

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

PROVINCE OF GREAT BRITAIN AND IRELAND

(Registered Charity Number: 234184)

(Charity Registered in Scotland Number: SCO39165)

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2024**

HaysMac LLP
Chartered Accountants
Registered Auditors
London

THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND

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**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
OTHERWISE KNOWN AS “SISTERS OF LA SAGESSE”**

LEGAL AND ADMINISTRATIVE DETAILS

Registered Charity Number	234184
Scottish Registered Charities Number	SCO39165
Charities Regulatory Authority (Ireland)	20007140
Delegation Leader	Sister Maureen Seddon
Delegation Treasurer	Sister Siobhán Boyle
Named Trustees	Sister Maureen Seddon Sister Patricia Reilly Sister Marie Turner Sister Siobhán Boyle
Address	Provincial Administration Wisdom House Romsey Hampshire SO51 8EL
Principal Bankers	CAF Bank Kings Hill Avenue Kings Hill, West Malling Kent ME19 4JQ
Solicitors	Stone King LLP 13 Queen Square Bath BA1 2HJ
Auditor	HaysMac LLP 10 Queen Street Place London EC4R 1AG
Investment Managers	Brewin Dolphin 12 Smithfield Street London EC1A 9BD
Governing Instrument	Trust deed dated 2 March 1964
Objects	Such charitable purposes which advance the religious and other charitable work for the time being carried on by or under the direction of the Congregation as the Trustees, with the approval of the Provincial, shall from time to time think fit.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report and the financial statements of the Charity for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies, set out on pages 19 and 20, and comply with the Charity's trust deed, applicable law and the requirements of the Statement of Recommended Practice for Charities (SORP 2019 2nd edition).

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

1. The Congregation is an International Religious Congregation founded in France in 1703. It is administered by a Congregational Leader and her Council, who are appointed every six years at a General Chapter of representatives of all the Entities of the Congregation worldwide. The Congregational Leadership Team is based in Paris. The Congregational Leadership Team has been in office since June 2024 and has a mandate until June 2030.

2. Situated throughout the five continents, the Daughters of Wisdom commit themselves to radically living the Gospel values. In a rapidly changing world where the domination of the economy, climate change and the ever-growing gap between the rich and poor generates injustice and violence, the Sisters endeavour to be a voice for the voiceless, participating in collective actions that oppose the causes of injustice and promote the values of justice, peace, and respect for creation.

AIM AND PURPOSE OF THE CHARITY

The principal objective of the Charity is to apply the assets of the Trust for such charitable purposes as shall advance the religious and other charitable work carried out by the Congregation of the Daughters of Wisdom. By caring for individual members of the Congregation throughout their lives, the Charity aims to enable and support the Sisters to live out their lives as fully as possible as Daughters of Wisdom through a variety of ministries and their witness to the Gospel values.

When setting the objectives and planning the work of the Charity for the year, and when discerning the ministries of individual Sisters, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular, to its supplementary guidance on the Advancement of Religion. With the reducing number of Sisters in the Delegation and their advancing years, the variety of ministries in which they are actively engaged is changing, they fulfil their mission and ministry in diverse areas of their capabilities. These include:

Reflection and Prayer

The Sisters of the Delegation are called to a life of prayer and apostolic service which they expressed for many years in ministry such as schools, nursing and in many forms of pastoral care in parishes wherever the Sisters were located, both in the UK and overseas. Whilst their capabilities to carry on the physical aspects of such tasks have diminished, the Sisters maintain their life of prayer and connections with many of the works in which they were involved. Prayer is part of the Sisters' communal life together and is the way in which they can continue to be involved in the works of the Congregation throughout the world. Members of the Delegation have continued to meet via Zoom for shared prayer and reflection and have continued to use this method to keep in touch with one another and support those who live at a distance from another Sister.

The charism and spirituality of the Daughters of Wisdom animates the life of all the Sisters and is especially promoted in the Wisdom Centres in Romsey and Dublin. Supported by and in collaboration with their lay staff, the Sisters offer a space of prayer, reflection and quiet in a calm setting for diverse groups and needs. The Sisters in Romsey welcome to their gardens and the labyrinth those seeking a quiet space or who simply want to appreciate the beauty of nature. They are also pleased to welcome into this space families with children, when the quiet of the space is briefly interrupted by joy, laughter, and shrieks of enjoyment.

The Friends of Wisdom, an international lay association of the Daughters of Wisdom continued to meet both online and in person in Romsey. A new group of five began in February 2022 accompanied by two of the Sisters. Four of them made their commitment after Easter 2024. A third group began the formation programme online in September 2023. All continue to participate on a regular basis.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Social and pastoral ministry

Members of the Delegation of Great Britain and Ireland (GBI) are involved in diverse forms of social and pastoral ministry. The main aim of the Sisters is to help the poor and marginalised in society regardless of their personal background, gender, or individual circumstances. Their ministry of welcome is evident in both the Wisdom Centre and in their community homes where the Sisters and the staff welcome people to participate in planned activities or who seek the comfort and joy of companionship and prayer. The ministry of 'presence' is of paramount importance especially for those Sisters who are no longer able to engage in active ministry.

Working as an international Congregation

Daughters of Wisdom as members of a worldwide Congregation of religious women participate in international meetings and works of the Congregation outside Great Britain and Ireland. Some spent most of their active ministry overseas while others participated in projects and initiatives in conjunction with Sisters from other entities. A Sister from the Delegation has served throughout this period as Executive Director of UNANIMA International in New York.

The Delegation continues to support not only the members of the Delegation of Great Britain and Ireland, but also to remit funds to the Generalate to support the mission of the Congregation to the poorest and marginalised in under-developed and emerging communities in the various parts of the world where the Congregation is present.

In 2024, the Trustees agreed to support the reconstruction of a home for vulnerable girls in Bangalore – The Asha Deep Project. The Daughters of Wisdom agreed to support this project in 2024 and would be sympathetic to requests for further support in future years.

The number of Sisters in the Delegation on 31 December 2024 was:

Below UK state pension age (66yrs)	1	(2023: 1)
Over pensionable age	27	(2023: 29)

During this period none of the Sisters received salaries and only a few received a stipend, including the Sister whose ministry is based at the United Nations in New York. Any income received by the Sisters is covenanted to the Charity in accordance with their vow of poverty.

The Delegation Leader and the Delegation Treasurer participated in the General Chapter from 22nd June to 23rd July in Angers, France. Before and after the General Chapter, a delegation Assembly took place which included Sisters unable to travel to participate via Zoom.

OBJECTIVES AND ACTIVITIES

Throughout the Delegation the Sisters, mainly retired and on a voluntary basis, are involved in a diversity of ministries. In everything they do, the Sisters aim to reveal the compassionate face of Wisdom. In every sphere of their activity, they seek to work with people who are excluded from mainstream society, refugees, people who have been trafficked, abused, who are homeless or are drug addicts, or who have mental health needs. All are invited to join Wisdom's banquet just as Jesus embodied in his life the ultimate model of inclusivity and abundance.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Typical examples of individual activities are:-

- Outreach to Caribbean and ethnic minority communities
- Visiting sick and housebound people in their homes and in care homes
- Working with and on behalf of homeless people and refugees
- Spiritual accompaniment
- Parish visiting
- Involvement in Justice and Peace Groups
- Ecumenical and interfaith activities
- Teaching English to migrants and refugees
- Support to ex-prisoners who live under licence in the community
- Support to vulnerable families.

One Sister resident in each jurisdiction held the position of Safeguarding Representative in Ireland, Scotland and England/Wales.

ILLUSTRATIONS OF THE SISTERS' WORK

Set out below are some examples of the Sisters' ministries of which collaboration forms an important part. These illustrate the range of their work and the contribution which they make to society:-

Wisdom Centre, Romsey

Having developed several new ministries in recent years, for 2024, Wisdom Centre anticipated further expansion of community and wellbeing activities. However, with a staff member absent for almost half a year, the team, supported by the Daughters of Wisdom and volunteers, successfully focused resources on the already scheduled programme. Despite manifest challenges, planned spiritual events and spiritual groups achieved an increase in expected attendance with an upward trend on prior years. Against a backdrop of declining Church attendance, Our Ecumenical approach and inclusion of spiritual and well-being teachings from other traditions continues to widen the spectrum of participation.

We have four active volunteers in Wisdom Centre. Many groups and reflective days are volunteer-led, and two Daughters of Wisdom continue to volunteer at the Centre.

2024 has been another positive year for Wisdom Centre. Another key staff member's absence will further impact activities in early 2025. We thank our volunteers, staff, and DW leadership team for supporting our activities during a more challenging year than expected.

Marie Louise House, Romsey

Marie Louise House was built because the Sisters had a vision of the needs of the future and realised that there was a need to provide nursing care both for Sisters and for people in the area. Marie Louise House opened in June 2005 with accommodation for 46 residents. The initial 15-year lease to Healthcare Management Trust was succeeded by a 10-year lease that will be in place until May 2030. At the end of 2024 three Sisters were resident in Marie Louise House.

Marie Louise House is managed by the Healthcare Management Trust (HMT), a registered charity. It is open to people of all faiths and none. The Home is run on an ecumenical basis: services are arranged with the different local church ministers and parishioners. At the end of 2022, a new CEO for HMT was appointed and began a review of its operations and effectiveness in 2023. Following this review, HMT published a five-year strategy in 2024. At present no major changes are planned that will influence the continuing operation of Marie Louise House.

The Trustees readily acknowledge the dedication and hard work on the part of the Home Manager and all the local staff in maintaining the spirit, quality, and ethos of Marie Louise House throughout this time, and the contribution to that of HMT's Senior Management Team.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

St Joseph's Church, Romsey

The Convent Chapel (St Joseph's Church) is the local parish church which is leased to the Diocese of Portsmouth for a peppercorn rent. The support of the Sisters in various roles in the ministry of the Parish is greatly appreciated.

Sophia Housing Association, Ireland

Sophia Housing Association was founded in 1997 to support those who are homeless by providing accommodation within a holistic setting that helps them to address the causes of their homelessness. It also lobbies politicians and governments to develop policies and initiatives to address the complex root causes of homelessness in society. The work of Sophia is supported by numerous religious congregations in Ireland. Sophia's strategic growth is supported by a fundraising campaign and by the social impact investment that the Daughters of Wisdom supported. This investment has been made for a 10-year period but is repayable to the Daughters of Wisdom in full at any time during the term of the investment if requested. The dividend from the investment is used in the main to support the work and mission of Sophia with only a small percentage being returned to the Daughters of Wisdom.

St Cecilia's School, Cregg, Ireland

St Cecilia's School which provides person-centred education for students with moderate to severe learning disabilities was founded by the Daughters of Wisdom and it is to be the legacy left to the people of the Sligo and its surrounding counties to continue the ethos, spirit and the work of the Daughters of Wisdom for as long as there is a need for the specialist education that it offers.

The Daughters of Wisdom continue to be the freeholder of the school land which will operate under a long leasehold of the property. The School has been given extended territory within the site to enable them to update and extend their facilities in due course. During the year, the Delegation Leader served as Patron of St Cecilia's. It is planned that following the completion of a number of formalities and of securing approval from the Minister for Education, Patronage of St Cecilia's School will be transferred to the local Bishop of the Elphin/Achonry Diocese.

The Sisters made a commitment in 2021 to support St Cecilia's School's transition to independence from the larger Cregg site with a donation of €5,000 per year for five years. The fourth payment of €5,000 was made in September 2024. Subsequent donations will be made at the start of each school year.

UNANIMA International

UNANIMA is an international Non-Governmental Organisation (NGO) with UN Economic and Social Council (ECOSOC) special accreditation. UNANIMA International represents 23 religious Congregations and 22,000 religious worldwide, and it aligns closely with the Daughters of Wisdom's objectives, namely, to defend and empower women children, immigrants, and refugees, and to live in harmony with creation. Its main function is to give voice in the corridors of power to those who are often overlooked and least well served by current programmes and policies. The Congregation Leadership Team recognised the parallels between UNANIMA's and its own ethos, vision, and aspiration of spreading Wisdom values in our world. One Sister from the Delegation served as Executive Director of UNANIMA throughout 2024 and was based mainly in New York. The Sister's role with UNANIMA will finish in 2025.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

GOVERNANCE, STRUCTURE AND MANAGEMENT

Charitable Trust

In terms of Civil law, the Charity is governed by a Trust Deed dated 2 March 1964 and is a registered charity – Charity Registration No 234184 (England and Wales) Registration No SCO38165 (Scotland) and Registration No 20007140 (Ireland).

The accounts accompanying this report are the accounts of the Charitable Trust in which the assets of the Delegation of Great Britain and Ireland are held.

The Delegation of Great Britain & Ireland

In June 2015, the Province of Great Britain & Ireland changed canonical status to that of a Delegation of the Congregation. This has no impact on the governance of the registered Charity, and the appointed Trustees retain full control of and accountability for the Charity's assets, activities, and expenditure. The day to day running of the Charity and care of the Sisters remains the responsibility of the Delegation Leader, Sr Maureen Seddon, and her Council. Sr Siobhán Boyle was appointed to the role of Delegation Treasurer, succeeding Sr Jean Butler in this post in January 2024.

Trustees

The Trustees of the registered Charity are appointed by the Delegation Leader of Great Britain and Ireland. The Delegation Leader is also a trustee.

The Trustees are responsible for the policies, activities, and assets of the Charity. They meet at least six times per year to review developments regarding the Charity or its activities and make any important decisions, having regard to the Charity Commission's guidance on public benefit, particularly the specific guidance to charities on Advancement of Religion.

During 2024 all the Trustees' meetings took place in person. When appropriate, the trustees seek advice and support from the Charity's professional advisers, property consultants, investment managers, solicitors, and accountants. The Delegation is administered from Wisdom House in Romsey, Hampshire.

ENGLAND

At the start of the year the Sisters of the Delegation lived in six communities in England: three in Romsey, two in London and one in Lancashire.

Abbey House, the original foundation of the Congregation in England, is also the location of the miraculous cure of Sr. Gerard du Calvaire in 1927 and is an important part of the history of the Delegation. For most of the year there were 12 Sisters in the community. One full-time Care Coordinator and four part-time carers supported the Sisters with their day-to-day needs and the community is assisted with cooking, cleaning, and gardening services, all of which provide a service and support to the Sisters that is highly valued by them.

Marie Louise House in Romsey is a nursing home owned by the Delegation but run as a separate entity by Healthcare Management Trust. Strong links are maintained between the community of Sisters in Marie Louise House and the other communities in Romsey. One Sister from the Delegation (living in Abbey House in Romsey) is responsible for the pastoral care of the Sisters in Marie Louise House. Sisters from the Delegation can be accommodated in Marie Louise House should they need full-time care and are also able to benefit from shorter stays there to aid with recuperation and recovery when needed. The Sisters' presence is greatly valued by the staff.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

GOVERNANCE, STRUCTURE AND MANAGEMENT (continued)

IRELAND (North and South)

The Housing Association Ltd, founded in Dublin in 1997 by the Daughters of Wisdom, continues to expand into other parts of Ireland. It also runs the Wisdom Centre in Dublin which hosts and facilitates workshops, retreats, and leadership courses for people from all faiths and none, who are looking for a peaceful place in which to reflect and dialogue. One Sister in Northern Ireland is involved in the pastoral and social ministries of her local parish.

