



**The Fellowship of Reconciliation
Annual Report and Financial Statement
Year Ending 31st December 2024
Registered Charity 207822**

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Charity 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	Rev Mark Wakelin
Vice Chair	Christopher Collins (until May 2024)
Treasurer	Carys Underdown
The Board of Trustees	Denis Beaumont (term ended May 2024) Christopher Collins (term ended May 2024) Naomi Rose-Steinberg Annie Sharples Richard Bickle Victoria Turner (elected July 2025) Peter Cousins (elected July 2025) Lee Marsden (elected July 2025) Gregory Dengate (elected July 2025)
Staff	Theresa Barton (Cleaner) John Cooper (Director) Kathryn McNeill (Finance and Administration) (until 31 st August 2024)
Registered Office	Peace House 19 Paradise Street Oxford OX1 1LD
Independent Examiner	Sheila Parry FCCA SPX Oxford Ltd 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 pleasure in presenting the statutory report with the accounts of the Fellowship of Reconciliation (FoR), for the year ended 31 December 2024. 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 a body of people who accepted that the Christian faith is incompatible with participation in war and this is expressed in the Basis, which is not a fixed form of words but seeks to express the quest for a world order based on love as exemplified in the life and teaching of Jesus Christ.

Our work becomes more critical in this current time because , 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.

Achievements in 2024

2024 saw a year of activity in which the Fellowship enabled individuals and churches to think more deeply about their commitment to peace in a world increasingly shaped by war and violence.

This included:

Education Work

- 1) The main educational activity of the year was the return of a residential conference. This saw 40 people from around the UK gather together to explore more deeply 'Building Peace in a World at War'. Through talks, workshops, worship and community building a wide range of perspectives and experiences were shared. This conference was a collaboration with CHIPS, the Anglican Pacifist Fellowship and Pax Christi and will be repeated in 2026.
- 2) Invitations to deliver workshops for Student Groups and Ministers training for Ordained Ministry on topical peace issues.
- 3) Our Weekly 'Prayers for Peace in Ukraine' continued, in collaboration with other groups. Attendance grew and we passed 3000 minutes of prayer for peace. While the war continued, the growth in attendance shows a real wish to share together in conversation, silence and prayer for peace.

Advocacy

- 1) Human Rights in Colombia: Partnering with Lush Cosmetics, we supported a speaker advocacy tour which brought residents of a Colombian 'Peace Village' to the UK. A tight program of events included an NGO roundtable and a meeting the Parliamentary APPG on Human Rights was delivered.
- 2) People-Powered Peace! With a General Election being called in the UK we enabled our members and supporters to engage in conversations with potential MPs about Peace. This was achieved through creation of a briefing 'People Powered Peace', supported by an email action. We carried out responsive press work when the topic of National Service became an election topic, and were featured on Premier Christian Radio and in Christianity Today email with our response.
- 3) Advocating for Conscientious Objectors: Through attendance at a pan-European meeting on 'A Just Peace for Ukraine' we were able to advocate for the rights of conscientious objectors. This led to support for conscientious objectors, and advocating for the rights of those who were COS and sought asylum, becoming part of the organisers workplan for 2025.

Theological Reflection

- 1) Running a Lent Course online which enabled participants to reflect on how they can build peace in themselves, peace in their community and peace in the world
- 2) Peace Sunday continued to provide an opportunity for people to take a message of peace and explore it in their weekly act of worship. This year's material was used in over 100 different locations and explored, among other things, some of the stories shared in the advocacy visit from FOR Peace Presence in Colombia.

This range of activities kept a small staff and volunteer team busy. Our membership continues to grow and attendance at Greenbelt Festival shows continued new interest in our work. We are clearly meeting a need for confidence in peace, information about what peace may look like and training opportunities in how to speak and act for peace.

International Peacemakers' Fund

The International Peacemakers' Fund is an important source of solidarity in a world of conflict. We hadn't pro-actively sought donations and will be relaunching it by summer 2026. We are most grateful for those who regularly give.

Peace House

Peace House in Oxford remains our main operating base. In addition to our own workspace, we have meeting rooms and office space available to let other like-minded organisations. During 2024 we moved forward with plans to offer it to let or for sale.

