

THE INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT ORGANISATIONS LIMITED

England & Wales · Charity number 326633

Details

Other names	I F T D O
Status	Registered
Legal form	Charitable company
Company number	01829725
Registered	1984-08-09
Register	View on the Charity Commission register

Contact

Address	S 50 Greater Kailash - 1 New Delhi India
Phone	+911141619842
Email	ukkohli@yahoo.co.in
Website	www.iftdo.net

Activities

Objects: THE OBJECTS OF THE FEDERATION ARE TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT THROUGHOUT THE WORLD BY PROMOTING OR ASSISTING IN THE PROMOTION OF TRAINING AND PLANNED PROCESSES TO ACHIEVE EFFECTIVE PERFORMANCE BY INDIVIDUALS OF TASKS AND ACTIVITIES DESIGNED TO ENABLE THEM TO REALISE THEIR ABILITIES IN COPING WITH THE WORK OF LIFE.

Activities: The development and maintenance of a worldwide network of information and human resources dedicated to developing, expanding and transferring the knowledge, technology and impact of human resource development throughout national and multi-national professional, educational, governmental and commercial organisations and their members.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Australia
- Bahrain
- Bangladesh
- Bosnia And Herzegovina
- Botswana
- Canada
- Cyprus
- Egypt
- Fiji
- Finland
- Germany
- India
- Italy
- Jordan
- Kuwait
- Lebanon
- Malaysia
- Mauritius
- Mexico
- Netherlands
- Nigeria
- Oman
- Saudi Arabia
- Singapore
- Taiwan
- United Arab Emirates
- United States

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£45,386	£57,517	-	-
2023-12-31	£39,046	£26,127	-	-
2022-12-31	£72,117	£59,064	-	-
2021-12-31	£48,792	£35,821	-	-
2020-12-31	£45,243	£42,326	-	-

Trustees

Name	Role	Appointed
Ahmed Al Zayani		2025-06-19
Atul Shah		2024-10-13
Dr Chien Chung Shen		2023-01-01
Dr Ghalib Saif Alhosni		2016-03-24
Dr Haidamous Wafaa		2023-01-01
Dr Helmi Sallam		2026-01-01
Dr Mohamed Mahmood Mohamed Shaikh		2025-01-01
Dr Patricia Phillips		2019-10-15
Dr Raed Khanfar		2021-01-01
Dr Tayo Ola George		2023-01-01
Janet Iyabo Kofo Jolaoso		2018-03-21
Lai Mun Fatt Lai		2025-01-01
Maru Maria Eugenia Wilson Corrada		2026-01-01
Pritam Singh Mattan		2026-01-01
Ravi Ranjan Kumar Guru		2025-01-01
Sanja Miovcic		2025-06-18
Sheikh Faleigh Sheikh Mansor		2024-04-23
TAYO ROTIMI		

Accounts

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2024

TaxAssist Accountants
Kestrel Court
Portishead
Somerset
BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2024

	Page
Report of the Trustees	3 to 5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 to 10
Detailed Income and Expenditure Account	11

Report of the Trustees

The International Federation of Training and Development Organisations Limited **Registered Company No. 1829725** **For the year ended 31st December 2024**

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2024. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP 'Accounting and Reporting by Charities') issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Ghalib ALHOSNI	Oman	Mr Atul SHAH	India
Mr Peter Cosiamo BAVUSO	USA	Dr Cheing-Chung SHEN	Taiwan
Dr Vinayshil GAUTAM	Nigeria	Dr Haidamous WAFAA	Lebanon
Dr (Mrs) Tayo Ola GEORGE	India	Ms Teresa VALAIS	USA
Mr Ayush GUPTA	India	Mr Sheikh Faleigh SHEIKH MANSOR	Malaysia
Mr Ravi Ranjan Kumar GURU	India		
Mrs Janet Iyabo Kofo JOLAOSO	Nigeria		
Mr Raed KHANFAR	Singapore		
Mr Lai Mun Fatt LAI	Jordan		
Mr Naveen LAKSHMAIYA	Fiji		
Dr Patricia PHILLIPS	USA		
Tayo ROTIMI	Egypt		
Dr Helmi Ibrahim SALLAM	Nigeria		
Dr. Mohamed Mahmood Mohamed SHAIKH	Bahrain		