The Charity is registered with the Charities Regulatory Authority in Ireland, number 20007140.

SCOTLAND

Two Sisters in Scotland continue to be involved in a range of pastoral ministries. These include:-

- College chaplaincy
- Visiting the sick, elderly and bereaved
- Serving on the Fairtrade Steering Group of Renfrewshire County council
- Eucharistic ministry - assisting with the services in the local parish
- Representative on the Bishops' Conference's Committee for Interreligious Dialogue
- Safeguarding representative
- The Daughters of Wisdom Representative on the Conference of Religious in Scotland

The Charity is registered with the Office of the Scottish Charities Regulator, charity number SCO39165.

The presence and witness of the Sisters' religious life is complemented by the variety of their ministries and involvement in their local communities and parishes wherever they are present.

EVENTS IN 2024

Assisted Living Communities: Abbey House (Romsey) & Montfort (Lytham St Anne's)

Throughout 2024 Sisters in Assisted Living Communities continued to be supported by the teams of carers and other staff.

St Joseph's Church, Romsey lease to Diocese of Portsmouth

Progress was made with the drafting of the lease during 2024, but further delays arose due to changes of personnel at the solicitors acting for each party and by the end of the year the lease had not been signed. The Diocese/Parish continued to use St Joseph's on the previously agreed terms pending signing of the new lease which it is anticipated will be completed by mid-2025. The duration of the lease (10 years) will not be affected by this delay.

Jubilee Celebrations

In 2024 one Sister celebrated the 70th Jubilee of her first profession and one Sister celebrated her 60th Jubilee of her first profession as a Daughters of Wisdom.

Deaths during the year

During 2024 two Sisters from the Delegation died.

Sisters had been engaged in varied ministries throughout their lives in locations in the UK and Ireland where their service touched and enriched the lives of many who they were pleased to serve.

Deep appreciation and gratitude were expressed for the Sisters' long and fruitful lives as Daughters of Wisdom and for their many years of service and prayerful reflection that they lived whilst active members of the community.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

RISKS FACED BY THE CHARITY

RISK REVIEW

The Trustees, under the guidance of the Charity's auditors, have examined the major strategic, business and operational risks which the Charity faces and confirm that systems have been established to enable regular reports to be produced, in order that the necessary steps can be taken to lessen the risks.

During the year a risk register, covering all the major risks which the Charity can identify was updated and approved by the Trustees. This will be reviewed annually.

A Health and Safety Policy, which includes a Fire Policy, has been drawn up and is implemented throughout the Delegation. Following the introduction in October 2023 of new requirements to be included in the drafting a Fire Risk Assessment it was agreed that the services of the PIB Risk Management, who are already engaged by the Charity, will be used to prepare these risk assessments, and following their completion any remedial actions required will be implemented.

Safeguarding

The Charity has in place a safeguarding policy relevant to its work in England, Scotland, and Ireland. The Safeguarding Policy for the Delegation was reviewed and updated in September 2024. All members of the Charity are familiar with these policies and of the action required of them should any allegation of abuse be made to them. Each is aware that safeguarding is an integral part of the ministry they carry out in the name of the Congregation and the Church. The Charity has, with the assistance of its broker, maintained a level of insurance cover that provides protection against claims or actions arising from any such claims. Safeguarding is an agenda item at each Leadership Team meeting. Regular update training is undertaken by members of the Leadership Team in England or Ireland, as appropriate. Each Sister in the Delegation is regularly reminded of their responsibilities under the Delegation's and Congregation's Safeguarding Policy and is provided with an updated version of the policy following any substantive changes.

During the year, the Charity continued its membership of the Catholic Safeguarding Standards Agency (CSSA) and the Religious Life Safeguarding Service (RLSS). The former has a promotional, oversight and enforcement role, while the latter has a supportive, representative, and training/educational role, each with its own subscription model. The Trustees unanimously agreed to cooperate with and support the work of both organisations in whatever way they can. During the year, the Charity renewed the Disclosure and Barring Service checks for all relevant staff members.

In 2024, the Delegation was audited by the Catholic Safeguarding Standards Agency. The baseline Audit Report was published on the CSSA website and the website of the Daughters of Wisdom (GBI).

The Catholic Church in Scotland and Ireland has updated its safeguarding policies and procedures, to which the Charity remains fully compliant.

Investment performance

The Charity continues to incur an operating deficit on its day-to-day operations, but this is expected. The reasons for the operating deficit are fully understood by the Trustees and they are satisfied that the Charity has adequate reserves to meet its future financial needs. Income in recent years has been supported by the yield from the charity's investment portfolio which in 2024 amounted to £305,097 (2023: £276,803). Despite the ongoing geo-political turbulence in the world this year and the volatility of inflation rates the financial markets performed as well as could be expected. Some of the results of shareholdings were boosted by the currency fluctuations which favoured the dollar and euro against the pound, giving better anticipated results for shareholdings denominated in non-sterling currencies.

The Trustees of the Charity review performance with their investment managers each quarter against their requirements for a balanced growth/income performance and industry benchmarks. The Trustees are content that the investments performed as well as could be expected during 2024 and expressed their continued confidence in the investment managers and in the quality of information provided by them.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

Results for the year

A summary of the year's results can be found in the Statement of Financial Activities on page 16 of this report and accounts.

During the year ended 31 December 2024 total income amounted to £1,088,836 (2023: £1,209,431). Income was in line with expectations other than the investment portfolio income, as noted above. The Delegation continues to face a decline in recurring Incoming Resources as the number of Sisters reduces only a few now receive regular stipends and none receives a salary. The value of funds on the balance sheet are also affected, though only to a small degree by the movement in the pound: euro exchange rate as most of its funds are now held in sterling.

Expenditure of £1,988,266 (2023: £1,959,188) include a donation towards the work and running expenses of the Congregation's General Administration in lieu of project funding in 2023. Throughout the year, a number of Sisters were resident in Marie Louise House, for which a fee is paid to the home's managing company, Healthcare Management Trust: the average number of Sisters resident in Marie Louise House in 2024 was three, plus occasional periods of recuperation and rehabilitation for some Sisters following a stay in hospital.

Net expenditure before gains/(losses) on investments for the year was, therefore, £899,430 (2023: £749,757). Investment gains this year amounted to £717,448 (2023: £535,345).

The Leadership Team resolved during 2016 that any communities that receive financial support from the Delegation for their ongoing living costs should no longer remit to the Delegation a portion of funds held by them at the end of the year. Communities that continue to have income greater than their needs still remit three quarters of their year-end surplus to support other communities in the Delegation.

The number of communities whose income is greater than they need has dropped dramatically in recent years, while the number of communities supported by central funds is increasing.

Financial position and reserves policy

Financial position

At the end of the year to 31 December 2024 the total funds of the Charity were £18,489,246 (2023: £18,671,228). Of this some £8 million is represented by properties and other tangible fixed assets essential for the support and work of the Sisters.

£8.35 million was designated to meet the commitment to provide for the care of the older members of the Charity, which is part of the purpose of the Charity. In 2018 the Trustees agreed to draw down from the Fund to cover 50% of the nursing home fees for Sisters of the Delegation. Funds expended from the Designated Reserves during the year totalled £165,905 (2023: £150,453).

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW (continued)

Reserves policy

This report demonstrates the range of activities which the Charity continues to carry out and the responsibility the Charity has for the care and support of its members.

All the Sisters have devoted the whole of their working lives to the Congregation and are dependent upon it for all their temporal material needs. Although Sisters invariably continue to perform charitable work long past normal retirement and pension age if they are healthy enough to do so, the work is mainly non-remunerative, and the Delegation must provide for their needs and in some cases nursing care.

The Trustees have examined the need for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes, or otherwise committed. The Trustees consider that, given the nature of the Charity's work and its commitments, the level of free reserves should be not less than twelve months expenditure. At 31 December 2024 free reserves represented some 14 months of expenditure, which the Trustees believe is sufficient considering current plans and anticipated inflow of funds from disposal of properties that are likely to materialise in the next 12 to 24 months.

Restricted Funds

During a previous year, a donation was made to the Charity whose use was restricted by the donor to 'the welfare of the Sisters.' The interpretation of the Sisters' 'welfare' has been left to the discretion of the serving Trustees to define but is intended to exclude repairs and renewals to plant and property. The funds can be expended for their welfare in general or for any Sister or Sisters. There was no draw down from this fund in 2024.

Key management personnel

The Trustees have identified the General Manager, the Finance Manager, and the Wisdom Centre Manager as the key management personnel for the Charity as they directly influence day to day operation of the whole organisation and its main mission activity respectively. Total salary paid to these personnel was £180,589 in 2024 (2023: £150,182). The pay for these posts is set prior to appointment of the individuals paying regard to the market rate for equivalent posts in other charities and non-charitable organisations. A pay review for all members of staff, including key management personnel, takes place annually during the budgeting cycle and is set principally with reference to cost of living and inflationary pressures balanced against the Charity's prudent management of its resources in the context of a deficit budget. In 2024 the salary review, taking account of the exceptional rise in inflation, resulted in an increase of 3% for all staff salaries from January 2024.

PLANS FOR FUTURE PERIODS

Within the framework of the Guidance on Public Benefit, the Charity works for the:-

- Advancement of religion
- Advancement of education
- Advancement of human rights, conflict resolution and reconciliation
- Promotion of respect for the gift of Creation

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

PLANS FOR FUTURE PERIODS (continued)

During 2025 the Charity will:-

- Continue the investment of further time, effort, and resources into the ongoing spiritual and human development of the Sisters for mission.
- During the coming year, the Council of the Congregation will take place in France, at which two Sisters of the Delegation will participate.
- Continue the development of the use of the Wisdom Centre, Romsey, alongside the use of the Labyrinth and other gardens which are open to the local community.
- Jointly with other congregations and agencies develop the work of Sophia, Ireland, to promote the humanity and dignity of homeless and marginalised people.
- Continue to review the Delegation property portfolio and dispose of surplus property and undertake some major decorating works as required.
- Review its financial management, in particular its investment strategy and the designation of funds for care of its elderly members.
- Commence a discernment process to determine the future of the Delegation's ministries and properties.
- Continue to participate in discussions with the Conferences of Religious in England and Wales, Scotland and Ireland about the future direction and purpose of the respective Conferences.
- Continue to participate in the review of safeguarding practice for religious orders within the Catholic Church to ensure that the Delegation's practice stays current, relevant, and up to date, and to prepare for an audit of its safeguarding policies that is likely to take place in 2024 or 2025.

INVESTMENT POLICY

The Charity has a discretionary investment management agreement with Brewin Dolphin. The Trustees meet with the fund managers once every three to four months and ensure that the fund is managed in accordance with their written guidelines and with the religious and ethical principles of the Charity.

The investment objectives are:-

- (a) to generate enough income to fund for the foreseeable future that part of the Charity's ongoing activities currently funded by investment income
- (b) to maintain the real capital value of the investment fund in the long term

Asset allocation is benchmarked against the FTSE All Share Index weightings.

At the start of the year the portfolio opened with a value of £9,734,272, Dividend income for the year of £305,097 was higher than the previous year's income of £274,264 and £12,541 less than budgeted for the year. By the end of the year the portfolio had grown to £10,248,391 which represents steady growth during the year in market conditions that continue to be challenging.

The Trustees continue to have every confidence in the investment managers to assist them in achieving their goal of a balanced growth and yield portfolio to support the Sisters' needs and mission in future years.

AUDITORS

On 18 November 2024 the company's auditor changed its name from haysmacintyre LLP to HaysMac LLP.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (Financial Reporting Standard 102).

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity at the year end and of its income and expenditure during that year. In preparing the accounts, the Trustees are required to:-

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the Charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 15 May 2025 and signed as authorised on their behalf by:

...*Sister Maureen Seddon D.W.*...
Sister Maureen Seddon D. W.
Delegation Leader
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM

Opinion

We have audited the financial statements of the Congregation of the Daughters of Wisdom for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) regulations.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient and proper accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM (continued)

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to health and safety regulations, employment law, safeguarding regulations and Charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to depreciation charges. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Reviewing calculations for depreciation including reviewing estimated useful economic lives;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals;
- Reviewing valuations of investments; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM (continued)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

HaysMac LLP

HaysMac LLP
Statutory Auditors
Date: 15/5/2025

10 Queen Street Place
London
EC4R 1AG

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

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Donations, legacies and grants	1	1,038	-	1,038	161,149
Charitable activities		504,083	-	504,083	496,406
Investments	7	500,128	-	500,128	450,912
Other	2	83,587	-	83,587	100,964
Total income		1,088,836	-	1,088,836	1,209,431
Expenditure on:					
Raising funds		50,586	-	50,586	48,526
Charitable activities					
. Communities		1,758,492	-	1,758,492	1,692,947
. Education		6,725	-	6,725	2,457
. Missions and grants		52,054	-	52,054	84,902
. Development costs		120,409	-	120,409	130,356
Total expenditure	3	1,988,266	-	1,988,266	1,959,188
Net expenditure before net gains on investments		(899,430)	-	(899,430)	(749,757)
Net gains on investments	7	717,448	-	717,448	535,345
Net movements in funds		(181,982)	-	(181,982)	(214,412)
Total funds brought forward at 1 January 2024		18,663,690	7,538	18,671,228	18,885,640
Total funds carried forward at 31 December 2024		18,481,708	7,538	18,489,246	18,671,228

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities. Details of comparative figures by fund are disclosed in note 13.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

BALANCE SHEET

AS AT 31 DECEMBER 2024

		2024		2023	
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	6		7,762,127		8,012,897
Investments	7		10,348,528		10,221,063
Social investments	7		82,850		88,430
			<u>18,193,505</u>		<u>18,322,390</u>
CURRENT ASSETS					
Debtors	8	71,208		74,580	
Cash at bank and in hand		935,680		435,078	
		<u>1,006,888</u>		<u>509,658</u>	
CREDITORS: amounts falling due within one year	9	<u>(711,147)</u>		<u>(160,820)</u>	
NET CURRENT ASSETS			<u>295,741</u>		<u>348,838</u>
TOTAL NET ASSETS			<u><u>18,489,246</u></u>		<u><u>18,671,228</u></u>
FUNDS					
Restricted Funds	10		7,538		7,538
Unrestricted Funds					
- General Funds			10,135,825		10,151,902
- Designated Funds	10		8,345,883		8,511,788
	11		<u><u>18,489,246</u></u>		<u><u>18,671,228</u></u>

Approved by the Trustees on 15 May 2025 and signed as authorised on their behalf by:

Sv. Maureen Seddon D.W.
Sister Maureen Seddon D.W
Delegation Leader
Trustee

The accompanying notes form part of these accounts.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities:				
<i>Net cash (used in)/provided by operating activities</i>		(587,581)		(1,238,245)
Cash flows from investing activities:				
Dividends, interest and rents from investments	500,128		450,912	
Proceeds from the sale of property, plant and equipment	-		1,470	
Purchase of property, plant and equipment	(1,928)		(11,484)	
Proceeds from sale of investments	2,991,967		2,399,634	
Purchase of investments	(2,520,186)		(2,577,247)	
Movement in cash held by investment managers	118,202		226,167	
<i>Net cash provided by/(used in) investing activities</i>		1,088,183		489,452
Change in cash and cash equivalents in the reporting period		500,602		(748,793)
Cash and cash equivalents at the beginning of the reporting period		435,078		1,183,871
Cash and cash equivalents at the end of the reporting period		935,680		435,078
			2024	2023
			£	£
Reconciliation of net expenditure to net cash flow from operating activities				
Net expenditure for the reporting period			(181,982)	(214,412)
Depreciation charge			252,698	253,588
Gains on sale of fixed assets			-	(1,350)
(Gains)/losses on investments			(717,448)	(535,345)
Foreign exchange loss on social investments			5,580	-
Dividends, interest and rents from investments			(500,128)	(450,912)
Decrease/(increase) in debtors			3,372	(27,559)
Increase/(decrease) in creditors			550,327	(262,255)
Net cash (used in)/provided by investing activities			(587,581)	(1,238,245)
Analysis of cash and cash equivalents			2024	2023
			£	£
Cash in hand			935,680	435,078
Total cash and cash equivalents			935,680	435,078

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 DECEMBER 2024

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Statement of Recommended Practice for Charities (SORP 2019 Second Edition) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The charity constitutes a public benefit entity as defined by FRS 102.

