

**The Trustees' Annual Report (incorporating a Report of the Directors) and
Unaudited Financial Statements for the Year Ended 31 December 2022**

For

KINGSLEY ORGANISATION LTD

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KINGSLEY ORGANISATION LTD
THE TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their report (including Director's report) with the Financial Statements of the Charity for the year ended 31 December 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued October 2019.

Reference and administrative details

CHAIR:	S.Dent
VICE CHAIR:	J. Leslie-Smith
TRUSTEES:	M. Evans-Shoenauer
	L. Paine
	D. Soutter
	S. Woods
REGISTERED OFFICE AND PRINCIPAL OFFICE:	Kingsley Centre Forge Road Kingsley Bordon Hampshire GU35 9ND
REGISTERED COMPANY NUMBER:	2160510 (England and Wales)
REGISTERED CHARITY NUMBER:	297648
INDEPENDENT EXAMINER:	B20 Ltd Chartered Certified Accountants Charwell House Wilsom Road Alton Hampshire, GU34 2PP

BANKERS:

Cooperative Bank
PO BOX 250
Delf House
Southway
Skelmersdale
WN8 6WT

Santander
Bootle
Merseyside
L30 4GB

EXECUTIVE MANAGEMENT TEAM:

J. Casey (appointed 18 October 2022)
J. Kincaid (appointed 18 October 2022)
H. Sutton (appointed 18 October 2022)

TRADING SUBSIDIARY:

Kingsley Organisation Enterprises CIC
Company Number: 07576007 (England and Wales)
Registered Office and Principal Office:
Kingsley Centre, Forge Road, Kingsley,
Bordon, GU35 9ND

Message from the Chair of Trustees

During this year, whilst still feeling the effects of the pandemic, the Kingsley Organisation began to implement and bed down new and exciting ways of running the organisation which underpin our philosophy.

Kingsley Organisation was founded as an educational charity providing person-centred personal development and learning opportunities for disabled people in 1988. The organisation recognised this unique collaborative model when it became a 'Learning Organisation' where the whole organisation comes together to reflect and grow together, where everyone has something to contribute to improving the organisation, using collaborate and consensus working.

This year, the Trustees and Senior Managers made the decision to use a Shared Leadership model, where the Executive Team work together to manage the organisation. We all felt that this fits very well with our Mission Statement, and our collaborative, consensus-based approach to management.

The three Executive Managers began to work collaboratively ensuring, amongst other important aims that they enabled the fulfilment of the Charities Mission Statement:

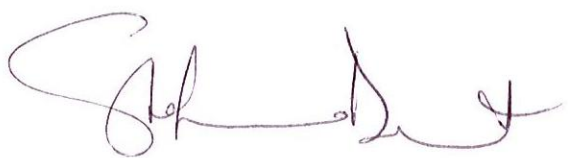
'At Kingsley Organisation we support disabled adults to pursue their ambitions by valuing each person as an individual and enabling opportunities and choice'

We have been working on ways to ensure the disabled people we support are involved in as many areas of governance as possible. This includes contributing to our Strategy for the year, through our Advisory Board, where they express their ideas about the future funding and running of the organisation. Our staff teams have also been encouraged to work in new positive ways, using their own talents to become part of how we support disabled people to achieve their independence.

Following the pandemic, we worked hard to encourage the local villagers back into the centre for coffee mornings, and to take part in other activities, ensuring a unique and vibrant community. This resulted in a fantastic community picnic to celebrate the Queen in June. The Kingsley Organisation facilitated the planning meetings where ideas and suggestions were acted upon jointly. Tables were provided by us, whilst the village provided various activities for a very successful and fun family and community get-together.

My thanks goes out to our three Executive Managers who have taken up the challenge of running the Kingsley Organisation in new ways, and all the extra work and planning this has involved.

Of course, the whole staff team should also be acknowledged for their dedication in this ever changing political world, and the resulting funding uncertainties. We look forward to an exciting future with shared leadership being a positive change in the way Kingsley Organisation presents itself to the community.

A handwritten signature in purple ink, appearing to read 'Stefani Dent', with a large, stylized initial 'S'.

Stefani Dent
Chair of Trustees

Kingsley Organisation Ltd

Chair of Trustees Review of 2022

Kingsley Centre Disability Services

The beginning of the year saw staff still taking precautions because of Covid, which included wearing masks, and taking extra care with air circulation and other preventative measures. During 2022 Chainreaction numbers were consistent, with one new Chainreaction participant while the supported volunteers numbers also stayed the same. Our decision was to continue to support only funded places, as resources and space took priority. We decided not to take on any work experience students this year for similar reasons. One member of staff left due to ill health, however we were then able to employ a Team Leader/Facilitator, and later another support worker.

