciliation and I am an employee of this company. In order to maintain independence, I confirm that I have not been involved in provision of the bookkeeping service.

I also confirm that as a member of the Association of Chartered and Certified Accountants, I am subject to the provisions of the FRC's Revised Ethical Standard (2016). This standard has been applied throughout this independent examination.

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

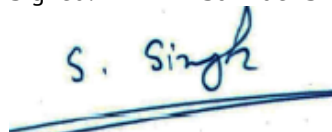
- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
  - a. to keep accounting records in accordance with section 130 of the 2011 Act; and
  - b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the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

Date: 30 October 2023



SPX Oxford Ltd  
19 Paradise Street  
Oxford  
OX1 1LD

## Statement of Financial Activities 2022

		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
	Note	£	£	2022	£	£	2021
				£			£
<b>Income and endowments from:</b>							
Donations and legacies	2	38,274	4,391	42,665	63,486	2,398	65,884
Charitable activities	3	787	-	787	188	-	188
Other Trading activities	4	24,628	-	24,628	22,129	-	22,129
Investment income		250	-	250	387	-	387
<b>Total income</b>		<b>63,939</b>	<b>4,391</b>	<b>68,330</b>	<b>86,190</b>	<b>2,398</b>	<b>88,588</b>
<b>Expenditure on:</b>							
Fundraising costs	5	7,939	-	7,939	10,507	43	10,550
Charitable activities	6	77,904	9,904	87,808	74,379	8,756	83,135
<b>Total expenditure</b>		<b>85,843</b>	<b>9,904</b>	<b>95,747</b>	<b>84,886</b>	<b>8,799</b>	<b>93,685</b>
<b>Net income / (expenditure)</b>		<b>- 21,904</b>	<b>- 5,513</b>	<b>- 27,417</b>	<b>1,304</b>	<b>- 6,401</b>	<b>- 5,097</b>
<b>Transfers between funds</b>		<b>- 1,372</b>	<b>1,372</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>- 23,276</b>	<b>- 4,141</b>	<b>- 27,417</b>	<b>1,304</b>	<b>- 6,401</b>	<b>- 5,097</b>
<b>Reconciliation of Funds</b>							
Total funds brought forward		579,189	13,688	592,877	577,885	20,089	597,974
<b>Total funds carried forward</b>	<b>11</b>	<b>555,913</b>	<b>9,547</b>	<b>565,460</b>	<b>579,189</b>	<b>13,688</b>	<b>592,877</b>

## Balance Sheet at 31st December 2022

		2022		2021	
	Note	£	£	£	£
<b>Fixed Assets</b>					
Tangible assets	8		507,434		508,485
<b>Current assets</b>					
Stock		-		-	
Debtors	9	3,333		3,492	
Cash at bank and in hand		58,979		90,992	
		<u>62,312</u>		<u>94,484</u>	
<b>Creditors: Amounts falling due within one year</b>	10	<u>- 4,286</u>		<u>- 10,092</u>	
<b>Net current assets</b>			<u>58,026</u>		<u>84,392</u>
<b>Net assets</b>			<u>565,460</u>		<u>592,877</u>
<b>The funds of the charity</b>					
Restricted funds	11		9,547		13,688
Unrestricted funds	11		555,913		579,189
<b>Total Charity Funds</b>			<u>565,460</u>		<u>592,877</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 £1,067 (2021: £1,087).

## 2. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Regular giving	18,394	145	18,539	17,425
One off	7,367	1,360	8,727	6,769
Collections from other organisations	684	-	684	5,050
Trusts and grants	135	1,000	1,135	4,165
Legacy	9,419	-	9,419	19,500
Discretionary Covid grants	-	-	-	4,000
Tax recovery	2,029	-	2,029	6,586
International Peacemakers' Fund	246	1,886	2,132	2,389
	<u>38,274</u>	<u>4,391</u>	<u>42,665</u>	<u>65,884</u>

To further pursue the Charity's objectives FoR was the recipient of income from 2 legatees in 2022, totalling £9,419 (2021: £19,500) for General Funds and £nil for the IPF (2021: £nil).