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

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The trustees believe it is appropriate for the going concern basis to apply to the charity. The review of the charity's financial performance and reserves position gives the trustees every confidence that the charity remains a going concern for the foreseeable future.

Covenanted salaries and pensions

Members' salaries, pensions and superannuation are received under deeds of covenant and are stated inclusive of income tax but net of any deductions for Irish taxation, social security payments and contributions to occupational pension schemes.

Donations and legacies

Donations and legacies are recognised when receivable or when the Charity becomes legally entitled to them. Receipts of property, investments or other gifts in kind are included at market value.

Other income

All other income is accounted for when the charity becomes entitled to the income and the amount can be quantified with reasonable accuracy.

Expenditure

Expenditure on raising funds consists of investment management costs.

Charitable expenditure consists of all expenditure relating to the objects of the Charity. All costs are directly attributable to the activities under which they have been analysed.

Irrecoverable VAT is included with the category of expense to which it relates.

Tangible fixed assets

Land and buildings are stated at a Trustees' 1991 valuation plus subsequent additions at cost, allowance being made where buildings have been demolished. All other assets are included at cost.

Depreciation is calculated by the straight line method to write off the cost/value, less anticipated residual value, over the expected useful lives of assets as follows.

Depreciation is not provided on buildings under construction until they are completed and bought into use.

Freehold and long leasehold buildings	50 years
Furniture and equipment	3 to 15 years
Computer equipment	3 years
Motor vehicles	4/5 years

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

ACCOUNTING POLICIES (Continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Investments

Quoted investments are valued at their closing middle market price on the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

In addition, the Charity has established a pension scheme for certain Sisters. The scheme is a deferred annuity contract whereby a certain guaranteed sum is payable to the charity at a fixed future date. No value can readily be attributed to the contract as future returns are dependent on bonuses which in turn depend on investment returns and inflation. Therefore the asset included in the balance sheet in respect of this scheme is valued on the basis of premiums paid to date in respect of Sisters still in the scheme. Receipts on maturity are credited to the Statement of Financial Activities net of the relevant premiums.

All movements in value are shown in the Statement of Financial Activities.

Social investments

Programme related investments are included at cost.

Designated funds

The trustees have designated funds out of the unrestricted funds to provide for the Charity's commitment to provide for the retirement and care in old age and sickness of the Charity's members. Lump sums received from members' occupational pension schemes upon their retirement and transfers from general funds are credited to this fund together with income generated by designated investments.

Restricted funds

Restricted funds are held subject to specific conditions declared by the donor as explained in the financial statements.

General funds

General funds comprise funds which are available to be used for the general purposes of the charity.

Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end. Any exchange differences arising from the translation are dealt with in the Statement of Financial Activities.

Pension scheme

Contributions are made to a defined contribution pension scheme for staff. The contributions are charged to the Statement of Financial Activities when they become payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. DONATIONS AND LEGACIES

	2024	2023
	£	£
Unrestricted donations	138	842
Legacies	900	160,307
	<u>1,038</u>	<u>161,149</u>

2. OTHER INCOME

	2024	2023
	£	£
Other income	83,587	99,614
Gains on disposal of fixed assets	-	1,350
	<u>83,587</u>	<u>100,964</u>

3. EXPENDITURE

	Salaries	Depreciation	Other	2024	2023
	£	£	£	£	£
<i>Raising funds:</i>					
Investment manager's fee	-	-	50,586	50,586	48,526
<i>Charitable activities:</i>					
. Communities	386,091	252,698	1,119,703	1,758,492	1,692,947
. Education	-	-	6,725	6,725	2,457
. Missions and grants	-	-	52,054	52,054	84,902
. Development costs	63,358	-	57,051	120,409	130,356
	<u>449,449</u>	<u>252,698</u>	<u>1,286,119</u>	<u>1,988,266</u>	<u>1,959,188</u>

	2024	2023
	£	£
Missions and charitable grants comprise:		
Generalate of the Congregation	-	60,000
Alms and other charitable donations	52,054	24,902
	<u>52,054</u>	<u>84,902</u>

Expenditure includes:

Auditor's remuneration	- audit fee	<u>18,800</u>	<u>17,800</u>
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**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

3. EXPENDITURE (continued)

Comparative analysis 2023

	Salaries £	Depreciation £	Other £	2023 £
<i>Raising funds:</i>				
Investment manager's fee	-	-	48,526	48,526
<i>Charitable activities:</i>				
. Communities	378,279	253,588	1,061,080	1,692,947
. Education	-	-	2,457	2,457
. Missions and grants	-	-	84,902	84,902
. Development costs	60,276	-	70,080	130,356
	<u>438,555</u>	<u>253,588</u>	<u>1,267,045</u>	<u>1,959,188</u>

4. STAFF COSTS

	2024 £	2023 £
Wages and salaries	405,666	396,630
Social security	28,419	27,340
Other pension costs	15,364	14,585
	<u>449,449</u>	<u>438,555</u>

2024 Number	2023 Number
------------------------	------------------------

The average number of employees in the year was:

<u>24</u>	<u>23</u>
-----------	-----------

No employee received in excess of £60,000 in either year.

Total remuneration for key management personnel for the year was £180,589 (2023: £150,182).

5. TRANSACTIONS WITH THE TRUSTEES

The Trustees of the Charity are all members of a Religious Order. They have taken vows of poverty under which they renounce all rights to a personal income and assets. They are therefore entirely dependent on the charity for all their living expenses. The Trustees do not receive any payments or benefits for carrying out their duties other than their living expenses which are met by the Charity, which they receive in their capacity as members of the Religious Order.

The charity owns a property which is let to the sibling of one trustee at a fair market rent. No rent was owing at the year end.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

6. TANGIBLE FIXED ASSETS

Freehold Land and Buildings

	General £	Abbey House £	Nursing Home and Wisdom House £	Furniture and Fittings £	Motor Vehicles £	Total £
COST OR VALUATION						
At 1 January 2024	1,510,751	3,700,967	6,792,242	634,170	66,936	12,705,066
Additions	-	-	-	1,928	-	1,928
At 31 December 2024	1,510,751	3,700,967	6,792,242	636,098	66,936	12,706,994
DEPRECIATION						
At 1 January 2024	735,654	788,483	2,496,747	606,446	64,839	4,692,169
Charge for year	30,217	74,019	135,847	10,518	2,097	252,698
At 31 December 2024	765,871	862,502	2,632,594	616,964	66,936	4,944,867
NET BOOK VALUE						
At 31 December 2024	744,880	2,838,465	4,159,648	19,134	-	7,762,127
At 31 December 2023	775,097	2,912,484	4,295,495	27,724	2,097	8,012,897

Included in General Freehold Land and Buildings above are leasehold buildings with a cost of £474,541 and net book value of £246,947. The depreciation charge during the year was £9,492. There were no additions or disposals during the year.

7. INVESTMENTS

Social Investment

The Trustees provided financial support in the form of an unsecured Social Impact Investment for £82,850 to assist Sophia Housing Association, Ireland in their plans to expand their services. The investment is repayable in full after 10 years (2032) or earlier on demand. Interest of 1.5% will be charged on the balance each year.

This investment continues the support that the Charity has provided to Sophia Housing Association for a number of years (previously as donations) as its work with homeless people and addressing the systemic causes of homelessness aligns with the ethos and work of the Daughters of Wisdom over centuries in supporting the poorest and marginalised in society. This social impact investment is a way for the Charity to continue to be involved in this important work whilst recognising that the capacity of its members for hands-on involvement is limited by their own advancing years.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

7. INVESTMENTS (continued)

	2024	2023
	£	£
Opening market value	10,221,063	9,734,272
Additions	2,520,186	2,577,247
Disposals (sale proceeds)	(2,991,967)	(2,399,634)
Net investment gains	717,448	535,345
Movements in cash	(118,202)	(226,167)
Closing market value	<u>10,348,528</u>	<u>10,221,063</u>
Cost of investments		
- At 31 December	<u>9,284,529</u>	<u>8,792,454</u>

Analysis of Investments Held

	Quoted Investments	Unquoted Investments	Total 2024	Total 2023
	£	£	£	£
Quoted Investments:				
Government Stocks	1,681,182	-	1,681,182	1,770,864
Unit Trusts and Investment Trusts	1,053,951	-	1,053,951	1,344,497
Ordinary Shares	6,987,430	-	6,987,430	6,415,427
Property	281,024	-	281,024	314,833
Commodities	201,895	-	201,895	114,193
Unquoted Investments:				
Portfolio Cash	-	143,046	143,046	261,249
TOTAL INVESTMENTS	<u>10,205,482</u>	<u>143,046</u>	<u>10,348,528</u>	<u>10,221,063</u>

Investment Income

	2024	2023
	£	£
Listed investments	305,097	276,803
Portfolio and other cash and bank deposits	25,014	12,569
Rental income	158,508	158,508
Care home share of surplus	11,509	3,032
	<u>500,128</u>	<u>450,912</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

8. DEBTORS	2024	2023
	£	£
Accrued income	50,551	59,378
Sundry debtors and prepayment	20,657	15,202
	<u>71,208</u>	<u>74,580</u>
9. CREDITORS: amounts falling due within one year	2024	2023
	£	£
Amounts held on behalf of Sisters	660,376	105,006
Other creditors and accruals	50,771	55,814
	<u>711,147</u>	<u>160,820</u>

10. FUNDS

Restricted Funds

A donation was received in a prior year by the Charity whose use was restricted by the donor to 'the welfare of the Sisters'.

Designated Funds

Retirement Fund

This fund has been designated to provide for the Charity's commitment to provide for the retirement and care in old age and sickness of the Congregation's members. Lump sums received from members' occupational pension schemes upon their retirement and transfers from General Funds are credited to this fund. A review of the Congregation's membership has indicated that a fund of at least £9.5m would be required to finance fully the Charity's commitment to provide care for its elderly members. Towards this requirement, the Trustees, in 1999, designated to this fund the charity's investment portfolio. The level of the Charity's funds and of its commitment will be kept under review by the Trustees and further designations will be considered.

Analysis of Movements - 2024	At 1 January 2024	Expenditure	At 31 December 2024
	£	£	£
Retirement Fund	<u>8,511,788</u>	<u>(165,905)</u>	<u>8,345,883</u>
Analysis of Movements - 2023	At 1 January 2023	Expenditure	At 31 December 2023
	£	£	£
Retirement Fund	<u>8,662,241</u>	<u>(150,453)</u>	<u>8,511,788</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS - 2024

	General Fund £	Retirement Fund £	Restricted Fund £	Total £
Fund balances at 31 December 2024 are represented by:				
Tangible fixed assets	7,762,127	-	-	7,762,127
Investments	2,085,495	8,345,883	-	10,431,378
Current assets	999,350	-	7,538	1,006,888
Current liabilities	(711,147)	-	-	(711,147)
Total net assets	10,135,825	8,345,883	7,538	18,489,246
Unrealised gains included above				
On listed investment assets				1,063,999
Reconciliation of movements in unrealised gains on investments				
Unrealised gain at 1 January 2024				1,428,609
Less: amount in respect of disposals in year				(1,082,058)
Unrealised gains on revaluations in the year				346,551
Unrealised gains at 31 December 2024				1,063,999

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2023

	General Fund £	Retirement Fund £	Restricted Fund £	Total £
Fund balances at 31 December 2023 are represented by:				
Tangible fixed assets	8,012,897	-	-	8,012,897
Investments	1,797,705	8,511,788	-	10,309,493
Current assets	502,120	-	7,538	509,658
Current liabilities	(160,820)	-	-	(160,820)
Total net assets	<u>10,151,902</u>	<u>8,511,788</u>	<u>7,538</u>	<u>18,671,228</u>
Unrealised gains included above				
On listed investment assets				<u>1,428,609</u>
Reconciliation of movements in unrealised gains on investments				
Unrealised gain at 1 January 2023				1,142,010
Less: amount in respect of disposals in year				<u>(248,746)</u>
				893,264
Unrealised gains on revaluations in the year				<u>535,345</u>
Unrealised gains at 31 December 2023				<u>1,428,609</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

13. ACTIVITIES BY FUND IN PREVIOUS YEAR

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Income from:				
Donations, legacies and grants	1	161,149	-	161,149
Charitable activities		496,406	-	496,406
Investments	7	450,912	-	450,912
Other	2	100,964	-	100,964
Total income		<u>1,209,431</u>	<u>-</u>	<u>1,209,431</u>
Expenditure on:				
Raising funds		48,526	-	48,526
Charitable activities				
. Communities		1,690,485	2,462	1,692,947
. Education		2,457	-	2,457
. Missions and grants		84,902	-	84,902
. Development costs		130,356		130,356
Total expenditure	3	<u>1,956,726</u>	<u>2,462</u>	<u>1,959,188</u>
Net expenditure before net gains/(losses) on investments		(747,295)	(2,462)	(749,757)
Net gains/(losses) on investments	7	<u>535,345</u>	<u>-</u>	<u>535,345</u>
Net movements in funds		<u>(211,950)</u>	<u>(2,462)</u>	<u>(214,412)</u>
Total funds brought forward at 1 January 2023		<u>18,875,640</u>	<u>10,000</u>	<u>18,885,640</u>
Total funds carried forward at 31 December 2023		<u><u>18,663,690</u></u>	<u><u>7,538</u></u>	<u><u>18,671,228</u></u>