The following projects took place:

2022 was the year of the Queen's Platinum Jubilee – so celebrations included making bunting, planning a menu, and baking for our afternoon tea, while on the Sunday, Jubilee celebrations were hosted for the community in the grounds behind the Centre. Chainreaction also created a large Jubilee Collage, which was photographed and sent to Queen Elizabeth. A letter was received in return, considered a great honour by all participants.

Our Garden Project has been a positive learning experience for all involved, growing plants from seed including vegetables which was a new experience for many. Some gained new skills, or revived forgotten skills. We found that gardening has helped with focus and managing anxiety.

One of our first trips following Covid was to Birdworld. We were lucky to have good weather, and found this to be a cathartic experience for the whole group. Other trips were chosen and planned, including working out costs, and completing risks assessments, participants taking the lead with support wherever possible.

Another big step forward following Covid, was encouraging cooking and baking. While this was not for the coffee shop, participants have baked for cake sales to raise funds, researched recipes and tried new things to share with the group. Rediscovered skills, learning something new, and reinforcing memory and number recognition and sequencing have all been positive consequences of these activities.

Coffee Shop

Due to Covid we have delayed the full reopening of our coffee shop, but instead adapted volunteer roles to engage them in keeping our kitchen food safety compliant and help maintain our Level 5 award from the Food Standards Agency.

Cooking skills sessions have been used to provide some excellent “tasters” to be shared by all, from the kitchen, where participants have chosen their own recipes, and ingredients.

Shop and Post Office

The shop continues to provide training and work experience for disabled adults. It provides a valuable resource and sense of achievement for each volunteer who spends time contributing to tasks such as customer service, working on the till, date checking, stock control, cleaning, ordering and restocking.

Community

The involvement of Chainreaction in the community is an important part of their experience whilst at the centre. By contributing to the running of the shop, and garden projects, they also become involved in other community activities.

Dotti Tots Nursery gave participants the opportunity to see a chick hatch and develop to producing its first egg. Participants have also enjoyed watching local wildlife, lambs and horses in the fields nearby.

A group of staff and trustees completed the Walk for Peace, which resulted in receiving a cheque for over £1,000 from Ahmadiyya Muslim Elders Association.

Christmas provided more opportunities to link with the community including a Christmas production which included performances of singing and dancing. The group made Christmas tree decorations which were sold at a pop-up stall in reception.

Chainreaction In Town – our service in London based at Hilldrop Community Centre

This was a transition year, with staff still dealing with Covid at the beginning of the year, and hopes to move back into the Centre in Highgate Community Centre. Whilst we overcame Covid, we discovered that our move had been postponed for a year.

The learning hour, was reinstated where participants request specific topics. These included philosophy, global warming, religion, fashion, nutrition, technology, and history of the music industry. Participants are encouraged to take part, discuss and debate.

Other activities have included art, craft and games. The group enjoy the garden at Hildrop Community Centre. Visits to the nearby park, shops and cafes are also taken by individuals. Some participants joined the ukulele group in the centre, to watch and enjoy the music.

Group is one of the most important experiences at Chainreaction In Town, where participants are able to express their issues, emotions and frustrations, in a confidential environment. Loss was faced by this group, following the death of one of the participants. This had a profound effect on everyone. Participants listen and support each other during these discussions. Friendships and peer support are one of the valuable achievements of group.

Parents and Carers Group

The group began having meetings every six weeks back in the Centre, following many zoom get-togethers during the pandemic. Space is provided for parents and carers to share, support each other and talk about their frustrations within many areas of their lives. This group allows people to have very valuable conversations with each other.

The group made the decision to write to Damien Hinds, our local MP. The letter raised issues about how carers feel they are not listened to, not regarded as experts. Lack of good advice was another issue along with managing benefits, finding suitable carers, and worries about who will be there for disabled adults when the parents are no longer able to take on these roles.

Advisory Board

This meeting provides space for participants, staff, and volunteers as well as members of the community to contribute to the running of the organisation. These discussions are shared with the Trustees.

There were two meetings during 2022. During the first, participants looked at applicants for the role of CEO, and gave their opinions about suitability for the post. They also looked at how a donation to the organisation could be used, and what stock the shop holds. Fundraising was also on the agenda.

The second meeting of the year included looking at how the organisation is funded, as well as looking forward to the end of year Christmas plans including the craft fayre, a show and disco.

Kingsley Centre Community Activities

The year began with continued online sessions for our leisure services until June, when it was decided that we were no longer able to support the service due to staffing and funding issues. However, the organisation agreed to have a twice yearly disco open to everyone. The first being held at Christmas and was a very successful celebration of the end of a very difficult couple of years.