Meanwhile meeting room hire continued to bring a diverse range of groups including employment training and Buddhist Meditation into our building. After a slow start post-Covid, room bookings are beginning to pick up, ensuring a reliable income and creative use of the space.

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 management and delivery of work is carried out by the staff and through volunteers. The director is line managed by a Trustees and highlights any issues to them regarding broader staff welfare and workload.

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.

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 in Note 6 on page 25 of this Report and 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 available if requested to the MPF. The Baptist Peace Fellowship has from time to time received a grant from FoR but membership of these Fellowships is not currently linked to FoR.

In the UK, FoR is affiliated to the Network of Christian Peace Organisations (NCPO), Network for Peace (NfP) and the Global Campaign on Military Spending. These networks enable our voice to have greater impact by speaking with and alongside others.

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 minimized. Trustees and FoR staff review the appropriateness of these procedures each year and ensure that they are being adhered to.

The Trustees have examined other operational and business risks that might arise and confirm that they have established systems to mitigate the significant risks.

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.

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 overseas 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 programs.

Financial Review

The Fellowship of Reconciliation (FoR) has two broad funds that it operates. General Funds, from which the majority of its work is funded, and Restricted Funds, which enabled specific projects or types of work to be carried out.

In 2024 Expenditure (£99,320) exceeds Income (£83,408) by a significant sum. This was within budgeted parameters and was primarily came from 'one off' areas of expenditure on the building. Income declined in a few areas, Regular Giving, One-Off Collections and Grants. Income increased from charitable activities, primarily through payments for attendance at the annual conference. We also saw an increased income from Sessional Hire, indicating that patterns of meeting are re-forming after the challenges of Covid 19.

At the year end general funds were £524,032 (2023: £540,746) and restricted funds were £24,755 (2023: £23,953).

Reserves Policy and Going Concern Statement

The Trustees of the Fellowship of Reconciliation considered and updated the Reserves Policy in 2025. They considered it appropriate to hold unrestricted reserves equivalent to 3 months unrestricted expenditure. The Trustees note that the current level of reserves is in line with the amount prescribed by the policy and seek to increase the policy and reserves to 5 months of unrestricted expenditure in the next two years.

The Trustees have put a plan in place a long term plan to increase income from Peace House and to rebalance a broader spread of income in future years. The 2025 budget was created in reference to the 2024 accounts and referencing a broader 3-year cashflow forecast. 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.

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 trust and of the surplus or deficit of the trust for that period. In preparing those financial statements, the Trustees are required to select suitable accounting policies, as described on pages 10 and 11, 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).

Thanks and Acknowledgements

The Trustees would like to place on record our thanks to all the staff who worked for FoR during 2024: Kathryn McNeill, Teresa Barton and John Cooper. Plus volunteers including Dave Pybus who edits our newsletter and Rev Dr Barbara Glasson, Deacon Angie Allport and Deacon Ronnie Atchison who lead the Methodist Peace Fellowship.



Rev Mark Wakelin
Chair of Trustees

By Order of the Board on 20 October 2025
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 2024 which are set out on pages 11 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.

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.

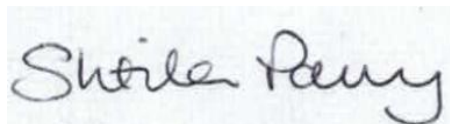
Basis of Independent Examiner's report

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 Acthave 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: Sheila Parry FCCA