14. RELATED PARTY TRANSACTIONS

There were no related party transactions in the current or preceding year.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 Total £	2023 Total £
INCOME				
Salaries and stipends	-	50,404	50,404	54,176
Pensions				
Superannuation	100,458	39,732	140,190	136,800
State pensions	141,521	162,106	303,627	299,364
Attendance allowance	4,114	5,748	9,862	6,066
	<u>246,093</u>	<u>207,586</u>	<u>453,679</u>	<u>442,230</u>
Investment income				
Rented properties	158,508	-	158,508	158,508
Quoted investments	305,097	-	305,097	276,803
Bank deposit interest – general	24,515	499	25,014	12,569
Care home share of surplus	11,509	-	11,509	3,032
	<u>499,629</u>	<u>499</u>	<u>500,128</u>	<u>450,912</u>
Donations and legacies				
Other donations	50	88	138	842
Legacies	900	-	900	160,307
	<u>950</u>	<u>88</u>	<u>1,038</u>	<u>161,149</u>
Other income				
Wisdom Centre income	77,503	-	77,503	92,222
Chez Nous income	5,540	-	5,540	6,555
Miscellaneous income	380	164	544	837
	<u>83,423</u>	<u>164</u>	<u>83,587</u>	<u>99,614</u>
Total income (excluding surplus on disposal of fixed assets)	<u>830,095</u>	<u>258,741</u>	<u>1,088,836</u>	<u>1,208,081</u>
Total expenditure (pages 30 and 31)	<u>(1,519,952)</u>	<u>(468,314)</u>	<u>(1,988,266)</u>	<u>(1,959,188)</u>
Net expenditure before investment gains/(losses) and exceptional items	<u>(689,857)</u>	<u>(209,573)</u>	<u>(899,430)</u>	<u>(751,107)</u>
Surplus on disposal of tangible fixed assets	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,350</u>
Net expenditure before investment gains/(losses)	<u>(689,857)</u>	<u>(209,573)</u>	<u>(899,430)</u>	<u>(749,757)</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Continued)

CHARITABLE EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 £	2023 £
Charitable activities				
OCCUPANCY				
Insurances	7,651	17,814	25,465	16,218
Rents	12,913	5,299	18,212	21,677
Repairs and maintenance	168,838	73,278	242,116	204,251
Council tax	8,104	7,985	16,089	14,389
Water rates	917	2,638	3,555	3,187
Gas and electricity	9,493	54,959	64,452	71,948
Other	-	17,021	17,021	19,262
Depreciation	250,598	-	250,598	251,488
	<u>458,514</u>	<u>178,994</u>	<u>637,508</u>	<u>602,420</u>
COMMUNITY				
Sisters' personal allowances	1,373	49,305	50,678	54,932
Food	1,441	81,078	82,519	84,947
Household	2,945	50,277	53,222	58,786
Medical	789	40,656	41,445	37,905
Nursing home charges	330,088	-	330,088	300,905
Nursing care costs	-	1,933	1,933	2,379
Funeral and expenses	15,265	-	15,265	20,911
Retreat/holidays	737	11,738	12,475	13,203
	<u>352,638</u>	<u>234,987</u>	<u>587,625</u>	<u>573,968</u>
ALMS AND DONATIONS				
Given to missions	10,000	711	10,711	60,869
Given as general donations	28,717	6,988	35,705	22,416
Masses stipends	60	579	639	1,617
	<u>38,777</u>	<u>8,278</u>	<u>47,055</u>	<u>84,902</u>
TRAVEL				
Travel fares	3,530	26,595	30,125	33,952
Motor expenses – insurances	539	-	539	753
Depreciation	2,100	-	2,100	2,100
	<u>6,169</u>	<u>26,595</u>	<u>32,764</u>	<u>36,805</u>
Carried forward	856,098	448,854	1,304,952	1,298,095

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Continued)

CHARITABLE EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 £	2023 £
Brought forward	856,098	448,854	1,304,952	1,298,095
LEGAL AND PROFESSIONAL				
Professional fees				
Less allocated to management and administration and Investment managers' fees (See below)	55,140 (24,730)	- -	55,140 (24,730)	39,254 (20,090)
	<u>30,410</u>	<u>-</u>	<u>30,410</u>	<u>19,164</u>
OTHER				
Wages, salaries, tax and NI	376,572	9,519	386,091	378,279
Bank charges/card fees	322	1,110	1,432	1,697
Courses, education	6,424	302	6,726	2,457
Conferences and retreats	1,156	325	1,481	10,097
Associations/subscriptions	4,231	-	4,231	1,468
Library	369	5,354	5,723	6,034
General office expenses and small repairs	20,945	2,850	23,795	24,548
Safeguarding and advertising	14,097	-	14,097	14,725
Exchange (gain)/loss	8,410	-	8,410	3,652
	<u>432,526</u>	<u>19,460</u>	<u>451,986</u>	<u>442,957</u>
DEVELOPMENT COSTS				
Leadership expenses	17,011	-	17,011	10,777
Provincial House, Chez Nous & Leadership	23,057	-	23,057	18,712
The Cottage, Sligo expenses	773	-	773	-
Wisdom Centre expenses	21,403	-	21,403	40,591
Wisdom Centre salaries	63,358	-	63,358	60,276
	<u>125,602</u>	<u>-</u>	<u>125,602</u>	<u>130,356</u>
Investment managers' fees	50,586	-	50,586	48,526
Costs of raising funds	<u>50,586</u>	<u>-</u>	<u>50,586</u>	<u>48,526</u>
MANAGEMENT AND ADMINISTRATION				
Audit and accountancy: HaysMac LLP	24,730	-	24,730	20,090
TOTAL EXPENDITURE	<u>1,519,952</u>	<u>468,314</u>	<u>1,988,266</u>	<u>1,959,188</u>

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

PROVINCE OF GREAT BRITAIN AND IRELAND

(Registered Charity Number: 234184)

(Charity Registered in Scotland Number: SCO39165)

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 DECEMBER 2024**

HaysMac LLP
Chartered Accountants
Registered Auditors
London

THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND

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**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
OTHERWISE KNOWN AS “SISTERS OF LA SAGESSE”**

LEGAL AND ADMINISTRATIVE DETAILS

Registered Charity Number	234184
Scottish Registered Charities Number	SCO39165
Charities Regulatory Authority (Ireland)	20007140
Delegation Leader	Sister Maureen Seddon
Delegation Treasurer	Sister Siobhán Boyle
Named Trustees	Sister Maureen Seddon Sister Patricia Reilly Sister Marie Turner Sister Siobhán Boyle
Address	Provincial Administration Wisdom House Romsey Hampshire SO51 8EL
Principal Bankers	CAF Bank Kings Hill Avenue Kings Hill, West Malling Kent ME19 4JQ
Solicitors	Stone King LLP 13 Queen Square Bath BA1 2HJ
Auditor	HaysMac LLP 10 Queen Street Place London EC4R 1AG
Investment Managers	Brewin Dolphin 12 Smithfield Street London EC1A 9BD
Governing Instrument	Trust deed dated 2 March 1964
Objects	Such charitable purposes which advance the religious and other charitable work for the time being carried on by or under the direction of the Congregation as the Trustees, with the approval of the Provincial, shall from time to time think fit.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report and the financial statements of the Charity for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies, set out on pages 19 and 20, and comply with the Charity's trust deed, applicable law and the requirements of the Statement of Recommended Practice for Charities (SORP 2019 2nd edition).

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

1. The Congregation is an International Religious Congregation founded in France in 1703. It is administered by a Congregational Leader and her Council, who are appointed every six years at a General Chapter of representatives of all the Entities of the Congregation worldwide. The Congregational Leadership Team is based in Paris. The Congregational Leadership Team has been in office since June 2024 and has a mandate until June 2030.

2. Situated throughout the five continents, the Daughters of Wisdom commit themselves to radically living the Gospel values. In a rapidly changing world where the domination of the economy, climate change and the ever-growing gap between the rich and poor generates injustice and violence, the Sisters endeavour to be a voice for the voiceless, participating in collective actions that oppose the causes of injustice and promote the values of justice, peace, and respect for creation.

AIM AND PURPOSE OF THE CHARITY

The principal objective of the Charity is to apply the assets of the Trust for such charitable purposes as shall advance the religious and other charitable work carried out by the Congregation of the Daughters of Wisdom. By caring for individual members of the Congregation throughout their lives, the Charity aims to enable and support the Sisters to live out their lives as fully as possible as Daughters of Wisdom through a variety of ministries and their witness to the Gospel values.

When setting the objectives and planning the work of the Charity for the year, and when discerning the ministries of individual Sisters, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular, to its supplementary guidance on the Advancement of Religion. With the reducing number of Sisters in the Delegation and their advancing years, the variety of ministries in which they are actively engaged is changing, they fulfil their mission and ministry in diverse areas of their capabilities. These include:

Reflection and Prayer

The Sisters of the Delegation are called to a life of prayer and apostolic service which they expressed for many years in ministry such as schools, nursing and in many forms of pastoral care in parishes wherever the Sisters were located, both in the UK and overseas. Whilst their capabilities to carry on the physical aspects of such tasks have diminished, the Sisters maintain their life of prayer and connections with many of the works in which they were involved. Prayer is part of the Sisters' communal life together and is the way in which they can continue to be involved in the works of the Congregation throughout the world. Members of the Delegation have continued to meet via Zoom for shared prayer and reflection and have continued to use this method to keep in touch with one another and support those who live at a distance from another Sister.

The charism and spirituality of the Daughters of Wisdom animates the life of all the Sisters and is especially promoted in the Wisdom Centres in Romsey and Dublin. Supported by and in collaboration with their lay staff, the Sisters offer a space of prayer, reflection and quiet in a calm setting for diverse groups and needs. The Sisters in Romsey welcome to their gardens and the labyrinth those seeking a quiet space or who simply want to appreciate the beauty of nature. They are also pleased to welcome into this space families with children, when the quiet of the space is briefly interrupted by joy, laughter, and shrieks of enjoyment.

The Friends of Wisdom, an international lay association of the Daughters of Wisdom continued to meet both online and in person in Romsey. A new group of five began in February 2022 accompanied by two of the Sisters. Four of them made their commitment after Easter 2024. A third group began the formation programme online in September 2023. All continue to participate on a regular basis.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Social and pastoral ministry

Members of the Delegation of Great Britain and Ireland (GBI) are involved in diverse forms of social and pastoral ministry. The main aim of the Sisters is to help the poor and marginalised in society regardless of their personal background, gender, or individual circumstances. Their ministry of welcome is evident in both the Wisdom Centre and in their community homes where the Sisters and the staff welcome people to participate in planned activities or who seek the comfort and joy of companionship and prayer. The ministry of 'presence' is of paramount importance especially for those Sisters who are no longer able to engage in active ministry.

Working as an international Congregation

Daughters of Wisdom as members of a worldwide Congregation of religious women participate in international meetings and works of the Congregation outside Great Britain and Ireland. Some spent most of their active ministry overseas while others participated in projects and initiatives in conjunction with Sisters from other entities. A Sister from the Delegation has served throughout this period as Executive Director of UNANIMA International in New York.

The Delegation continues to support not only the members of the Delegation of Great Britain and Ireland, but also to remit funds to the Generalate to support the mission of the Congregation to the poorest and marginalised in under-developed and emerging communities in the various parts of the world where the Congregation is present.

In 2024, the Trustees agreed to support the reconstruction of a home for vulnerable girls in Bangalore – The Asha Deep Project. The Daughters of Wisdom agreed to support this project in 2024 and would be sympathetic to requests for further support in future years.

The number of Sisters in the Delegation on 31 December 2024 was:

Below UK state pension age (66yrs)	1	(2023: 1)
Over pensionable age	27	(2023: 29)

During this period none of the Sisters received salaries and only a few received a stipend, including the Sister whose ministry is based at the United Nations in New York. Any income received by the Sisters is covenanted to the Charity in accordance with their vow of poverty.

The Delegation Leader and the Delegation Treasurer participated in the General Chapter from 22nd June to 23rd July in Angers, France. Before and after the General Chapter, a delegation Assembly took place which included Sisters unable to travel to participate via Zoom.

OBJECTIVES AND ACTIVITIES

Throughout the Delegation the Sisters, mainly retired and on a voluntary basis, are involved in a diversity of ministries. In everything they do, the Sisters aim to reveal the compassionate face of Wisdom. In every sphere of their activity, they seek to work with people who are excluded from mainstream society, refugees, people who have been trafficked, abused, who are homeless or are drug addicts, or who have mental health needs. All are invited to join Wisdom's banquet just as Jesus embodied in his life the ultimate model of inclusivity and abundance.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Typical examples of individual activities are:-

- Outreach to Caribbean and ethnic minority communities
- Visiting sick and housebound people in their homes and in care homes
- Working with and on behalf of homeless people and refugees
- Spiritual accompaniment
- Parish visiting
- Involvement in Justice and Peace Groups
- Ecumenical and interfaith activities
- Teaching English to migrants and refugees
- Support to ex-prisoners who live under licence in the community
- Support to vulnerable families.

One Sister resident in each jurisdiction held the position of Safeguarding Representative in Ireland, Scotland and England/Wales.

ILLUSTRATIONS OF THE SISTERS' WORK

Set out below are some examples of the Sisters' ministries of which collaboration forms an important part. These illustrate the range of their work and the contribution which they make to society:-

Wisdom Centre, Romsey

Having developed several new ministries in recent years, for 2024, Wisdom Centre anticipated further expansion of community and wellbeing activities. However, with a staff member absent for almost half a year, the team, supported by the Daughters of Wisdom and volunteers, successfully focused resources on the already scheduled programme. Despite manifest challenges, planned spiritual events and spiritual groups achieved an increase in expected attendance with an upward trend on prior years. Against a backdrop of declining Church attendance, Our Ecumenical approach and inclusion of spiritual and well-being teachings from other traditions continues to widen the spectrum of participation.

We have four active volunteers in Wisdom Centre. Many groups and reflective days are volunteer-led, and two Daughters of Wisdom continue to volunteer at the Centre.

2024 has been another positive year for Wisdom Centre. Another key staff member's absence will further impact activities in early 2025. We thank our volunteers, staff, and DW leadership team for supporting our activities during a more challenging year than expected.