Company Secretary

Dr Uddesh Kumar KOHLI India

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

Report of the Trustees

The International Federation of Training and Development Organisations Limited **Registered Company No. 1829725** **For the year ended 31st December 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one-year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding, and transferring the knowledge, technology, and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

Report of the Trustees

The International Federation of Training and Development Organisations Limited Registered Company No. 1829725 For the year ended 31st December 2024

ACHIEVEMENTS AND PERFORMANCE

50th IFTDO World Conference and Golden Jubilee Celebrations, Cairo -

These were held successfully on April 22-24, 2024, in Cairo. The Conference was attended by about 350 participants, including invitees and over 200 foreign participants from 20 countries. There were about 26 speakers. The Finance Minister of Egypt presented IFTO Global Awards 2024 on April 23 at the Golden Jubilee Dinner and gave away the special Medallions to the past Presidents, Chairs and Board members.

Strategic Action Plan – An elaborate Strategic Plan was prepared by the Strategy Committee headed. The Action Plan, recommended by the Committee, was approved by the Board.

Webinars - 4 webinars were organized during the year

Website - A new website has been developed and launched after revamping the existing website.
Newsletter: Four Newsletters, edited by Dr A C Joshi were released during 2024.

Publications - Two, books by Board members "You are not alone " and "Plain Speak Management" were published in 2024. IFTDO bought/is buying 200 copies of each book

Women Empowerment Project in Nigeria - A summit with the theme "Knowledge Sharing for Women Empowerment Beyond 2030" was organized in Collaboration with the West African Management Development Institutes Network (WAMDEVIN) on September 12, 2024, in Nigeria. There was also an exhibition, tour of Xtralarge Farm & Resorts, empowerment sessions, cultural display and lots more. A grant for the 4th Women Empowerment from Total Energies was approved

Executive Director - An Executive Director was appointed with effect from July 1, 2024.

IFTDO continues to have **consultative status with ECOSOC of UN**. It continued to participate in United Nations activities, including the **UN Global Compact** Program which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD

U K Kohli

15 Mar 2025

Dr Uddesh Kumar Kohli (Secretary)

(This document was digitally signed via Signable)

Statement of Financial Activities

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

		Unrestricted funds 2024 £	Unrestricted funds 2023 £
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		25,322	29,385
Conferences		-	-
Certification and training		-	-
Awards		222	-
Bank Interest		13,680	9,660
Development fund		-	-
Provision for bad debts		6,162	-
<i>Total incoming resources</i>		<u><u>45,386</u></u>	<u><u>39,046</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		10,239	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		14,029	1,033
<i>Governance costs</i>	5	33,249	24,152
Provision for bad debts		-	942
<i>Total resources expended</i>		<u><u>57,517</u></u>	<u><u>26,127</u></u>
<i>Net incoming resources for the year</i>	6	-12,131	12,919
Total funds brought forward		347,400	328,816
Other comprehensive income (IAS 21)		-481	5,665
Total funds carried forward		<u><u>334,788</u></u>	<u><u>347,400</u></u>

Balance Sheet
The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

		2024		2023	
Notes	£	£	£	£	£
CURRENT ASSETS					
Debtors	2	7,647		17,600	
Provision for bad debts		-7,647		-17,600	
Cash at the bank and in hand	3	393,326		414,899	
		393,326		414,899	
 CREDITORS					
Amount falling due within one year	4	-58,538		-67,499	
NET CURRENT ASSETS			334,788		347,400
NET ASSETS			334,788		347,400
 RESERVES					
Profit and loss account			334,788		347,400
TOTAL FUNDS			334,788		347,400

For the year ended 31st December 2024, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

15 Mar 2025

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

U K Kohli:

Dr Uddesh Kumar Kohli (Secretary)
 (This document was digitally signed via Signable)

(Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

1

ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities issued in March 2005.