We began the process of an application to National Lottery Reaching Communities funding, and a year later we have heard we were successful.

We continued to hold monthly Coffee Mornings in the Centre as well as opening up the Coffee Shop area as a Warm Hub for anyone struggling with the high energy costs over the winter.

We worked with local villagers on plans for the Queens Jubilee Picnic celebrations, which was a great success. This led to a Christmas Table Top Sale held at the Centre. It also was very successful and we hope to support other similar events in the future.



Trustees' Report

Structure, Governance and Management

The Organisation is a registered charity and a company limited by the guarantee of the members, first incorporated in 1987. It is governed by its Articles of Association as filed at Companies House.

The Trustees have the power to appoint new Trustees. Prospective Trustees are given papers, which include guidance on trusteeship, the governing document, the annual accounts and reports and other documents describing the activities of the Charity. They are invited to attend at least three Board meetings as observers before joining. Prospective Trustees are interviewed and the Organisation undertakes verification checks, which include a DBS Enhanced Disclosure and Trustees declaring that they are eligible under Charity Commission guidelines and can pass the HMRC fit and proper persons test.

The Trustees meet as required, normally every month, to discuss matters of strategy and policy. Day to day management of the Organisation is delegated to an Executive Management Team.

The Charity set up a trading subsidiary, Kingsley Organisation Enterprises CIC, in March 2011 to run the Village Shop based at Kingsley Centre. It was first set up as a Company Limited by Shares, but this was converted into a Community Interest Company Limited by Shares in April 2012. Kingsley Organisation is its sole shareholder.

We also have an Advisory Board. This is made up of stakeholders including representatives for participants, parents and carers, volunteers, Trustees, staff and community users. It reports to the Board of Trustees and the Senior Managers and has a remit for reviewing disability operations, service development, quality standards, monitoring and evaluation, and safeguarding.

Our public benefit statement

The Trustees comply with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. This includes during decision making and planning.

There are identifiable benefits to the public in all our activities for both disabled people and the wider community. These are reported on throughout our Annual Report.

Our aims and objectives

Our Mission Statement

At Kingsley Organisation we support disabled adults to pursue their ambitions by valuing each person as an individual and enabling opportunities and choice

The Kingsley Organisation is a charity, established in 1987, with the aim of supporting disabled adults to fulfil their potential. For over 35 years have been developing therapeutic and person-centred approaches that underpin a range of innovative programmes that provide support, training and personal development for disabled people.

Valuing individual uniqueness and diversity, we base our programmes in community settings with the aim of promoting inclusion, challenging stereotypes and breaking down barriers.

The Organisation's registered office, the Kingsley Centre is an established community venue. The Centre has a village shop, Post Office, café, and a variety of activities delivered with the involvement of our disabled participants and volunteers.

We provide the majority of our programmes for disabled people at the Kingsley Centre, located in the village of Kingsley, in North East Hampshire. We also provide support for disabled people in Camden.

Purposes of the Charity

The purposes of the charity as set out in its Objects contained in the Companies Articles of Association are

'to advance the education of disabled people by the establishment of Centres at which they may learn, or otherwise to provide opportunities for their personal development both individually and through the provision of service to the community and in which to provide training to enable disabled people to live in so far as possible an independent life'

The Organisation has a Strategic Plan in place to ensure the long term delivery of our charitable purposes. The Strategy is achieved through our Business Plan, which is written annually and reviewed regularly by the Trustees. The Business Plan sets out the objectives for the year and the activities the Organisation will undertake to achieve them.

Our activities

The Organisation's activities are designed in detail to meet our charitable purposes and are reviewed annually. These activities include, Chainreaction, Supported Volunteering Programme, Independent Living Project, Parents and Carers Support, and provision of a village shop, Post Office, coffee shop and community activities at Kingsley Centre.

Chainreaction provides disabled people the opportunity to explore their own personal development, increasing confidence and independence. Participants are encouraged to explore their experiences, their hopes and fears and their aspirations for the future.

Participants access a therapeutic group, one to one mentoring, peer support and a programme of both practical and therapeutic activities. There are opportunities to develop independent living skills and support to improve health and wellbeing.

Chainreaction is held in community based venues and we work in small groups and staffing levels are high so that each participant can be supported as appropriate. We are currently operating in Camden three days a week and at the Kingsley Centre five days a week.

Volunteers make up an important part of the team, both supporting participants and undertaking administration tasks. We also provide work experience for students from nearby schools and colleges. We have provided placements for university social work students.

The **Supported Volunteering Programme** provides a 'world of work experience' for disabled people wanting to build their self-confidence and employability skills.