Marie Louise House, Romsey

Marie Louise House was built because the Sisters had a vision of the needs of the future and realised that there was a need to provide nursing care both for Sisters and for people in the area. Marie Louise House opened in June 2005 with accommodation for 46 residents. The initial 15-year lease to Healthcare Management Trust was succeeded by a 10-year lease that will be in place until May 2030. At the end of 2024 three Sisters were resident in Marie Louise House.

Marie Louise House is managed by the Healthcare Management Trust (HMT), a registered charity. It is open to people of all faiths and none. The Home is run on an ecumenical basis: services are arranged with the different local church ministers and parishioners. At the end of 2022, a new CEO for HMT was appointed and began a review of its operations and effectiveness in 2023. Following this review, HMT published a five-year strategy in 2024. At present no major changes are planned that will influence the continuing operation of Marie Louise House.

The Trustees readily acknowledge the dedication and hard work on the part of the Home Manager and all the local staff in maintaining the spirit, quality, and ethos of Marie Louise House throughout this time, and the contribution to that of HMT's Senior Management Team.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

St Joseph's Church, Romsey

The Convent Chapel (St Joseph's Church) is the local parish church which is leased to the Diocese of Portsmouth for a peppercorn rent. The support of the Sisters in various roles in the ministry of the Parish is greatly appreciated.

Sophia Housing Association, Ireland

Sophia Housing Association was founded in 1997 to support those who are homeless by providing accommodation within a holistic setting that helps them to address the causes of their homelessness. It also lobbies politicians and governments to develop policies and initiatives to address the complex root causes of homelessness in society. The work of Sophia is supported by numerous religious congregations in Ireland. Sophia's strategic growth is supported by a fundraising campaign and by the social impact investment that the Daughters of Wisdom supported. This investment has been made for a 10-year period but is repayable to the Daughters of Wisdom in full at any time during the term of the investment if requested. The dividend from the investment is used in the main to support the work and mission of Sophia with only a small percentage being returned to the Daughters of Wisdom.

St Cecilia's School, Cregg, Ireland

St Cecilia's School which provides person-centred education for students with moderate to severe learning disabilities was founded by the Daughters of Wisdom and it is to be the legacy left to the people of the Sligo and its surrounding counties to continue the ethos, spirit and the work of the Daughters of Wisdom for as long as there is a need for the specialist education that it offers.

The Daughters of Wisdom continue to be the freeholder of the school land which will operate under a long leasehold of the property. The School has been given extended territory within the site to enable them to update and extend their facilities in due course. During the year, the Delegation Leader served as Patron of St Cecilia's. It is planned that following the completion of a number of formalities and of securing approval from the Minister for Education, Patronage of St Cecilia's School will be transferred to the local Bishop of the Elphin/Achonry Diocese.

The Sisters made a commitment in 2021 to support St Cecilia's School's transition to independence from the larger Cregg site with a donation of €5,000 per year for five years. The fourth payment of €5,000 was made in September 2024. Subsequent donations will be made at the start of each school year.

UNANIMA International

UNANIMA is an international Non-Governmental Organisation (NGO) with UN Economic and Social Council (ECOSOC) special accreditation. UNANIMA International represents 23 religious Congregations and 22,000 religious worldwide, and it aligns closely with the Daughters of Wisdom's objectives, namely, to defend and empower women children, immigrants, and refugees, and to live in harmony with creation. Its main function is to give voice in the corridors of power to those who are often overlooked and least well served by current programmes and policies. The Congregation Leadership Team recognised the parallels between UNANIMA's and its own ethos, vision, and aspiration of spreading Wisdom values in our world. One Sister from the Delegation served as Executive Director of UNANIMA throughout 2024 and was based mainly in New York. The Sister's role with UNANIMA will finish in 2025.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

GOVERNANCE, STRUCTURE AND MANAGEMENT

Charitable Trust

In terms of Civil law, the Charity is governed by a Trust Deed dated 2 March 1964 and is a registered charity – Charity Registration No 234184 (England and Wales) Registration No SCO38165 (Scotland) and Registration No 20007140 (Ireland).

The accounts accompanying this report are the accounts of the Charitable Trust in which the assets of the Delegation of Great Britain and Ireland are held.

The Delegation of Great Britain & Ireland

In June 2015, the Province of Great Britain & Ireland changed canonical status to that of a Delegation of the Congregation. This has no impact on the governance of the registered Charity, and the appointed Trustees retain full control of and accountability for the Charity's assets, activities, and expenditure. The day to day running of the Charity and care of the Sisters remains the responsibility of the Delegation Leader, Sr Maureen Seddon, and her Council. Sr Siobhán Boyle was appointed to the role of Delegation Treasurer, succeeding Sr Jean Butler in this post in January 2024.

Trustees

The Trustees of the registered Charity are appointed by the Delegation Leader of Great Britain and Ireland. The Delegation Leader is also a trustee.

The Trustees are responsible for the policies, activities, and assets of the Charity. They meet at least six times per year to review developments regarding the Charity or its activities and make any important decisions, having regard to the Charity Commission's guidance on public benefit, particularly the specific guidance to charities on Advancement of Religion.

During 2024 all the Trustees' meetings took place in person. When appropriate, the trustees seek advice and support from the Charity's professional advisers, property consultants, investment managers, solicitors, and accountants. The Delegation is administered from Wisdom House in Romsey, Hampshire.

ENGLAND

At the start of the year the Sisters of the Delegation lived in six communities in England: three in Romsey, two in London and one in Lancashire.

Abbey House, the original foundation of the Congregation in England, is also the location of the miraculous cure of Sr. Gerard du Calvaire in 1927 and is an important part of the history of the Delegation. For most of the year there were 12 Sisters in the community. One full-time Care Coordinator and four part-time carers supported the Sisters with their day-to-day needs and the community is assisted with cooking, cleaning, and gardening services, all of which provide a service and support to the Sisters that is highly valued by them.

Marie Louise House in Romsey is a nursing home owned by the Delegation but run as a separate entity by Healthcare Management Trust. Strong links are maintained between the community of Sisters in Marie Louise House and the other communities in Romsey. One Sister from the Delegation (living in Abbey House in Romsey) is responsible for the pastoral care of the Sisters in Marie Louise House. Sisters from the Delegation can be accommodated in Marie Louise House should they need full-time care and are also able to benefit from shorter stays there to aid with recuperation and recovery when needed. The Sisters' presence is greatly valued by the staff.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

GOVERNANCE, STRUCTURE AND MANAGEMENT (continued)

IRELAND (North and South)

The Housing Association Ltd, founded in Dublin in 1997 by the Daughters of Wisdom, continues to expand into other parts of Ireland. It also runs the Wisdom Centre in Dublin which hosts and facilitates workshops, retreats, and leadership courses for people from all faiths and none, who are looking for a peaceful place in which to reflect and dialogue. One Sister in Northern Ireland is involved in the pastoral and social ministries of her local parish.

The Charity is registered with the Charities Regulatory Authority in Ireland, number 20007140.

SCOTLAND

Two Sisters in Scotland continue to be involved in a range of pastoral ministries. These include:-

- College chaplaincy
- Visiting the sick, elderly and bereaved
- Serving on the Fairtrade Steering Group of Renfrewshire County council
- Eucharistic ministry - assisting with the services in the local parish
- Representative on the Bishops' Conference's Committee for Interreligious Dialogue
- Safeguarding representative
- The Daughters of Wisdom Representative on the Conference of Religious in Scotland

The Charity is registered with the Office of the Scottish Charities Regulator, charity number SCO39165.

The presence and witness of the Sisters' religious life is complemented by the variety of their ministries and involvement in their local communities and parishes wherever they are present.

EVENTS IN 2024

Assisted Living Communities: Abbey House (Romsey) & Montfort (Lytham St Anne's)

Throughout 2024 Sisters in Assisted Living Communities continued to be supported by the teams of carers and other staff.

St Joseph's Church, Romsey lease to Diocese of Portsmouth

Progress was made with the drafting of the lease during 2024, but further delays arose due to changes of personnel at the solicitors acting for each party and by the end of the year the lease had not been signed. The Diocese/Parish continued to use St Joseph's on the previously agreed terms pending signing of the new lease which it is anticipated will be completed by mid-2025. The duration of the lease (10 years) will not be affected by this delay.

Jubilee Celebrations

In 2024 one Sister celebrated the 70th Jubilee of her first profession and one Sister celebrated her 60th Jubilee of her first profession as a Daughters of Wisdom.

Deaths during the year

During 2024 two Sisters from the Delegation died.

Sisters had been engaged in varied ministries throughout their lives in locations in the UK and Ireland where their service touched and enriched the lives of many who they were pleased to serve.

Deep appreciation and gratitude were expressed for the Sisters' long and fruitful lives as Daughters of Wisdom and for their many years of service and prayerful reflection that they lived whilst active members of the community.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

RISKS FACED BY THE CHARITY

RISK REVIEW

The Trustees, under the guidance of the Charity's auditors, have examined the major strategic, business and operational risks which the Charity faces and confirm that systems have been established to enable regular reports to be produced, in order that the necessary steps can be taken to lessen the risks.

During the year a risk register, covering all the major risks which the Charity can identify was updated and approved by the Trustees. This will be reviewed annually.

A Health and Safety Policy, which includes a Fire Policy, has been drawn up and is implemented throughout the Delegation. Following the introduction in October 2023 of new requirements to be included in the drafting a Fire Risk Assessment it was agreed that the services of the PIB Risk Management, who are already engaged by the Charity, will be used to prepare these risk assessments, and following their completion any remedial actions required will be implemented.

Safeguarding

The Charity has in place a safeguarding policy relevant to its work in England, Scotland, and Ireland. The Safeguarding Policy for the Delegation was reviewed and updated in September 2024. All members of the Charity are familiar with these policies and of the action required of them should any allegation of abuse be made to them. Each is aware that safeguarding is an integral part of the ministry they carry out in the name of the Congregation and the Church. The Charity has, with the assistance of its broker, maintained a level of insurance cover that provides protection against claims or actions arising from any such claims. Safeguarding is an agenda item at each Leadership Team meeting. Regular update training is undertaken by members of the Leadership Team in England or Ireland, as appropriate. Each Sister in the Delegation is regularly reminded of their responsibilities under the Delegation's and Congregation's Safeguarding Policy and is provided with an updated version of the policy following any substantive changes.

During the year, the Charity continued its membership of the Catholic Safeguarding Standards Agency (CSSA) and the Religious Life Safeguarding Service (RLSS). The former has a promotional, oversight and enforcement role, while the latter has a supportive, representative, and training/educational role, each with its own subscription model. The Trustees unanimously agreed to cooperate with and support the work of both organisations in whatever way they can. During the year, the Charity renewed the Disclosure and Barring Service checks for all relevant staff members.

In 2024, the Delegation was audited by the Catholic Safeguarding Standards Agency. The baseline Audit Report was published on the CSSA website and the website of the Daughters of Wisdom (GBI).

The Catholic Church in Scotland and Ireland has updated its safeguarding policies and procedures, to which the Charity remains fully compliant.

Investment performance

The Charity continues to incur an operating deficit on its day-to-day operations, but this is expected. The reasons for the operating deficit are fully understood by the Trustees and they are satisfied that the Charity has adequate reserves to meet its future financial needs. Income in recent years has been supported by the yield from the charity's investment portfolio which in 2024 amounted to £305,097 (2023: £276,803). Despite the ongoing geo-political turbulence in the world this year and the volatility of inflation rates the financial markets performed as well as could be expected. Some of the results of shareholdings were boosted by the currency fluctuations which favoured the dollar and euro against the pound, giving better anticipated results for shareholdings denominated in non-sterling currencies.

The Trustees of the Charity review performance with their investment managers each quarter against their requirements for a balanced growth/income performance and industry benchmarks. The Trustees are content that the investments performed as well as could be expected during 2024 and expressed their continued confidence in the investment managers and in the quality of information provided by them.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

Results for the year

A summary of the year's results can be found in the Statement of Financial Activities on page 16 of this report and accounts.

During the year ended 31 December 2024 total income amounted to £1,088,836 (2023: £1,209,431). Income was in line with expectations other than the investment portfolio income, as noted above. The Delegation continues to face a decline in recurring Incoming Resources as the number of Sisters reduces only a few now receive regular stipends and none receives a salary. The value of funds on the balance sheet are also affected, though only to a small degree by the movement in the pound: euro exchange rate as most of its funds are now held in sterling.

Expenditure of £1,988,266 (2023: £1,959,188) include a donation towards the work and running expenses of the Congregation's General Administration in lieu of project funding in 2023. Throughout the year, a number of Sisters were resident in Marie Louise House, for which a fee is paid to the home's managing company, Healthcare Management Trust: the average number of Sisters resident in Marie Louise House in 2024 was three, plus occasional periods of recuperation and rehabilitation for some Sisters following a stay in hospital.

Net expenditure before gains/(losses) on investments for the year was, therefore, £899,430 (2023: £749,757). Investment gains this year amounted to £717,448 (2023: £535,345).

The Leadership Team resolved during 2016 that any communities that receive financial support from the Delegation for their ongoing living costs should no longer remit to the Delegation a portion of funds held by them at the end of the year. Communities that continue to have income greater than their needs still remit three quarters of their year-end surplus to support other communities in the Delegation.

The number of communities whose income is greater than they need has dropped dramatically in recent years, while the number of communities supported by central funds is increasing.

Financial position and reserves policy

Financial position

At the end of the year to 31 December 2024 the total funds of the Charity were £18,489,246 (2023: £18,671,228). Of this some £8 million is represented by properties and other tangible fixed assets essential for the support and work of the Sisters.

£8.35 million was designated to meet the commitment to provide for the care of the older members of the Charity, which is part of the purpose of the Charity. In 2018 the Trustees agreed to draw down from the Fund to cover 50% of the nursing home fees for Sisters of the Delegation. Funds expended from the Designated Reserves during the year totalled £165,905 (2023: £150,453).

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW (continued)

Reserves policy

This report demonstrates the range of activities which the Charity continues to carry out and the responsibility the Charity has for the care and support of its members.

All the Sisters have devoted the whole of their working lives to the Congregation and are dependent upon it for all their temporal material needs. Although Sisters invariably continue to perform charitable work long past normal retirement and pension age if they are healthy enough to do so, the work is mainly non-remunerative, and the Delegation must provide for their needs and in some cases nursing care.

The Trustees have examined the need for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes, or otherwise committed. The Trustees consider that, given the nature of the Charity's work and its commitments, the level of free reserves should be not less than twelve months expenditure. At 31 December 2024 free reserves represented some 14 months of expenditure, which the Trustees believe is sufficient considering current plans and anticipated inflow of funds from disposal of properties that are likely to materialise in the next 12 to 24 months.

Restricted Funds

During a previous year, a donation was made to the Charity whose use was restricted by the donor to 'the welfare of the Sisters.' The interpretation of the Sisters' 'welfare' has been left to the discretion of the serving Trustees to define but is intended to exclude repairs and renewals to plant and property. The funds can be expended for their welfare in general or for any Sister or Sisters. There was no draw down from this fund in 2024.