Foreign currency

The results and financial position of an entity whose functional currency is not the currency of a hyperinflationary economy are translated into a different presentation currency using the following procedures: [IAS 21.39]

- assets and liabilities for each balance sheet presented (including comparatives) are translated at the closing rate at the date of that balance sheet. This would include any goodwill arising on the acquisition of a foreign operation and any fair value adjustments to the carrying amounts of assets and liabilities arising on the acquisition of that foreign operation are treated as part of the assets and liabilities of the foreign operation [IAS 21.47];
- income and expenses for each income statement (including comparatives) are translated at exchange rates at the dates of the transactions; and
- all resulting exchange differences are recognised in other comprehensive income.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

Notes to the Financial Statements

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

2 DEBTORS	2024	2023
	£	£
Trade Debtors	7,647	17,600
less Provision for bad debts	<u>-7,647</u>	<u>-17,600</u>
	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Lloyds TSB sterling account	2,482	2,525
Lloyds TSB dollar account	39,290	22,992
Longer term deposit account	351,554	389,382
Prepayments	<u>-</u>	<u>-</u>
	<u>393,326</u>	<u>414,899</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	-16	1,181
Deferred income - development fund	18,461	18,461
Deferred income - subscriptions in advance	21,711	21,336
Deferred income - awards	16,043	16,264
Deferred income - research	51	51
Deferred income - conference	-	7,982
Accruals and deferred income	<u>2,288</u>	<u>2,225</u>
	<u>58,538</u>	<u>67,499</u>
5 GOVERNANCE COSTS		
Management	14,368	14,133
Accounting	6,849	6,831
Executive director's fee	9,578	1,468
Bank charges	2,032	1,450
(Profit) / Loss on foreign exchange	<u>422</u>	<u>269</u>
	<u>33,249</u>	<u>24,152</u>

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2024

6 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,368.

7 CHARITABLE STATUS

The company is a registered charity.

8 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

9 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

Detailed Income and Expenditure Account

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

	2024	2023
	£	£
INCOME		
Subscriptions	25,322	29,385
Conferences	-	-
Certification and training	-	-
Awards	222	-
Sponsorship	-	-
Bank interest	13,680	9,660
Development fund	-	-
Provision for bad debts - decrease	6,162	-
	<u>45,386</u>	<u>39,046</u>
EXPENDITURE		
Award expenditure	10,239	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	2,032	1,450
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	12,218	761
Management fees	14,368	14,133
Marketing	-	-
Executive director's fee	9,578	1,468
Travel and subsistence	1,433	-
Accountancy	6,849	6,831
(Profit) / Loss on foreign exchange	422	269
Others - miscellaneous	378	272
Provision for bad debts - increase	-	942
	<u>57,517</u>	<u>26,127</u>
	<u>-12,131</u>	<u>12,919</u>



Issuer TaxAssist Accountants

Document generated Tue, 11th Mar 2025 16:07:43 GMT

Document fingerprint edd76f99c9b97ace3a9c5de9e946254d

Parties involved with this document

Document processed	Party + Fingerprint
Sat, 15th Mar 2025 5:33:13 GMT	Dr Uddesh Kohli - Signer (756b08cb5140bd3faf85d65f19e97d9c)
Sat, 15th Mar 2025 5:33:13 GMT	Sergey Pimonov - Copied In (e0efd511a9c531f906b9098d85895c6f)

Audit history log

Date	Action
Tue, 11th Mar 2025 16:07:43 GMT	Envelope generated with fingerprint a5e5dbc9381780357eaa5d66c1bc1fa318.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Document generated with fingerprint edd76f99c9b97ace3a9c5de9e946254d.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Dr Uddesh Kohli has been assigned to this envelope.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Sergey Pimonov has been assigned to this envelope.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Envelope has been set to automatically remind the active signer every 3 day(s).18.133.63.166
Tue, 11th Mar 2025 16:07:52 GMT	Envelope generated
Tue, 11th Mar 2025 16:07:52 GMT	Sent the envelope to Dr Uddesh Kohli for signing
Tue, 11th Mar 2025 16:07:52 GMT	Document emailed to party email13.40.112.121
Fri, 14th Mar 2025 16:08:04 GMT	Document emailed to party email18.135.27.77
Sat, 15th Mar 2025 5:29:15 GMT	Dr Uddesh Kohli viewed the envelope152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	Dr Uddesh Kohli signed the envelope152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	Sent the envelope to Sergey Pimonov for signing152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	This envelope has been signed by all parties152.58.64.30
Sat, 15th Mar 2025 5:33:14 GMT	Document emailed to party email18.169.237.77
Sat, 15th Mar 2025 5:33:14 GMT	Dr Uddesh Kohli viewed the envelope152.58.64.30