## 3. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Publication and merchandise sales	229	-	229	155
Campaigns and Events	558	-	558	33
	<u>787</u>	<u>-</u>	<u>787</u>	<u>188</u>

## 4. Income from other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Rental Income - Short term lettings	20,218	-	20,218	19,661
Rental Income - Sessional Hire	2,883	-	2,883	-
Rental Income - Parking	1,527	-	1,527	1,653
Other trading activities	-	-	-	815
	<u>24,628</u>	<u>-</u>	<u>24,628</u>	<u>22,129</u>

## 5. Fundraising costs

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Property running costs	4,669	-	4,669	4,094
Database costs	262	-	262	3,158
Other fundraising costs	3,008	-	3,008	3,298
	<u>7,939</u>	<u>-</u>	<u>7,939</u>	<u>10,550</u>

## 6. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
<b>Direct costs</b>				
Campaigns, events and affiliations	5,089	-	5,089	8,636
Grants made to other organisations	2,005	9,904	11,909	9,716
Education costs	206	-	206	-
EUFOR and IFOR costs	2,964	-	2,964	-
<b>Support costs</b>				
Staffing costs	44,893	-	44,893	38,746
Property running costs	7,405	-	7,405	11,780
Other admin costs	6,722	-	6,722	7,922
<b>Governance</b>				
Cost of council, committee and trustee meetings	2,486	-	2,486	1,234
Trustee expenses	-	-	-	447
Legal and professional fees	5,774	-	5,774	4,294
Independent Examiner's fee	360	-	360	360
	<u>77,904</u>	<u>9,904</u>	<u>87,808</u>	<u>83,135</u>

## 7. Staff costs and emoluments

	2022	2021
	£	£
Wages and salaries	38,185	36,552
Employer's National Insurance	-	-
Employer's pension contributions	1,067	1,087
Other staffing and consultancy costs	5,641	1,107
	<u>44,893</u>	<u>38,746</u>

No employees received remuneration of more than £60,000 during the year (2021: nil).

The average number of whole-time equivalent staff during the year was 2.8 (2021: 2.1).



## 8. Tangible fixed assets

	Fixtures, fittings and equipment £	Leasehold Property £	Total Fixed Assets £
<b>Cost</b>			
As at 1st January 2022	11,928	500,000	511,928
As at 31st December 2022	11,928	500,000	511,928
<b>Depreciation</b>			
As at 1st January 2022	3,443	-	3,443
Depreciation charge for the year	1,051	-	1,051
As at 31st December 2022	4,494	-	4,494
<b>Net book value</b>			
As at 31st December 2022	7,434	500,000	507,434
As at 1st January 2022	8,485	500,000	508,485

## 9. Debtors

	2022 £	2021 £
Trade debtors	-	400
Tax recoverable	2,860	2,653
Other debtors	473	439
	3,333	3,492

## 10. Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals	1,613	6,964
Trade creditors	656	144
Other creditors	2,017	2,984
	4,286	10,092

## 11. Analysis of funds

	At 1st January 2022	Income	Expenditure	Transfers between funds	At 31st December 2022
	£	£	£	£	£
<b>General Funds</b>					
Unrestricted income funds	579,189	63,939	- 85,843	- 1,372	555,913
<b>Restricted Funds</b>					
International Peacemakers' Fund	5,141	1,886	- 8,028	1,001	-
Fellowship of Reconciliation Scotland	4,738	-	-	-	4,738
Peace Education Trust	509	-	-	-	509
Peace-Environment Campaigning	3,300	-	-	-	3,300
CB & HH Taylor	-	1,000	-	-	1,000
Ukraine 2022	-	1,505	- 1,876	371	-
<b>Total Restricted Funds</b>	<b>13,688</b>	<b>4,391</b>	<b>- 9,904</b>	<b>1,372</b>	<b>9,547</b>

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. There was a shortfall of £1,001 in 2022 due to income not matching expectations. The trustees still wanted to fulfil the quadrennial expense and so the balance was met from general funds.

CB & HH Taylor restricted fund is a grant received for a specific piece of work. The Ukraine 2022 is a special part of our Annual Fundraising Appeal which we promised to pass to an IFOR affiliate operating in Ukraine.

## 12. Related Party Transactions

In 2022, the Charity made contributions/grants totalling £5,886 to two organisations that are related parties, being part of the International Fellowship of Reconciliation family.

## 13. Information Regarding Trustees and Key Management Personnel

Trustees received no remuneration or other benefits regarding their duties as Trustees during the year. No trustees were reimbursed their travel or meeting expenses (2021 – 3 trustees, £374).

The Key Management Personnel comprise the voluntary Trustees and the Director. The total amount of employee benefits of the key management personnel was £29,255 (2021 - £26,613).