The programme enables disabled people to take up a variety of volunteering roles at the Kingsley Centre including in our village shop, café, Post Office, reception desk, administration, housekeeping, gardening, maintenance. We also support volunteers to take up roles within our London based Chainreaction service.

Volunteers have a bespoke learning development plan and access to one to one mentoring and can be supported to move into external work experience and eventually paid employment.

Often similar services are time limited, however we recognise that disabled people learn and acquire skills at different paces and in different ways and our Programme allows people space to develop.

Supported Volunteering is an option available to participants of Chainreaction and likewise supported volunteers have access to our therapeutic activities.

Parent and Carers Support Group. The inspiration for the Kingsley Centre was that of a parent carer who wanted more for their disabled child and who did not recognise the meaning of 'impossible'. Therefore we have always acknowledged the role of parent carer, and the benefits to both themselves and to the disabled person they support, if they can access advice and guidance.

It is an opportunity to meet other parent carers, share experiences and learn from each other. Sometimes speakers are invited to talk on a subject identified by group members. Members of the group receive support to challenge areas of health and social care which are causing concern.

The group is open to any parent carer in the local area who feels they would benefit from meeting others in a similar situation and who are looking for support and information.

The **Kingsley Centre** is where we were first established ourselves in 1987 as a unique place offering personal development for disabled people, alongside community development for the local people, in an inclusive and enabling environment.

As well as the base for the majority of our activities for disabled people, the Kingsley Centre is an established community venue. The Centre has a village shop, Post Office, café, and a variety of activities delivered with the involvement of our disabled participants and volunteers.

Volunteering

Volunteers bring much added value to the Organisation and without them we would not be able to provide the services that we do. Volunteering also offers personal development opportunities that help us meet our charitable Objects.

Volunteers work in all areas of our Organisation, including our services for disabled people, café, Post Office, shop, gardening, room hire and catering, housekeeping, maintenance, administration, reception work, finance, IT, fundraising and governance. We are also able to offer placements to students from nearby schools and colleges to gain work experience in a variety of roles.

Our Supported Volunteering Programme offers people any additional personal support required for them to access volunteering and offers word of work training and experience.

In 2022 we had 28 volunteers. They covered areas including finance and fundraising, as well as our Trustees and those on our supported volunteering programme.

Staffing

We had 20 members of staff in total during 2022. 6 were full-time and 14 were part-time.

Taking into account those who left and joined us part way through the year and the different hours people work, we had a full time equivalent of 11.49 members of staff during 2022.

Report from Kingsley Organisation Enterprises CIC

Kingsley Organisation Enterprises CIC was set up in March 2011 as the direct result of a Joint Venture Agreement between Kingsley Organisation Ltd and The Southern Cooperative, which had the vision of developing our existing village shop to provide realistic retail training for disabled people and a much needed enhanced service to the local rural community.

We received a grant of £20,000 from Hampshire County Council and Seeda towards the costs of improvements and The Co-operative refitted our shop with new shelving, refrigeration units, till, ordering systems, CCTV and stock. Co-operative staff temporarily managed the shop to get systems in place and turnover to a good level. The official opening of our new look shop took place on Saturday 6 November 2010. Our Joint Venture Agreement with The Southern Co-operative continued until October 2011, when we successfully took back the management of our shop.

In 2017 Kingsley Organisation Ltd received a Hampshire County Council Rural Communities Grant to pay for a retail business consultant to look at our shop and make recommendations with a view to increasing our turnover and becoming more sustainable. Arising from this process we decided to make some changes to our shop and in 2019 The Southern Cooperative worked with us to renovate our shop once again. Renovations included changing the layout, increasing the area we have for displaying ambient goods and making the till and entrance area more customer friendly. A new back office area was created enabling staff to better manage ordering and stock control. This was fully funded and project managed by The Southern Cooperative.

During 2022 the CIC employed one person to undertake financial administration. Additional input, including a customer service assistant, management and support of our volunteers is provided by staff employed by Kingsley Organisation.

The shop is vital to our charitable activities, creating meaningful opportunities for our supported volunteers to gain retail skills and work experience. We are providing a thriving village shop for local people and this is important to the community setting we have created at Kingsley Centre. A community setting that is a core part of the delivery of our disability services and the positive outcomes people have achieved.