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2024

TaxAssist Accountants
Kestrel Court
Portishead
Somerset
BS20 7AN

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

Contents for the year ended 31st December 2024

	Page
Report of the Trustees	3 to 5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 to 10
Detailed Income and Expenditure Account	11

Report of the Trustees

The International Federation of Training and Development Organisations Limited **Registered Company No. 1829725** **For the year ended 31st December 2024**

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2024. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP 'Accounting and Reporting by Charities') issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Ghalib ALHOSNI	Oman	Mr Atul SHAH	India
Mr Peter Cosiamo BAVUSO	USA	Dr Cheing-Chung SHEN	Taiwan
Dr Vinayshil GAUTAM	Nigeria	Dr Haidamous WAFAA	Lebanon
Dr (Mrs) Tayo Ola GEORGE	India	Ms Teresa VALAIS	USA
Mr Ayush GUPTA	India	Mr Sheikh Faleigh SHEIKH MANSOR	Malaysia
Mr Ravi Ranjan Kumar GURU	India		
Mrs Janet Iyabo Kofo JOLAOSO	Nigeria		
Mr Raed KHANFAR	Singapore		
Mr Lai Mun Fatt LAI	Jordan		
Mr Naveen LAKSHMAIYA	Fiji		
Dr Patricia PHILLIPS	USA		
Tayo ROTIMI	Egypt		
Dr Helmi Ibrahim SALLAM	Nigeria		
Dr. Mohamed Mahmood Mohamed SHAIKH	Bahrain		

Company Secretary

Dr Uddesh Kumar KOHLI India

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

Report of the Trustees

The International Federation of Training and Development Organisations Limited **Registered Company No. 1829725** **For the year ended 31st December 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one-year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding, and transferring the knowledge, technology, and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

Report of the Trustees

The International Federation of Training and Development Organisations Limited Registered Company No. 1829725 For the year ended 31st December 2024

ACHIEVEMENTS AND PERFORMANCE

50th IFTDO World Conference and Golden Jubilee Celebrations, Cairo -

These were held successfully on April 22-24, 2024, in Cairo. The Conference was attended by about 350 participants, including invitees and over 200 foreign participants from 20 countries. There were about 26 speakers. The Finance Minister of Egypt presented IFTO Global Awards 2024 on April 23 at the Golden Jubilee Dinner and gave away the special Medallions to the past Presidents, Chairs and Board members.

Strategic Action Plan – An elaborate Strategic Plan was prepared by the Strategy Committee headed. The Action Plan, recommended by the Committee, was approved by the Board.

Webinars - 4 webinars were organized during the year

Website - A new website has been developed and launched after revamping the existing website.
Newsletter: Four Newsletters, edited by Dr A C Joshi were released during 2024.

Publications - Two, books by Board members "You are not alone " and "Plain Speak Management" were published in 2024. IFTDO bought/is buying 200 copies of each book

Women Empowerment Project in Nigeria - A summit with the theme "Knowledge Sharing for Women Empowerment Beyond 2030" was organized in Collaboration with the West African Management Development Institutes Network (WAMDEVIN) on September 12, 2024, in Nigeria. There was also an exhibition, tour of Xtralarge Farm & Resorts, empowerment sessions, cultural display and lots more. A grant for the 4th Women Empowerment from Total Energies was approved

Executive Director - An Executive Director was appointed with effect from July 1, 2024.

IFTDO continues to have **consultative status with ECOSOC of UN**. It continued to participate in United Nations activities, including the **UN Global Compact** Program which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD

U K Kohli

15 Mar 2025

Dr Uddesh Kumar Kohli (Secretary)

(This document was digitally signed via Signable)

Statement of Financial Activities

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

		Unrestricted funds 2024 £	Unrestricted funds 2023 £
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		25,322	29,385
Conferences		-	-
Certification and training		-	-
Awards		222	-
Bank Interest		13,680	9,660
Development fund		-	-
Provision for bad debts		6,162	-
<i>Total incoming resources</i>		<u>45,386</u>	<u>39,046</u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		10,239	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		14,029	1,033
<i>Governance costs</i>	5	33,249	24,152
Provision for bad debts		-	942
<i>Total resources expended</i>		<u>57,517</u>	<u>26,127</u>
<i>Net incoming resources for the year</i>	6	-12,131	12,919
Total funds brought forward		347,400	328,816
Other comprehensive income (IAS 21)		-481	5,665
Total funds carried forward		<u>334,788</u>	<u>347,400</u>