Date: 30 October 2025

SPX Oxford Ltd
19 Paradise Street
Oxford
OX1 1LD

Statement of Financial Activities 2024

		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
	Note	£	£	2024	£	£	2023
				£			£
Income and endowments from:							
Donations and legacies	2	42,228	7,323	49,551	34,041	17,553	51,594
Charitable activities	3	8,141	-	8,141	1,019	-	1,019
Other Trading activities	4	24,067	-	24,067	25,417	-	25,417
Investment income		1,058	591	1,649	468	-	468
Total income		75,494	7,914	83,408	60,945	17,553	78,498
Expenditure on:							
Fundraising costs	5	6,121	511	6,632	9,994	364	10,358
Charitable activities	6	78,638	14,050	92,688	66,118	2,783	68,901
Total expenditure		84,759	14,561	99,320	76,112	3,147	79,259
Net income / (expenditure)		- 9,265	- 6,647	- 15,912	- 15,167	14,406	- 761
Transfers between funds		- 7,449	7,449	-	-	-	-
Net movement in funds		- 16,714	802	- 15,912	- 15,167	14,406	- 761
Reconciliation of Funds							
Total funds brought forward		540,746	23,953	564,699	555,913	9,547	565,460
Total funds carried forward	12	524,032	24,755	548,787	540,746	23,953	564,699

Balance Sheet at 31st December 2024

		2024		2023	
	Note	£	£	£	£
Fixed Assets					
Tangible assets	8		507,553		508,282
Current assets					
Debtors	9	4,224		3,226	
Cash at bank and in hand		<u>50,694</u>		<u>60,096</u>	
		54,918		63,322	
Creditors: Amounts falling due within one year	10	<u>- 9,684</u>		<u>- 6,905</u>	
Net current assets			<u>45,234</u>		<u>56,417</u>
Creditors: Amounts falling after more than one year	11		<u>- 4,000</u>		<u>-</u>
Net assets			<u>548,787</u>		<u>564,699</u>
The funds of the charity					
Restricted funds	12		24,755		23,953
Unrestricted funds	12		524,032		540,746
Total Charity Funds			<u>548,787</u>		<u>564,699</u>

The financial statements were approved by the Board of Trustees on 20th October 2025 and are signed on behalf of the board by: Rev Dr Mark Wakelin, Chair of Trustees.

Mark Wakelin

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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 the Trustees concluded that the material uncertainty affecting the organisation because of the Covid-19 pandemic remains significant but is receding into the past. Based on tight budgeting and regular cashflow forecasts, alongside reviewing expenditure controls and reserves, the Trustees are happy that all 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 £1,220 (2023: £1,067).

2. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Regular giving	16,443	50	16,493	17,398	-	17,398
One off	4,877	3,656	8,533	7,231	14,436	21,667
Collections from other organisations	366	-	366	2,732	-	2,732
Trusts and grants	2,600	1,000	3,600	-	850	850
Legacy	15,375	-	15,375	2,358	-	2,358
Tax recovery	2,137	-	2,137	4,322	-	4,322
International Peacemakers' Fund	430	2,617	3,047	-	2,267	2,267
	<u>42,228</u>	<u>7,323</u>	<u>49,551</u>	<u>34,041</u>	<u>17,553</u>	<u>51,594</u>

To further pursue the Charity's objectives FoR was the recipient of income from 4 legatees in 2024, totalling £15,375 (2023: 2,358) for General Funds and £nil for the IPF (2023: £nil).

3. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Publication and merchandise sales	1,167	-	1,167	855	-	855
Campaigns and Events	6,974	-	6,974	164	-	164
	<u>8,141</u>	<u>-</u>	<u>8,141</u>	<u>1,019</u>	<u>-</u>	<u>1,019</u>

4. Income from other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Rental Income - Short term lettings	15,238	-	15,238	17,379	-	17,379
Rental Income - Sessional Hire	8,800	-	8,800	6,641	-	6,641
Rental Income - Parking	-	-	-	1,065	-	1,065
Other income	29	-	29	332	-	332
	<u>24,067</u>	<u>-</u>	<u>24,067</u>	<u>25,417</u>	<u>-</u>	<u>25,417</u>

5. Fundraising costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Property running costs	3,825	-	3,825	4,919	-	4,919
Database costs	407	-	407	1,616	-	1,616
Other fundraising costs	1,889	511	2,400	3,459	364	3,823
	<u>6,121</u>	<u>511</u>	<u>6,632</u>	<u>9,994</u>	<u>364</u>	<u>10,358</u>

6. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Direct costs						
Campaigns, events and affiliations	4,505	-	4,505	5,018	744	5,762
Education costs	9,880	1,000	10,880	139	192	331
EUFOR and IFOR costs	1,573	-	1,573	3,197	279	3,476
Support costs						
Staffing costs	39,150	1,650	40,800	37,697	856	38,553
Property running costs	8,007	11,016	19,023	6,785	-	6,785
Other admin costs	11,252	384	11,636	9,151	179	9,330
Governance						
Cost of council, committee and trustee meetings	1,185	-	1,185	1,619	533	2,152
Legal and professional fees	2,786	-	2,786	2,212	-	2,212
Independent Examiner's fee	300	-	300	300	-	300
	<u>78,638</u>	<u>14,050</u>	<u>92,688</u>	<u>66,118</u>	<u>2,783</u>	<u>68,901</u>

7. Staff costs and emoluments

	2024 £	2023 £
Wages and salaries	37,685	36,476
Employer's National Insurance	-	-
Employer's pension contributions	1,220	1,107
Other staffing and consultancy costs	1,895	970
	<u>40,800</u>	<u>38,553</u>

No employees received remuneration of more than £60,000 during the year (2023: nil).
The average number of whole-time equivalent staff during the year was 1.4 (2023: 1.4).

8. Tangible fixed assets

	Fixtures, fittings and equipment £	Leasehold Property £	Total Fixed Assets £
Cost			
As at 1st January 2024	13,506	500,000	513,506
Additions	-	-	-
As at 31st December 2024	<u>13,506</u>	<u>500,000</u>	<u>513,506</u>
Depreciation			
As at 1st January 2024	5,223	-	5,223
Disposals	-	-	-
Depreciation charge for the year	730	-	730
As at 31st December 2024	<u>5,953</u>	<u>-</u>	<u>5,953</u>
Net book value			
As at 31st December 2024	<u>7,553</u>	<u>500,000</u>	<u>507,553</u>
As at 1st January 2024	<u>8,283</u>	<u>500,000</u>	<u>508,283</u>

9. Debtors

	2024 £	2023 £
Trade debtors	2,970	260
Tax recoverable	1,250	1,623
Other debtors	4	1,343
	<u>4,224</u>	<u>3,226</u>

10. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals	1,440	2,635
Trade creditors	2,057	2,220
Loans	2,000	-
Other creditors	4,187	2,050
	<u>9,684</u>	<u>6,905</u>

11. Creditors: amounts falling after more than one year

	2024	2023
	£	£
Loans	4,000	-
	<u>4,000</u>	<u>-</u>

12. Analysis of funds

	At 1st January 2024	Income	Expenditure	Transfers between funds	At 31st December 2024
	£	£	£	£	£
General Funds					
Unrestricted income funds	<u>540,746</u>	<u>75,494</u>	<u>- 84,759</u>	<u>- 7,449</u>	<u>524,032</u>
Restricted Funds					
International Peacemakers' Fund	2,267	2,668	-	-	4,935
Fellowship of Reconciliation Scotland	4,365	-	-	-	4,365
Peace Education Trust	567	1,000	- 1,000	- 567	-
Peace-Environment Campaigning	3,300	-	- 1,650	-	1,650
Building fund	-	3,000	- 11,016	8,016	-
Ukraine 2022	20	130	-	-	150
MPF general fund	3,848	526	- 895	-	3,479
MPF RJ Barker fund	9,586	590	-	-	10,176
Total Restricted Funds	<u>23,953</u>	<u>7,914</u>	<u>- 14,561</u>	<u>7,449</u>	<u>24,755</u>

Restricted funds cover various geographic and project specific funding. They also include the general and grant giving fund of the Methodist Peace Fellowship.

The Peace Education Trust carry forward of £567 was spent in a previous year. This is now corrected by a transfer to the General Fund.

13. Related Party Transactions

In 2024, the Charity made no contribution/grants to our affiliation fee to the International Fellowship of Reconciliation, a related party, as the umbrella body for the International Fellowship of Reconciliation family (2023: £2,235).

14. 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 (2023 – none).

The Key Management Personnel comprise the voluntary Trustees and the Director. The total amount of employee benefits of the key management personnel was £27,415 (2023 - £24,354).