Key management personnel

The Trustees have identified the General Manager, the Finance Manager, and the Wisdom Centre Manager as the key management personnel for the Charity as they directly influence day to day operation of the whole organisation and its main mission activity respectively. Total salary paid to these personnel was £180,589 in 2024 (2023: £150,182). The pay for these posts is set prior to appointment of the individuals paying regard to the market rate for equivalent posts in other charities and non-charitable organisations. A pay review for all members of staff, including key management personnel, takes place annually during the budgeting cycle and is set principally with reference to cost of living and inflationary pressures balanced against the Charity's prudent management of its resources in the context of a deficit budget. In 2024 the salary review, taking account of the exceptional rise in inflation, resulted in an increase of 3% for all staff salaries from January 2024.

PLANS FOR FUTURE PERIODS

Within the framework of the Guidance on Public Benefit, the Charity works for the:-

- Advancement of religion
- Advancement of education
- Advancement of human rights, conflict resolution and reconciliation
- Promotion of respect for the gift of Creation

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

PLANS FOR FUTURE PERIODS (continued)

During 2025 the Charity will:-

- Continue the investment of further time, effort, and resources into the ongoing spiritual and human development of the Sisters for mission.
- During the coming year, the Council of the Congregation will take place in France, at which two Sisters of the Delegation will participate.
- Continue the development of the use of the Wisdom Centre, Romsey, alongside the use of the Labyrinth and other gardens which are open to the local community.
- Jointly with other congregations and agencies develop the work of Sophia, Ireland, to promote the humanity and dignity of homeless and marginalised people.
- Continue to review the Delegation property portfolio and dispose of surplus property and undertake some major decorating works as required.
- Review its financial management, in particular its investment strategy and the designation of funds for care of its elderly members.
- Commence a discernment process to determine the future of the Delegation's ministries and properties.
- Continue to participate in discussions with the Conferences of Religious in England and Wales, Scotland and Ireland about the future direction and purpose of the respective Conferences.
- Continue to participate in the review of safeguarding practice for religious orders within the Catholic Church to ensure that the Delegation's practice stays current, relevant, and up to date, and to prepare for an audit of its safeguarding policies that is likely to take place in 2024 or 2025.

INVESTMENT POLICY

The Charity has a discretionary investment management agreement with Brewin Dolphin. The Trustees meet with the fund managers once every three to four months and ensure that the fund is managed in accordance with their written guidelines and with the religious and ethical principles of the Charity.

The investment objectives are:-

- (a) to generate enough income to fund for the foreseeable future that part of the Charity's ongoing activities currently funded by investment income
- (b) to maintain the real capital value of the investment fund in the long term

Asset allocation is benchmarked against the FTSE All Share Index weightings.

At the start of the year the portfolio opened with a value of £9,734,272, Dividend income for the year of £305,097 was higher than the previous year's income of £274,264 and £12,541 less than budgeted for the year. By the end of the year the portfolio had grown to £10,248,391 which represents steady growth during the year in market conditions that continue to be challenging.

The Trustees continue to have every confidence in the investment managers to assist them in achieving their goal of a balanced growth and yield portfolio to support the Sisters' needs and mission in future years.

AUDITORS

On 18 November 2024 the company's auditor changed its name from haysmacintyre LLP to HaysMac LLP.

THE CONGREGATION OF THE DAUGHTERS OF WISDOM

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (Financial Reporting Standard 102).

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity at the year end and of its income and expenditure during that year. In preparing the accounts, the Trustees are required to:-

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the Charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 15 May 2025 and signed as authorised on their behalf by:

...*Sister Maureen Seddon D.W.*...
Sister Maureen Seddon D. W.
Delegation Leader
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM

Opinion

We have audited the financial statements of the Congregation of the Daughters of Wisdom for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) regulations.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient and proper accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM (continued)

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to health and safety regulations, employment law, safeguarding regulations and Charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to depreciation charges. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Reviewing calculations for depreciation including reviewing estimated useful economic lives;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals;
- Reviewing valuations of investments; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CONGREGATION OF THE DAUGHTERS OF WISDOM (continued)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

HaysMac LLP

HaysMac LLP
Statutory Auditors
Date: 15/5/2025

10 Queen Street Place
London
EC4R 1AG

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

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Donations, legacies and grants	1	1,038	-	1,038	161,149
Charitable activities		504,083	-	504,083	496,406
Investments	7	500,128	-	500,128	450,912
Other	2	83,587	-	83,587	100,964
Total income		1,088,836	-	1,088,836	1,209,431
Expenditure on:					
Raising funds		50,586	-	50,586	48,526
Charitable activities					
. Communities		1,758,492	-	1,758,492	1,692,947
. Education		6,725	-	6,725	2,457
. Missions and grants		52,054	-	52,054	84,902
. Development costs		120,409	-	120,409	130,356
Total expenditure	3	1,988,266	-	1,988,266	1,959,188
Net expenditure before net gains on investments		(899,430)	-	(899,430)	(749,757)
Net gains on investments	7	717,448	-	717,448	535,345
Net movements in funds		(181,982)	-	(181,982)	(214,412)
Total funds brought forward at 1 January 2024		18,663,690	7,538	18,671,228	18,885,640
Total funds carried forward at 31 December 2024		18,481,708	7,538	18,489,246	18,671,228

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities. Details of comparative figures by fund are disclosed in note 13.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

BALANCE SHEET

AS AT 31 DECEMBER 2024

		2024		2023	
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	6		7,762,127		8,012,897
Investments	7		10,348,528		10,221,063
Social investments	7		82,850		88,430
			<u>18,193,505</u>		<u>18,322,390</u>
CURRENT ASSETS					
Debtors	8	71,208		74,580	
Cash at bank and in hand		935,680		435,078	
		<u>1,006,888</u>		<u>509,658</u>	
CREDITORS: amounts falling due within one year	9	<u>(711,147)</u>		<u>(160,820)</u>	
NET CURRENT ASSETS			<u>295,741</u>		<u>348,838</u>
TOTAL NET ASSETS			<u><u>18,489,246</u></u>		<u><u>18,671,228</u></u>
FUNDS					
Restricted Funds	10		7,538		7,538
Unrestricted Funds					
- General Funds			10,135,825		10,151,902
- Designated Funds	10		8,345,883		8,511,788
	11		<u><u>18,489,246</u></u>		<u><u>18,671,228</u></u>

Approved by the Trustees on 15 May 2025 and signed as authorised on their behalf by:

Sr. Maureen Seddon D.W.
Sister Maureen Seddon D.W.
Delegation Leader
Trustee

The accompanying notes form part of these accounts.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities:				
<i>Net cash (used in)/provided by operating activities</i>		(587,581)		(1,238,245)
Cash flows from investing activities:				
Dividends, interest and rents from investments	500,128		450,912	
Proceeds from the sale of property, plant and equipment	-		1,470	
Purchase of property, plant and equipment	(1,928)		(11,484)	
Proceeds from sale of investments	2,991,967		2,399,634	
Purchase of investments	(2,520,186)		(2,577,247)	
Movement in cash held by investment managers	118,202		226,167	
<i>Net cash provided by/(used in) investing activities</i>		1,088,183		489,452
Change in cash and cash equivalents in the reporting period		500,602		(748,793)
Cash and cash equivalents at the beginning of the reporting period		435,078		1,183,871
Cash and cash equivalents at the end of the reporting period		935,680		435,078
			2024	2023
			£	£
Reconciliation of net expenditure to net cash flow from operating activities				
Net expenditure for the reporting period			(181,982)	(214,412)
Depreciation charge			252,698	253,588
Gains on sale of fixed assets			-	(1,350)
(Gains)/losses on investments			(717,448)	(535,345)
Foreign exchange loss on social investments			5,580	-
Dividends, interest and rents from investments			(500,128)	(450,912)
Decrease/(increase) in debtors			3,372	(27,559)
Increase/(decrease) in creditors			550,327	(262,255)
Net cash (used in)/provided by investing activities			(587,581)	(1,238,245)
Analysis of cash and cash equivalents			2024	2023
			£	£
Cash in hand			935,680	435,078
Total cash and cash equivalents			935,680	435,078

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 DECEMBER 2024

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Statement of Recommended Practice for Charities (SORP 2019 Second Edition) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The charity constitutes a public benefit entity as defined by FRS 102.

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

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The trustees believe it is appropriate for the going concern basis to apply to the charity. The review of the charity's financial performance and reserves position gives the trustees every confidence that the charity remains a going concern for the foreseeable future.

Covenanted salaries and pensions

Members' salaries, pensions and superannuation are received under deeds of covenant and are stated inclusive of income tax but net of any deductions for Irish taxation, social security payments and contributions to occupational pension schemes.

Donations and legacies

Donations and legacies are recognised when receivable or when the Charity becomes legally entitled to them. Receipts of property, investments or other gifts in kind are included at market value.

Other income

All other income is accounted for when the charity becomes entitled to the income and the amount can be quantified with reasonable accuracy.

Expenditure

Expenditure on raising funds consists of investment management costs.

Charitable expenditure consists of all expenditure relating to the objects of the Charity. All costs are directly attributable to the activities under which they have been analysed.

Irrecoverable VAT is included with the category of expense to which it relates.

Tangible fixed assets

Land and buildings are stated at a Trustees' 1991 valuation plus subsequent additions at cost, allowance being made where buildings have been demolished. All other assets are included at cost.

Depreciation is calculated by the straight line method to write off the cost/value, less anticipated residual value, over the expected useful lives of assets as follows.

Depreciation is not provided on buildings under construction until they are completed and brought into use.

Freehold and long leasehold buildings	50 years
Furniture and equipment	3 to 15 years
Computer equipment	3 years
Motor vehicles	4/5 years

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

ACCOUNTING POLICIES (Continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

Investments

Quoted investments are valued at their closing middle market price on the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

In addition, the Charity has established a pension scheme for certain Sisters. The scheme is a deferred annuity contract whereby a certain guaranteed sum is payable to the charity at a fixed future date. No value can readily be attributed to the contract as future returns are dependent on bonuses which in turn depend on investment returns and inflation. Therefore the asset included in the balance sheet in respect of this scheme is valued on the basis of premiums paid to date in respect of Sisters still in the scheme. Receipts on maturity are credited to the Statement of Financial Activities net of the relevant premiums.

All movements in value are shown in the Statement of Financial Activities.

Social investments

Programme related investments are included at cost.

Designated funds

The trustees have designated funds out of the unrestricted funds to provide for the Charity's commitment to provide for the retirement and care in old age and sickness of the Charity's members. Lump sums received from members' occupational pension schemes upon their retirement and transfers from general funds are credited to this fund together with income generated by designated investments.

Restricted funds

Restricted funds are held subject to specific conditions declared by the donor as explained in the financial statements.

General funds

General funds comprise funds which are available to be used for the general purposes of the charity.

Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end. Any exchange differences arising from the translation are dealt with in the Statement of Financial Activities.

Pension scheme

Contributions are made to a defined contribution pension scheme for staff. The contributions are charged to the Statement of Financial Activities when they become payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. DONATIONS AND LEGACIES

	2024	2023
	£	£
Unrestricted donations	138	842
Legacies	900	160,307
	<u>1,038</u>	<u>161,149</u>

2. OTHER INCOME

	2024	2023
	£	£
Other income	83,587	99,614
Gains on disposal of fixed assets	-	1,350
	<u>83,587</u>	<u>100,964</u>

3. EXPENDITURE

	Salaries	Depreciation	Other	2024	2023
	£	£	£	£	£
<i>Raising funds:</i>					
Investment manager's fee	-	-	50,586	50,586	48,526
<i>Charitable activities:</i>					
. Communities	386,091	252,698	1,119,703	1,758,492	1,692,947
. Education	-	-	6,725	6,725	2,457
. Missions and grants	-	-	52,054	52,054	84,902
. Development costs	63,358	-	57,051	120,409	130,356
	<u>449,449</u>	<u>252,698</u>	<u>1,286,119</u>	<u>1,988,266</u>	<u>1,959,188</u>

	2024	2023
	£	£
Missions and charitable grants comprise:		
Generalate of the Congregation	-	60,000
Alms and other charitable donations	52,054	24,902
	<u>52,054</u>	<u>84,902</u>

Expenditure includes:

Auditor's remuneration	- audit fee	<u>18,800</u>	<u>17,800</u>
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**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

3. EXPENDITURE (continued)

Comparative analysis 2023

	Salaries £	Depreciation £	Other £	2023 £
<i>Raising funds:</i>				
Investment manager's fee	-	-	48,526	48,526
<i>Charitable activities:</i>				
. Communities	378,279	253,588	1,061,080	1,692,947
. Education	-	-	2,457	2,457
. Missions and grants	-	-	84,902	84,902
. Development costs	60,276	-	70,080	130,356
	<u>438,555</u>	<u>253,588</u>	<u>1,267,045</u>	<u>1,959,188</u>

4. STAFF COSTS

	2024 £	2023 £
Wages and salaries	405,666	396,630
Social security	28,419	27,340
Other pension costs	15,364	14,585
	<u>449,449</u>	<u>438,555</u>

2024 Number	2023 Number
------------------------	------------------------

The average number of employees in the year was:

<u>24</u>	<u>23</u>
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No employee received in excess of £60,000 in either year.

Total remuneration for key management personnel for the year was £180,589 (2023: £150,182).

5. TRANSACTIONS WITH THE TRUSTEES

The Trustees of the Charity are all members of a Religious Order. They have taken vows of poverty under which they renounce all rights to a personal income and assets. They are therefore entirely dependent on the charity for all their living expenses. The Trustees do not receive any payments or benefits for carrying out their duties other than their living expenses which are met by the Charity, which they receive in their capacity as members of the Religious Order.

The charity owns a property which is let to the sibling of one trustee at a fair market rent. No rent was owing at the year end.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

6. TANGIBLE FIXED ASSETS

Freehold Land and Buildings

	General £	Abbey House £	Nursing Home and Wisdom House £	Furniture and Fittings £	Motor Vehicles £	Total £
COST OR VALUATION						
At 1 January 2024	1,510,751	3,700,967	6,792,242	634,170	66,936	12,705,066
Additions	-	-	-	1,928	-	1,928
At 31 December 2024	1,510,751	3,700,967	6,792,242	636,098	66,936	12,706,994
DEPRECIATION						
At 1 January 2024	735,654	788,483	2,496,747	606,446	64,839	4,692,169
Charge for year	30,217	74,019	135,847	10,518	2,097	252,698
At 31 December 2024	765,871	862,502	2,632,594	616,964	66,936	4,944,867
NET BOOK VALUE						
At 31 December 2024	744,880	2,838,465	4,159,648	19,134	-	7,762,127
At 31 December 2023	775,097	2,912,484	4,295,495	27,724	2,097	8,012,897

Included in General Freehold Land and Buildings above are leasehold buildings with a cost of £474,541 and net book value of £246,947. The depreciation charge during the year was £9,492. There were no additions or disposals during the year.