Our main objectives in 2022 and what we achieved

Our main objectives in 2022 included:

- To maintain and develop the provision of disabilities services at Kingsley and Camden
- To engage and encourage local community participation
- To achieve break-even in the shop from its current loss-making position and a shop which provides a valued activity by participants and a service for the community

Summary of 2022 Achievements:

- New management structure of a Shared Leadership model taking shape
- Consistent attendance levels for our disability services, with new referrals being received
- Covid restrictions lifting on all our groups and participants of Chainreaction planning trips and getting back out into their local community
- Working alongside the local village community to plan events and celebrations
- Planning the revitalisation of community activities and coffee shop
- Applying for grants to support our revitalisation plans
- A new Garden Project commenced
- Staff team continue to work positively at every level to support the organisation

2022 Financial Review

Financial Management

The financial management policies include the approval by the Trustees of a budget for the next year, presented by the Executive Management Team in the Autumn. Expenditure for each year is set through the budget approval process. Each of our services is set budgets covering all areas of operation. These budgets are based on models developed from previous years' expenditure. Expenditure is reviewed quarterly, with comparisons to the budget and explanations as necessary by the Executive Management Team.

Reserves

The Charity's Reserves policy is to aim to have reserves in the band of 20 to 22.5% of annual expenditure. Our reserves at the end of 2022 were at 28.8% of 2023's predicted expenditure. As we emerge from Covid-19 there is some additional uncertainty about our projected levels of grant and fee income. Our cash flow forecast currently predicts that our reserves will reduce over the course of the year, which is within our current reserves policy.

Financial Position

The financial position of the Charity as at 31 December 2022 is shown in the Statement of Financial Position on page 22. Details of changes in the Fixed Assets are shown in the notes to the financial statements on page 25.

Funding Sources

The principle funding sources in 2022 arose from the provision of services to Hampshire County Council, London Borough of Camden, individuals and organisations providing individuals residential care. We also receive income from Post Office Counters Ltd for the Post Office situated at Kingsley Centre.

During 2022 Kingsley Organisation received Government funding in response to the Covid-19 pandemic. Through East Hampshire District Council the Kingsley Centre received funding from the Omicron Hospitality and Leisure Grant Scheme. Through Hampshire County Council Adult Services we received funding from the Infection and Testing Fund and the Adult Social Care Workforce Grant. We continue to be grateful to these organisations for their continued support through the pandemic.

Our services are developed and monitored to ensure that they, and our expenditure on them, meet our Charitable Objects. Monitoring takes place via the Board of Trustees, the Advisory Board, Quality Standards reviews, stakeholder forums, volunteer meetings and annual service reviews.

Fundraising Report

Our fundraising programme includes seeking and applying for grants and donations from individuals and organisations, as well as fundraising events and activities. This income helps us meet our general running costs, as well as providing income for new projects, capital projects and allowing us to provide specific services at a free or subsidised cost. Our thanks goes to our fundraisers, grant makers and donors, who are all essential to the on-going activities of the charity.

In 2022 we received donations from Coleman Trust, Grundons, the Hall family, Investec, James Wise Charitable Trust, Mr and Mrs Palmer, Pavers Shoe Shop and Walk for Peace. We received a legacy from the estate of Diana Ellen Northey and donations in memory of Lynn Bradley and Rosemary Knight. We also received donations in celebration of 35 years of the Kingsley Organisation. Each year we also receive numerous smaller donations, including those through our collection boxes.

In 2021 we received grants that covered periods in 2022 from East Hampshire District Council and Lloyds Bank Foundation.

Since Covid-19 opportunities for fundraising events, including jumble sales and sponsored activities have been limited. However, in 2022 we were again able to take part in Ahmadiyya Muslim Elders Association annual sponsored Walk for Peace. We were also able to be part of a village Christmas fair at the Kingsley Centre. Other fundraising activities included taking part in a table top sales at the Frensham Village Lunches and holding a Christmas raffle. Our participants have also raised funds through selling their own handmade Christmas decorations and holding cake sales.

Fundraising activities are led by members of the staff team along with volunteers. All fundraising activity is monitored by our Fundraising Sub-Committee, who ensure all activities take place within fundraising regulations and Organisational policies. We have received no complaints in regard to our fundraising activities.

The System and Procedures Used to Identify Major Risks

Major risks are identified, assessed and monitored through an annual risk assessment, which is reviewed after six months. The assessment identifies risks, how they are mitigated and makes recommendations. There is a named Trustee in relation to risk management who will ensure either directly or through delegation that the annual risk assessment, monitoring and reviews are undertaken and reports submitted to the board for discussion and ratification. As an inclusive and learning Organisation risk management is also reviewed annually by the Advisory Board.

The Factors within and outside the Charity's control regarding the achievement of Charitable Purposes

The major factors outside of the Charity's control are changes in Local Authority policy. These include budget changes and changes to policy regarding the provision of health and social care services. Both these can affect referrals to our services.

The major factors within our control are good management and ensuring we derive best value from our resources. Involvement of participants in development and management of the services ensures that we achieve our Charitable Purposes through meeting need.