7. INVESTMENTS

Social Investment

The Trustees provided financial support in the form of an unsecured Social Impact Investment for £82,850 to assist Sophia Housing Association, Ireland in their plans to expand their services. The investment is repayable in full after 10 years (2032) or earlier on demand. Interest of 1.5% will be charged on the balance each year.

This investment continues the support that the Charity has provided to Sophia Housing Association for a number of years (previously as donations) as its work with homeless people and addressing the systemic causes of homelessness aligns with the ethos and work of the Daughters of Wisdom over centuries in supporting the poorest and marginalised in society. This social impact investment is a way for the Charity to continue to be involved in this important work whilst recognising that the capacity of its members for hands-on involvement is limited by their own advancing years.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

7. INVESTMENTS (continued)

	2024	2023
	£	£
Opening market value	10,221,063	9,734,272
Additions	2,520,186	2,577,247
Disposals (sale proceeds)	(2,991,967)	(2,399,634)
Net investment gains	717,448	535,345
Movements in cash	(118,202)	(226,167)
Closing market value	<u>10,348,528</u>	<u>10,221,063</u>
Cost of investments		
- At 31 December	<u>9,284,529</u>	<u>8,792,454</u>

Analysis of Investments Held

	Quoted Investments	Unquoted Investments	Total 2024	Total 2023
	£	£	£	£
Quoted Investments:				
Government Stocks	1,681,182	-	1,681,182	1,770,864
Unit Trusts and Investment Trusts	1,053,951	-	1,053,951	1,344,497
Ordinary Shares	6,987,430	-	6,987,430	6,415,427
Property	281,024	-	281,024	314,833
Commodities	201,895	-	201,895	114,193
Unquoted Investments:				
Portfolio Cash	-	143,046	143,046	261,249
TOTAL INVESTMENTS	<u>10,205,482</u>	<u>143,046</u>	<u>10,348,528</u>	<u>10,221,063</u>

Investment Income

	2024	2023
	£	£
Listed investments	305,097	276,803
Portfolio and other cash and bank deposits	25,014	12,569
Rental income	158,508	158,508
Care home share of surplus	11,509	3,032
	<u>500,128</u>	<u>450,912</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

8. DEBTORS	2024	2023
	£	£
Accrued income	50,551	59,378
Sundry debtors and prepayment	20,657	15,202
	<u>71,208</u>	<u>74,580</u>
9. CREDITORS: amounts falling due within one year	2024	2023
	£	£
Amounts held on behalf of Sisters	660,376	105,006
Other creditors and accruals	50,771	55,814
	<u>711,147</u>	<u>160,820</u>

10. FUNDS

Restricted Funds

A donation was received in a prior year by the Charity whose use was restricted by the donor to 'the welfare of the Sisters'.

Designated Funds

Retirement Fund

This fund has been designated to provide for the Charity's commitment to provide for the retirement and care in old age and sickness of the Congregation's members. Lump sums received from members' occupational pension schemes upon their retirement and transfers from General Funds are credited to this fund. A review of the Congregation's membership has indicated that a fund of at least £9.5m would be required to finance fully the Charity's commitment to provide care for its elderly members. Towards this requirement, the Trustees, in 1999, designated to this fund the charity's investment portfolio. The level of the Charity's funds and of its commitment will be kept under review by the Trustees and further designations will be considered.

Analysis of Movements - 2024	At 1 January 2024	Expenditure	At 31 December 2024
	£	£	£
Retirement Fund	<u>8,511,788</u>	<u>(165,905)</u>	<u>8,345,883</u>
Analysis of Movements - 2023	At 1 January 2023	Expenditure	At 31 December 2023
	£	£	£
Retirement Fund	<u>8,662,241</u>	<u>(150,453)</u>	<u>8,511,788</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS - 2024

	General Fund £	Retirement Fund £	Restricted Fund £	Total £
Fund balances at 31 December 2024 are represented by:				
Tangible fixed assets	7,762,127	-	-	7,762,127
Investments	2,085,495	8,345,883	-	10,431,378
Current assets	999,350	-	7,538	1,006,888
Current liabilities	(711,147)	-	-	(711,147)
Total net assets	10,135,825	8,345,883	7,538	18,489,246
Unrealised gains included above				
On listed investment assets				1,063,999
Reconciliation of movements in unrealised gains on investments				
Unrealised gain at 1 January 2024				1,428,609
Less: amount in respect of disposals in year				(1,082,058)
Unrealised gains on revaluations in the year				346,551
Unrealised gains at 31 December 2024				1,063,999

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2023

	General Fund £	Retirement Fund £	Restricted Fund £	Total £
Fund balances at 31 December 2023 are represented by:				
Tangible fixed assets	8,012,897	-	-	8,012,897
Investments	1,797,705	8,511,788	-	10,309,493
Current assets	502,120	-	7,538	509,658
Current liabilities	(160,820)	-	-	(160,820)
Total net assets	<u>10,151,902</u>	<u>8,511,788</u>	<u>7,538</u>	<u>18,671,228</u>
Unrealised gains included above				
On listed investment assets				<u>1,428,609</u>
Reconciliation of movements in unrealised gains on investments				
Unrealised gain at 1 January 2023				1,142,010
Less: amount in respect of disposals in year				<u>(248,746)</u>
				893,264
Unrealised gains on revaluations in the year				<u>535,345</u>
Unrealised gains at 31 December 2023				<u>1,428,609</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2024

13. ACTIVITIES BY FUND IN PREVIOUS YEAR

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Income from:				
Donations, legacies and grants	1	161,149	-	161,149
Charitable activities		496,406	-	496,406
Investments	7	450,912	-	450,912
Other	2	100,964	-	100,964
Total income		<u>1,209,431</u>	<u>-</u>	<u>1,209,431</u>
Expenditure on:				
Raising funds		48,526	-	48,526
Charitable activities				
. Communities		1,690,485	2,462	1,692,947
. Education		2,457	-	2,457
. Missions and grants		84,902	-	84,902
. Development costs		130,356		130,356
Total expenditure	3	<u>1,956,726</u>	<u>2,462</u>	<u>1,959,188</u>
Net expenditure before net gains/(losses) on investments		(747,295)	(2,462)	(749,757)
Net gains/(losses) on investments	7	<u>535,345</u>	<u>-</u>	<u>535,345</u>
Net movements in funds		<u>(211,950)</u>	<u>(2,462)</u>	<u>(214,412)</u>
Total funds brought forward at 1 January 2023		<u>18,875,640</u>	<u>10,000</u>	<u>18,885,640</u>
Total funds carried forward at 31 December 2023		<u><u>18,663,690</u></u>	<u><u>7,538</u></u>	<u><u>18,671,228</u></u>

14. RELATED PARTY TRANSACTIONS

There were no related party transactions in the current or preceding year.

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 Total £	2023 Total £
INCOME				
Salaries and stipends	-	50,404	50,404	54,176
Pensions				
Superannuation	100,458	39,732	140,190	136,800
State pensions	141,521	162,106	303,627	299,364
Attendance allowance	4,114	5,748	9,862	6,066
	<u>246,093</u>	<u>207,586</u>	<u>453,679</u>	<u>442,230</u>
Investment income				
Rented properties	158,508	-	158,508	158,508
Quoted investments	305,097	-	305,097	276,803
Bank deposit interest – general	24,515	499	25,014	12,569
Care home share of surplus	11,509	-	11,509	3,032
	<u>499,629</u>	<u>499</u>	<u>500,128</u>	<u>450,912</u>
Donations and legacies				
Other donations	50	88	138	842
Legacies	900	-	900	160,307
	<u>950</u>	<u>88</u>	<u>1,038</u>	<u>161,149</u>
Other income				
Wisdom Centre income	77,503	-	77,503	92,222
Chez Nous income	5,540	-	5,540	6,555
Miscellaneous income	380	164	544	837
	<u>83,423</u>	<u>164</u>	<u>83,587</u>	<u>99,614</u>
Total income (excluding surplus on disposal of fixed assets)	<u>830,095</u>	<u>258,741</u>	<u>1,088,836</u>	<u>1,208,081</u>
Total expenditure (pages 30 and 31)	<u>(1,519,952)</u>	<u>(468,314)</u>	<u>(1,988,266)</u>	<u>(1,959,188)</u>
Net expenditure before investment gains/(losses) and exceptional items	<u>(689,857)</u>	<u>(209,573)</u>	<u>(899,430)</u>	<u>(751,107)</u>
Surplus on disposal of tangible fixed assets	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,350</u>
Net expenditure before investment gains/(losses)	<u>(689,857)</u>	<u>(209,573)</u>	<u>(899,430)</u>	<u>(749,757)</u>

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Continued)

CHARITABLE EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 £	2023 £
Charitable activities				
OCCUPANCY				
Insurances	7,651	17,814	25,465	16,218
Rents	12,913	5,299	18,212	21,677
Repairs and maintenance	168,838	73,278	242,116	204,251
Council tax	8,104	7,985	16,089	14,389
Water rates	917	2,638	3,555	3,187
Gas and electricity	9,493	54,959	64,452	71,948
Other	-	17,021	17,021	19,262
Depreciation	250,598	-	250,598	251,488
	<u>458,514</u>	<u>178,994</u>	<u>637,508</u>	<u>602,420</u>
COMMUNITY				
Sisters' personal allowances	1,373	49,305	50,678	54,932
Food	1,441	81,078	82,519	84,947
Household	2,945	50,277	53,222	58,786
Medical	789	40,656	41,445	37,905
Nursing home charges	330,088	-	330,088	300,905
Nursing care costs	-	1,933	1,933	2,379
Funeral and expenses	15,265	-	15,265	20,911
Retreat/holidays	737	11,738	12,475	13,203
	<u>352,638</u>	<u>234,987</u>	<u>587,625</u>	<u>573,968</u>
ALMS AND DONATIONS				
Given to missions	10,000	711	10,711	60,869
Given as general donations	28,717	6,988	35,705	22,416
Masses stipends	60	579	639	1,617
	<u>38,777</u>	<u>8,278</u>	<u>47,055</u>	<u>84,902</u>
TRAVEL				
Travel fares	3,530	26,595	30,125	33,952
Motor expenses – insurances	539	-	539	753
Depreciation	2,100	-	2,100	2,100
	<u>6,169</u>	<u>26,595</u>	<u>32,764</u>	<u>36,805</u>
Carried forward	856,098	448,854	1,304,952	1,298,095

**THE CONGREGATION OF THE DAUGHTERS OF WISDOM
PROVINCE OF GREAT BRITAIN AND IRELAND**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Continued)

CHARITABLE EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2024

These pages do not form part of the statutory financial statements.

	Province £	Houses £	2024 £	2023 £
Brought forward	856,098	448,854	1,304,952	1,298,095
LEGAL AND PROFESSIONAL				
Professional fees				
Less allocated to management and administration and Investment managers' fees (See below)	55,140 (24,730)	- -	55,140 (24,730)	39,254 (20,090)
	<u>30,410</u>	<u>-</u>	<u>30,410</u>	<u>19,164</u>
OTHER				
Wages, salaries, tax and NI	376,572	9,519	386,091	378,279
Bank charges/card fees	322	1,110	1,432	1,697
Courses, education	6,424	302	6,726	2,457
Conferences and retreats	1,156	325	1,481	10,097
Associations/subscriptions	4,231	-	4,231	1,468
Library	369	5,354	5,723	6,034
General office expenses and small repairs	20,945	2,850	23,795	24,548
Safeguarding and advertising	14,097	-	14,097	14,725
Exchange (gain)/loss	8,410	-	8,410	3,652
	<u>432,526</u>	<u>19,460</u>	<u>451,986</u>	<u>442,957</u>
DEVELOPMENT COSTS				
Leadership expenses	17,011	-	17,011	10,777
Provincial House, Chez Nous & Leadership	23,057	-	23,057	18,712
The Cottage, Sligo expenses	773	-	773	-
Wisdom Centre expenses	21,403	-	21,403	40,591
Wisdom Centre salaries	63,358	-	63,358	60,276
	<u>125,602</u>	<u>-</u>	<u>125,602</u>	<u>130,356</u>
Investment managers' fees	50,586	-	50,586	48,526
Costs of raising funds	<u>50,586</u>	<u>-</u>	<u>50,586</u>	<u>48,526</u>
MANAGEMENT AND ADMINISTRATION				
Audit and accountancy: HaysMac LLP	24,730	-	24,730	20,090
TOTAL EXPENDITURE	<u>1,519,952</u>	<u>468,314</u>	<u>1,988,266</u>	<u>1,959,188</u>

The Congregation of the Daughters of Wisdom

Audit Findings Report

For the year ended 31 December 2024



HaysMac[★]

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1. Introduction and Executive Summary

This report summarises our key findings in connection with the audit of the financial statements of The Congregation of the Daughters of Wisdom ('the Charity') for the year ended 31 December 2024. We would like to take this opportunity to thank Andrew Campbell, Karen Peters and their team for the assistance and co-operation we have received during the course of our work.

Our audit approach

Our work was planned and performed in order to issue an audit opinion on the financial statements in accordance with International Standards on Auditing (UK) ("ISAs") and the terms of our letter of engagement. Our audit approach is a risk-based approach founded on us gaining a thorough understanding of the entity and its business in order to allow us to identify the risks of material misstatement within the financial statements. To do this, we consider both the risk inherent in the financial statements themselves and the control environment in which the entity operates. We then use this assessment to develop an effective and efficient approach to the audit.

Limitations

Our audit procedures, which have been designed to enable us to express an opinion on the financial statements, have included an examination of the transactions and the controls thereon.

Our audit included consideration of internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of internal control or to identify any significant deficiencies in their design or operation.

We have included in this report only those matters that have come to our attention as a result of our normal audit procedures and, consequently, our comments should not be regarded as a comprehensive record of all deficiencies that may exist or improvements that could be made.