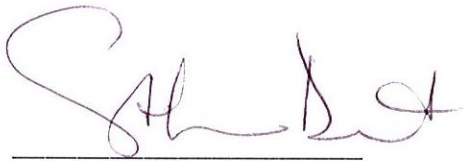
Our plans for future periods

Our vision statement

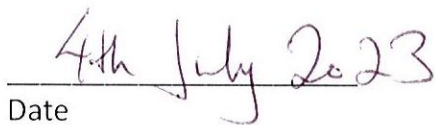
“The Vision of the Kingsley Organisation is to protect and maintain our existing range of activities and centres and to maximise the use of those activities and facilities within our existing resources and capacity. This is for the benefit of all stakeholders, but for the participants in particular. In addition, in response to the rapidly changing health and social care environment, we will look for opportunities in Hampshire to extend our range of services to meet market demand as appropriate”

Our main aims for 2023 include:

- Development of our disability services in Hampshire and Camden, working towards increasing capacity to meet identified needs
- Exploring ways to increase meaningful user involvement in the governance of the organisation, including representation on the Board of Trustees
- Forming new partnerships and increasing our involvement with local groups and individuals
- Re-building our community provision at Kingsley Centre, including applying for funding to meet key aspects identified in a re-vitalisation plan
- Seek new funding through grants, donations and fundraising events, to meet set targets for the year



Stefani Dent Chair of Trustees



Date

**Independent Examiner's Report to the Trustees of
KINGSLEY ORGANISATION LIMITED**

I report to the Trustees on my examination of the accounts for the Company for the year ended 31 December 2022 set out on pages twenty one to twenty six.

Respective responsibilities of trustees and examiner

The trustees of the Charity, and also its directors for the purposes of company law, are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

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

Basis of the independent examiner's report

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

Independent examiner's statement

I have completed my examination and I confirm that I have no concerns and no matter has come to my attention:

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

have not been met; or

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



MRS C S SCULL BA FCCA

B20 Limited
Chartered Certified Accountant
Charwell House
Wilsom Road
Alton
Hampshire
GU34 2PP

4th July 2023

KINGSLEY ORGANISATION LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 December 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds £	2021 £
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary income	71,559	-	71,559	113,770
Activities for generating funds	627	-	627	0
Investments	0	-	0	0
Incoming resources from charitable activities	320,299	-	320,299	317,209
Other Incoming Resources	0	-	0	0
TOTAL INCOMING RESOURCES	<u>392,485</u>	<u>-</u>	<u>392,485</u>	<u>430,979</u>
RESOURCES EXPENDED				
Costs of generating funds				
Costs of generating voluntary income	216	-	216	216
Charitable activities				
General charitable activities	378,220	9,492	387,712	420,057
Governance costs	4,371	-	4,371	4,677
TOTAL RESOURCES EXPENDED	<u>382,807</u>	<u>9,492</u>	<u>392,299</u>	<u>424,950</u>
NET INCOMING/(OUTGOING) RESOURCES	9,678	(9,492)	186	6,029
Other movements in Funds	-	-	-	-
NET MOVEMENT IN FUNDS	<u>9,678</u>	<u>(9,492)</u>	<u>186</u>	<u>6,029</u>
ADD:				
TOTAL FUNDS BROUGHT FORWARD	276,064	346,214	622,278	616,249
TOTAL FUNDS CARRIED FORWARD	<u>285,742</u>	<u>336,722</u>	<u>622,464</u>	<u>622,278</u>

KINGSLEY ORGANISATION LIMITED
STATEMENT OF FINANCIAL POSITION
As at 31 December 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds £	2021 £
FIXED ASSETS				
Tangible Assets	155,684	331,722	487,406	503,364
INVESTMENT				
Share in subsidiary company - KOE	1	-	1	1
CURRENT ASSETS				
Debtors	59,351	-	59,351	45,243
Amount owing by subsidiary company - KOE	38,553	-	38,553	34,168
Cash at bank and in hand	85,054	5,000	90,054	116,603
	<u>182,958</u>	<u>5,000</u>	<u>187,958</u>	<u>196,014</u>
CURRENT LIABILITIES				
Amounts falling due within one year				
Creditors and accrued expenses	18,115	-	18,115	19,727
Deferred income	12,456	-	12,456	31,918
	<u>30,571</u>	<u>-</u>	<u>30,571</u>	<u>51,645</u>
CURRENT ASSETS LESS CURRENT LIABILITIES	152,387	5,000	157,387	144,369
LONG TERM LIABILITIES	22,330	-	22,330	25,456
NET ASSETS	<u>285,742</u>	<u>336,722</u>	<u>622,464</u>	<u>622,278</u>
FUNDS				
Unrestricted funds			285,742	276,064
Restricted funds			<u>336,722</u>	<u>346,214</u>
			<u>622,464</u>	<u>622,278</u>

For the financial year in question the company was entitled to exemption under Section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its account for the year in question in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 SORP.

The Financial Statements were approved by the Board of Trustees on 4th July 2023 and were signed on their behalf by:

Stefani Dent, Chair of Trustees

The notes on pages to form part of these financial statements
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KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 December 2022

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (FRS102) issued in October 2019.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable certainty.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to each category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its expected useful economic life:

Property improvements	- 2% p.a. straight line basis
Computer equipment	- 33% p.a. reducing balance basis
Fittings & equipment	- 20% p.a. reducing balance basis

In 2006 the basis of calculation for Computer equipment and Fittings & equipment was changed from "straight line" to "reducing balance". The Trustees believed that this more accurately reflected the expected useful lives of the assets, based on experience to date.

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

Fund Accounting

Unrestricted Funds can be used in accordance with the charity's charitable objectives at the discretion of the Trustees.

Restricted Funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for specified restricted purposes.

Further explanation of the nature and purpose of each fund is included in note 17 to the financial statements below.

2 VOLUNTARY INCOME

The Trustees greatly appreciate the generous grants, donations and income and sponsorships from charitable events that were received. Those received in 2022 are listed below. The totals under Notes 2 and 3 reflects voluntary income received as related to 2022 activities.

	2022	2021
	£	£
Grants and Donations	<u>71,559</u>	<u>113,770</u>

Principal Grants and Donations received during the year:

Grants

East Hampshire Omicron Hospitality and Leisure Grant	2667
Hampshire County Council Adult Social Care Infection Control and Testing Fund	2702
Hampshire County Council Adult Social Care Workforce Grant	3150
Mencap Lets Get Digital	6493

Donations

Anonymous	6815
Coleman Trust	2000
Grundons	5000
In memory of Lynn Bradley	14
In memory of Rosemary Knight	98
Individual donations including those made via online giving platforms and our collection tins	1039
Investec Wealth and Investment Charitable Trust Fund	250
James Wise Charitable Trust	500
Legacy from the Estate of Diana Ellen Northey	10000
Mr and Mrs Palmer	10000
Pavers Shoe Shop, Kingsley	40
The Halls	500
Various donations to celebrate 35 years of Kingsley Organisation	459
Walk for Peace 2021	1250
Walk for Peace 2022	1100

3 ACTIVITIES FOR GENERATING FUNDS

	2022	2021
	£	£
Fundraising activities and events	<u>627</u>	<u>0</u>

4 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
	<u>320,299</u>	<u>317,209</u>

The main activities generating resources during the year were as follows:

Disability Services	269,854
Rent Income	16,700
Insurance Claims	
Post Office Core Payment, Hourly Rate, Commission	5,064
Room hire at the Kingsley Centre	26,652
Feed in Tariff Payment	1,409
Community Activities	621
	<u>320,299</u>

5 COSTS OF GENERATING VOLUNTARY INCOME

	2022	2021
	£	£
Fundraising costs	<u>216</u>	<u>216</u>

6 CHARITABLE ACTIVITIES COSTS

	2022	2021
	£	£
General charitable	<u>387,712</u>	<u>420,057</u>

It is not practicable to provide an analysis of Charitable Activities' Costs in the same format as the analysis of Incoming Resources in Note 5 above. The largest single cost item is Wages & Salaries (see Note 8 below) and these costs cannot be accurately apportioned over the sources of income.

7 GOVERNANCE COSTS

	2022	2021
	£	£
Examiners' remuneration	1,860	1,860
Trustees' expenses and training	-	-
Payroll fees and other professional costs	2,511	2,817
	<u>4,371</u>	<u>4,677</u>

8 STAFFING INFORMATION

	2022	2021
	£	£
Staff costs:		
Wages, salaries and bonuses	255,092	296,219
Employers National Insurance costs	16,339	17,917
Employers Pension costs	3,451	7,687
Employment Allowance Scheme	(5,000)	(4,000)
Job Retention and SSP Schemes for Coronavirus	(578)	(5,136)
	<u>269,304</u>	<u>312,687</u>
	2022	2021
	£	£
Numbers of Staff (Full Time Equivalent)	<u>11.49</u>	<u>13.52</u>

9 NET INCOMING/(OUTGOING) RESOURCES

	2022	2021
	£	£
Net resources are stated after charging:		
Examiner's remuneration	1,860	1,860
Depreciation - owned assets	15,486	16,123
Loss on disposal of fixed assets	472	0
	<u>17,817</u>	<u>17,983</u>

10 TRUSTEES' REMUNERATION AND BENEFITS

No Trustees' travelling expenses were paid during the year (2021 - nil). No Trustees' remuneration or other benefits were paid in the year (2021 - nil).