Overall conclusion and opinion

At the time of issuing this report we anticipate issuing an unqualified opinion on the financial statements. Our opinion is subject to the following matters:

- Review of the Trustees' Report
- Documentation to support Sr Siobhan's patrimony receipt
- Confirmation from SHA confirming balance held on social investment
- Finalisation of going concern review
- Review of post balance sheet events up to the date of signing of the accounts including latest minutes and management accounts
- Receipt of the signed letter of representation (to be signed by the Trustees on the date of signing the accounts)

2. Significant audit risks, and other focus areas identified during audit planning

We set out below the significant audit risks identified at the planning stage and the conclusions of our audit work:

SIGNIFICANT AUDIT RISK AREA	HOW WE ADDRESSED THIS	COMMENTARY
Presumed risk of fraud in revenue recognition Under ISA 240 there is a presumed risk that revenue may be misstated due to improper revenue recognition. We are required to consider and respond to the risks of improper revenue recognition. The risk of incorrect treatment of income under UK GAAP, specifically that income is recognised in the incorrect period. We have rebutted the presumed risk in respect of the following areas: • Sisters' salaries and pensions due to their predictable nature. • Rental income due to amounts due being known in advance. • Investment income because it can be agreed from third party sources. • Legacy income measurement, due to the high profile of these streams of income due to the level of documentation generated by the legal process involved in proving entitlement.	We planned and performed specific tests to ensure income has been recorded in the correct period by testing a sample of transactions from source documentation to the ledger. We also performed testing focussing around the financial year-end, ensuring that transactions were accounted for in the correct period. We reviewed of the appropriateness of the recognition of accrued income and deferred income. We have assessed the appropriateness of the recognition policies to confirm they are in line with the requirements of the Charity SORP and FRS 102.	Our audit work on revenue did not identify any material issues.

SIGNIFICANT AUDIT RISK AREA	HOW WE ADDRESSED THIS	COMMENTARY
Presumed risk of management override We are required to consider and respond to the risks arising from management override of controls. The risk of misappropriation of assets and the risks of misrepresentation of financial information.	We considered and reviewed all areas requiring judgement or estimates in order to assess the appropriateness of the judgements and estimates made by management. We reviewed and tested journal entries made in the year, and in particular those made as part of the year-end financial reporting process. Where necessary we made further enquiries regarding any seemingly inappropriate or unusual journal or other adjustments. We incorporated unpredictability in our testing procedures.	The results of our planned audit work are considered to be satisfactory in this area.

3. Accounting and Audit Matters

i. Key accounting estimates

Significant accounting estimate & detail	Commentary
Depreciation The rate of depreciation and the useful economic lives attributed to these assets is a significant and material accounting estimate to the accounts.	The depreciation charge for the year is £253k in the 2024 accounts. We have reperformed the calculation for depreciation and ensured that the useful economic lives of each category of asset is in line with the accounting policies in the financial statements. We have also reviewed the economic lives for sense, to ensure that these are still considered to be appropriate.

ii. Letter of Representation

International Standards on Auditing require us to obtain written representations from the Trustees when you approve the financial statements. The letter contains only standard matters specific to the Charity, other than the following representation:

- We confirm, to the best of our knowledge, that we consider the social investment in Sophia House Association recognised on the balance sheet (£83k) is still recoverable
- We confirm that the charity has beneficial ownership of the long leasehold property at Balmoral Road.

iii. Misstatements

There were no unadjusted misstatements in the accounts other than clearly trivial items.

4. Financial Review

The purpose of this section of the report is to set out the key financial trends and to provide our perspective on the overall financial position.

Statement of Financial Activities

	2022	2023	2024	Income
	£	£	£	
<u>Income</u>				
Donations and legacies	11,518	161,149	1,038	Income from donations and legacies was higher in 2023 due to a legacy of £155k received from the estate of Sr Shirley Martin.
Pension income	466,575	442,230	453,679	Pension income increased due to inflationary increases in pension rates.
Salaries and stipends	41,477	54,176	50,404	
Investments and interest	277,919	292,404	341,620	Income from investments and interest received increased by £49k (16%) partially due to higher interest rates on deposits.
Rental income	158,508	158,508	158,508	
Other income	83,961	99,614	83,587	Surplus on sale of fixed assets in 2022 related to St Clare Avenue, Preston.
Exchange rate gains	-	-	-	
Surplus on sale of FAs	114,208	1,350	-	
Total income	<u>1,154,166</u>	<u>1,209,431</u>	<u>1,088,836</u>	
<u>Expenditure</u>				Expenditure
Raising funds	49,057	48,526	50,586	Cost of raising funds relates to investment manager fees which have remained consistent year on year.
Charitable activities:				Community expenditure has shown a steady rise each year.
• Communities	1,556,420	1,692,947	1,758,492	Missions and grants expenditure was higher in 2022 due to the £100k donation to the congregational mission, relating to Haiti. The main grant in 2023 was £60k to the Generalate and 2024 £10k to the Asha Deep Project in India.
• Education	6,093	2,457	6,725	
• Missions and grants	147,450	84,902	52,054	
• Development costs	110,895	130,356	120,409	Development costs have remained relatively consistent over the past 3 years.
Total expenditure	<u>1,869,915</u>	<u>1,959,188</u>	<u>1,988,266</u>	
Net expenditure before investment gains	<u>(715,749)</u>	<u>(749,757)</u>	<u>(899,430)</u>	

Balance Sheet

	2022	2023	2024
	£	£	£
Tangible fixed assets	8,255,121	8,012,897	7,762,127
Investments	9,734,272	10,221,063	10,348,528
Social Investment	88,430	88,430	82,850
Current assets	1,230,892	509,658	1,006,888
Current liabilities	(423,075)	(160,820)	(711,147)
Net assets	18,885,640	18,671,228	18,489,246
Represented by			
Restricted funds	10,000	7,538	7,538
Unrestricted funds	10,213,399	10,151,902	10,135,825
Designated funds	8,662,241	8,511,788	8,345,883
Total funds	18,885,640	18,671,228	18,489,246

Balance Sheet

Tangible fixed assets decreased in the year by £250k due to the depreciation charge in the year.

Investments have increased by £127k. This reflects the overall stock market movement in 2024.

The social investment relates to a 10 year unsecured loan to assist Sophia Housing, Ireland in their plans to expand their services. This was adjusted for foreign exchange movements at 31 December 2024.

Current assets increased by £497k. This is largely due to the increase in cash and bank by £501k due to the increase in amounts held on behalf of Sisters. Debtors decreased by £3k.

Current liabilities increased by £550k mainly due to the increase in amounts held on behalf of Sisters.

Funds Analysis

Total reserves have decreased by £182k to £18.49m. Designated funds, which represent the commitment to provide for the retirement and care of the Congregation's members, amounted to £8.35m. General funds comprise £7.76m of tangible fixed assets and £2.09m of investments. Free reserves are £2.37m which represents approximately 14 months' expenditure. The level of free reserves held at the year-end is consistent with the target level of reserves of 12 months' expenditure.

Restricted funds relate to a donation received to be spent on the welfare of the Sisters.

5. Detailed control points

During the course of our audit we may identify detailed control points that we feel need to be brought to the attention of the Trustees and certain recommendations for improvements and/or corrective action. Our audit included consideration of internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of internal control or to identify any significant deficiencies in their design or operation. The matters and detailed control points that we have identified are graded within the following framework to assist the Trustees in assessing their impact.

RATING	RATING TYPE	CHARACTERISTICS OF RATING TYPE
Significant	These findings are considered to be significant to the management of risk in the business. The finding represents a serious weakness in systems and controls currently in place or a potentially fundamental control that has been omitted from the risk management systems as currently in operation.	• Key control omitted • Key control not designed or operating effectively, for example as indicated by multiple exceptions found during our review work • Evidence of override of controls in place with significant or potentially fraudulent outcomes • Non-compliance with laws and regulations
Important	Important findings that should be reviewed by management, pending corrective action and or updates to systems and controls.	• Errors and exceptions noted during our testing that had corrected retrospectively during the year by management. • Potential improvement to existing control noted • Possibility for override of controls exists • Our review noted numerous exceptions but not in key controls
Limited	Findings that identify non-compliance with established systems and controls.	• Minor control weakness, for example limited exceptions noted during our review work
Advisory	Items requiring no immediate action but which may be of interest to management or best practice advice.	• Information for department management • Control operating but scope for efficiency and/or effectiveness improvements exist • Control operating but not necessarily in accordance with best practice • Recent or anticipated developments may necessitate new controls.

We are pleased to confirm that no new matters arose from the current year audit to bring to your attention. We provide the latest status of outstanding issues arising from previous year audits below.

Prior year

ISSUE: IT PENETRATION TESTING		CONTROL POINT RATING: ADVISORY
Risk	Our comments & proposals	Update/Management response
There is currently no regular penetration testing to determine vulnerabilities in the IT infrastructure. Unknown weaknesses may go undetected. Test file restorations are also not performed.	We recommend that penetration testing and test file restorations are performed on a regular basis to ensure they work and help identify any issues.	Update comments needed

6. Emerging issues

Charity reporting and governance matters

Charity commission guidance for charities facing decisions about donations

On 4 March 2024 the Charity Commission published guidance to help charities when deciding to accept, refuse or return a donation. Whilst the default position should be accepting donations to further a charity's objectives, the Commission appreciates that there are times when this will be difficult for a charity and has set out an approach to support trustees when making difficult decisions. The guidance is set out in a way to ensure that the law, trustee duties and charity's powers are all considered.

The guidance sets out examples of when donations must be refused or returned, donations that are likely to be refused/returned, additional considerations and how to document the decision made by trustees.

The guidance can be [found here](#).

Updated guidance on decision-making for charity trustees (CC27)

In September 2024 the Charity Commission published updates to its guidance on making trustee decisions. The aim of these updates is to make the guidance more accessible and easier to use, however the backbone of the guidance remains the seven principles developed by the courts when they reviewed decisions made by trustees, which we have set out below.

When making decisions, trustees must:

- act within their powers
- act in good faith
- be sufficiently informed
- take into account all relevant factors
- identify and disregard any irrelevant factors
- manage conflicts of interest
- ensure their decision is within the range of decisions that a reasonable trustee body could make

The revised guidance can be [found here](#).

Charity Commission guidance for charity meetings

The charity commission guidance on charity meetings was also updated in July 2024 to make it more accessible and easier to use. The guidance covers how meetings should be planned, run and recorded, and sets out the ways in which meetings can be held (face to face, virtual or hybrid). The guidance emphasises that you must check your governing document to ensure that you are acting in accordance with its rules about meetings, to ensure that decisions are not invalidated.

The guidance can be [found here](#).

Fundraising levy review

In April 2024 the Fundraising Regulator announced plans to increase their yearly fundraising levy for the first time since its introduction in 2016. Each year there are around 2,000 charities covered by the levy, which is charged to charities who are registered with the Fundraising Regulator. The levy will increase for everyone, but the more you as a charity spend on fundraising, the higher that percentage increase will be. Conversely, the less you spend on fundraising, the lower it will be.

The revised rates take effect from September 2024, with further increases from September 2025. Details of the rate changes can be [found here](#).

Financial Reporting

UK GAAP Developments – FRS 102

Following the recent Periodic Review and other amendments to UK and Ireland accounting standards, the Financial Reporting Council (FRC) has issued now revised versions of FRSs 100, 101, 102, 103, 104 and 105. The FRC has also revised the “Overview of the financial reporting framework”.

The changes to FRS 102 include the significant revisions made to leasing and revenue recognition which arose from the Periodic Review 2024. Most of these amendments are effective for accounting periods beginning on or after 1 January 2026, although those changes that relate to “supplier finance arrangements” have an earlier effective date of accounting periods beginning on or after 1 January 2025.

These amendments seek to provide greater consistency and more (but not total) alignment to international accounting standards including:

- A new 5 step model for revenue recognition, which is aligned to IFRS 15: Revenue from Contracts with Customers, (with some simplifications);
- On balance sheet lease accounting for lessees, aligned to IFRS 16: Leases, (with certain practical exemptions); and
- Other modifications to fair value measurement, uncertain tax positions, business combinations, and a revised Section 2 aligned with IASB’s Conceptual Framework..

The transition to the new requirements will take careful planning for many organisations currently following FRS 102. For instance, many organisations will see leases (and debt) hit their balance sheets for the first time. For some this will seem strange and for most will require careful planning to ensure, amongst other things, that all leases are captured, the financial effects are known, effects on reporting requirements e.g covenants are understood.

The new accounting standards are available on the [FRC website here](#). Note that despite the effective dates in the future, the new versions are described as the “current edition” with versions that are still in use described as “superseded editions”.

With the changes to FRS 102, there will also be changes to the Charities SORP, which had its last major revision in 2015 along with amendments in 2019. We are expecting its release in 2025, with an effective date from 1 January 2026 in line with the changes in FRS 102. An exposure draft of the SORP was issued in late March 2024. Along with the changes noted above, the exposure draft introduces a third tier of charity – those with income over £15m – from whom enhanced reporting in the trustees’ report is expected.

Employment Tax

Increase in employer’s National Insurance contributions (NIC)

The Government, as part of the Autumn Budget, announced an increase in employer’s Class 1 National Insurance contributions (NIC) , rising by 1.2% to 15% and the reduction to the threshold at which employers will start to pay NIC to £5,000. It is intended that threshold limit will be fixed until 5 April 2028 and will increase in line with CPI.

The increase will also apply to Class 1A NIC (benefits in kind) and Class 1B (PAYE settlement agreements) will applied from 6 April 2025.

The Employment Allowance increased from 6 April 2025 from £5,000 to £10,500. The increased allowance will be available to all employers, not just those with a Class 1 NIC liability of less than £100,000.

Increase in National Living Wage

Ahead of the Autumn Statement the Government announced increases in the National Minimum Wage and National Living Wage rate increases which came into effect from 1 April 2025.

Details	NMW rate £	Increase £	Percentage increase %
National Living Wage (21 and over)	£12.21	£0.77	6.7
18–20 year old rate	£10.00	£1.40	16.3
16–17 year old rate	£7.55	£1.15	18.0
Apprentice rate	£7.55	£1.15	18.0
Accommodation offset	£10.66	£0.67	6.7

As part of the announcement the minimum hourly rates of pay for those aged between 16–years of age and the apprentice rate have been aligned.

Employers will need to ensure that their payroll data is fully updated to reflect the increases.

[Pension salary exchange](#)

After much speculation, the Government has not made any changes in tax relief on employees' pension contributions. Furthermore, NIC will not be levied on employer pension contributions, so pension salary exchange can be used to mitigate the increase in employers NIC.

If you do not provide your employer pension in conjunction with a pension salary exchange arrangement, then this will be an ideal time to consider implementing such an arrangement, the benefits of which include:

- Providing pensions in a National Insurance efficient manner.
- Encourage employees to think about their saving for their retirement.
- Increase employee engagement.
- Help employers to maximize their salary budget.

If you already have a pension salary exchange in place, given the Government's recent announcements, now will be an ideal time to see whether it is achieving all your objectives.

The use of a tax and NIC efficient salary can also be used to provide employees with an electric car. The chargeable percentage for electric vehicles will increase by 2% in 2028/29 and 2029/30, rising to 9% in 2029/30. The use of providing an electric vehicle in conjunction with a salary sacrifice will continue to be a viable option for employers who are looking at providing cars to their employees/directors.

[Mandating the reporting of benefits in kind via payroll software](#)

The government confirms that the use of payroll software to report and pay tax on benefits in kind will become mandatory, in phases, from April 2026. This will apply to income tax and Class 1A NICs.



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