11 TANGIBLE FIXED ASSETS

	Freehold Property £	Property Improvements £	Fixtures, fittings & equipment £	Computer equipment £	Grants Received £	Total £
Cost						
At 1 January 2022	46,627	701,045	22,406	5,856		775,934
Additions	-	-	-	2,019	(2,019)	-
Disposals	-	-	-	(3,055)		(3,055)
At 31 December 2022	46,627	701,045	22,406	4,820	(2,019)	772,879
Depreciation						
At 1 January 2022	-	251,056	17,373	4,141		272,570
Charge for period	-	14,021	1,050	1,088	(673)	15,486
Eliminated on disposals	-	-	-	(2,583)		(2,583)
At 31 December 2022	-	265,077	18,423	2,646	(673)	285,473
Net Book Value						
At 31 December 2022	46,627	435,968	3,983	2,174	(1,346)	487,406
Of which:						
Restricted	-	331,722	-	-		331,722
Unrestricted	46,627	104,246	3,983	2,174	(1,346)	155,684.49
At 31 December 2021	46,627	449,989	5,033	1,715	-	503,364

12 INVESTMENT

	2022 £	2021 £
Share in Kingsley Organisation Enterprises cic, at cost	1	1

Kingsley Organisation Enterprises cic was incorporated on 23 March 2011 as a wholly-owned subsidiary of Kingsley Organisation Ltd

13 DEBTORS

	2022 £	2021 £
Trade debtors	44,570	41,007
Provision for doubtful debts	(1,500)	(1,500)
	43,070	39,507
Prepayments	4,693	4,925
Other debtors	11,587	812
	59,351	45,244
Amount owing by subsidiary company - Kingsley Organisation Enterprises cic	38,553	34,168
	97,904	79,412

In 2020 the Board of Trustees acknowledged that a portion of the debt of its subsidiary company would be irrecoverable and a provision would need to be made. The Charity will also make a future provision as part of its Supported Volunteering Project to cover the costs of employing a member of staff previously paid for by the subsidiary company. This is in acknowledgment that the village shop, run by the subsidiary company, meets the Charity's primary purpose and is vital in the delivery of its Charitable Objects and consequently for income to its charitable activities

14 CREDITORS - amounts falling due within one year

	2022 £	2021 £
Trade creditors	4,224	4,223
Other creditors	10,765	12,455
Bounce Back Loan Repayments	3,126	3,049
	18,115	19,727

15 DEFERRED INCOME

	2022 £	2021 £
Grants received in advance	12,456	31,918

16 LONG TERM LIABILITIES - amounts falling due after one year

	2022	2021
	£	£
Bounce Back Loan Scheme	22,330	25,456
Total amount of Loan £30000 (£3536.27 interest) repayable over 9 years		
107 Monthly repayments of £310.53 start July 2021, with one final payment of £309.56		

17 FUNDS

	At 01.01.22	Incoming resources	Resources expended	Transfer between Funds	At 31/12/22
	£	£	£	£	£
Unrestricted funds	276,064	392,485	382,807	-	285,742
Restricted funds	346,214	-	9,492	-	336,722
	622,278	392,485	392,299	-	622,464
Analysis of Restricted Funds:					
Building Fund	346,214	-	9,492	-	336,722
	346,214	-	9,492	-	336,722

The Building Fund was set up to provide an extension to, and renovation of, the charity's main facility at the Kingsley Centre.

18 CASH FLOW STATEMENT

	£
Balance as at 1 January 2022	88,098
Net incoming/(outgoing) resources	
Unrestricted	9,678
Restricted	(9,492)
	186
Non-cash items:	
Depreciation	15,486
Loss on disposal of fixed assets	471
	15,957
Less:	
Capital expenditure during year	-
	104,241
Movement in other Balance Sheet items:	
Increase/(Decrease) in Creditors	(1,689)
Increase/(Decrease) in Deferred Income	(19,462)
Decrease/(Increase) in Debtors	(18,492)
	(39,643)
Balance as at 31 December 2022	64,598
Comprising:	
Cash at bank and other liquid funds	90,054
Less: Bounce Bank Loan	25,456
	64,598

19 RELATED PARTY TRANSACTIONS

There were no transactions during the year under review with related parties, other than with the wholly owned subsidiary Kingsley Organisation Enterprises CIC

20 CONTINGENT LIABILITY

The National Lottery Fund holds a fixed charge over the freehold property Kingsley Centre. In the event of the sale of the named property before the 11th December 2086, £260,000 will be repaid to the National Lottery Fund