Balance Sheet
The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

		2024		2023	
Notes	£	£	£	£	£
CURRENT ASSETS					
Debtors	2	7,647		17,600	
Provision for bad debts		-7,647		-17,600	
Cash at the bank and in hand	3	393,326		414,899	
		393,326		414,899	
 CREDITORS					
Amount falling due within one year	4	-58,538		-67,499	
NET CURRENT ASSETS			334,788		347,400
NET ASSETS			334,788		347,400
 RESERVES					
Profit and loss account			334,788		347,400
TOTAL FUNDS			334,788		347,400

For the year ended 31st December 2024, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

15 Mar 2025

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

U K Kohli

Dr Uddesh Kumar Kohli (Secretary)
 (This document was digitally signed via Signable)

(Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

1

ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities issued in March 2005.

Foreign currency

The results and financial position of an entity whose functional currency is not the currency of a hyperinflationary economy are translated into a different presentation currency using the following procedures: [IAS 21.39]

- assets and liabilities for each balance sheet presented (including comparatives) are translated at the closing rate at the date of that balance sheet. This would include any goodwill arising on the acquisition of a foreign operation and any fair value adjustments to the carrying amounts of assets and liabilities arising on the acquisition of that foreign operation are treated as part of the assets and liabilities of the foreign operation [IAS 21.47];
- income and expenses for each income statement (including comparatives) are translated at exchange rates at the dates of the transactions; and
- all resulting exchange differences are recognised in other comprehensive income.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

Notes to the Financial Statements

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2024

2 DEBTORS	2024	2023
	£	£
Trade Debtors	7,647	17,600
less Provision for bad debts	<u>-7,647</u>	<u>-17,600</u>
	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Lloyds TSB sterling account	2,482	2,525
Lloyds TSB dollar account	39,290	22,992
Longer term deposit account	351,554	389,382
Prepayments	<u>-</u>	<u>-</u>
	<u>393,326</u>	<u>414,899</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	-16	1,181
Deferred income - development fund	18,461	18,461
Deferred income - subscriptions in advance	21,711	21,336
Deferred income - awards	16,043	16,264
Deferred income - research	51	51
Deferred income - conference	-	7,982
Accruals and deferred income	<u>2,288</u>	<u>2,225</u>
	<u>58,538</u>	<u>67,499</u>
5 GOVERNANCE COSTS		
Management	14,368	14,133
Accounting	6,849	6,831
Executive director's fee	9,578	1,468
Bank charges	2,032	1,450
(Profit) / Loss on foreign exchange	<u>422</u>	<u>269</u>
	<u>33,249</u>	<u>24,152</u>

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2024

6 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,368.

7 CHARITABLE STATUS

The company is a registered charity.

8 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

9 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

Detailed Income and Expenditure Account

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2024

	2024	2023
	£	£
INCOME		
Subscriptions	25,322	29,385
Conferences	-	-
Certification and training	-	-
Awards	222	-
Sponsorship	-	-
Bank interest	13,680	9,660
Development fund	-	-
Provision for bad debts - decrease	6,162	-
	<u>45,386</u>	<u>39,046</u>
EXPENDITURE		
Award expenditure	10,239	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	2,032	1,450
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	12,218	761
Management fees	14,368	14,133
Marketing	-	-
Executive director's fee	9,578	1,468
Travel and subsistence	1,433	-
Accountancy	6,849	6,831
(Profit) / Loss on foreign exchange	422	269
Others - miscellaneous	378	272
Provision for bad debts - increase	-	942
	<u>57,517</u>	<u>26,127</u>
	<u>-12,131</u>	<u>12,919</u>



Issuer TaxAssist Accountants

Document generated Tue, 11th Mar 2025 16:07:43 GMT

Document fingerprint edd76f99c9b97ace3a9c5de9e946254d

Parties involved with this document

Document processed	Party + Fingerprint
Sat, 15th Mar 2025 5:33:13 GMT	Dr Uddesh Kohli - Signer (756b08cb5140bd3faf85d65f19e97d9c)
Sat, 15th Mar 2025 5:33:13 GMT	Sergey Pimonov - Copied In (e0efd511a9c531f906b9098d85895c6f)

Audit history log

Date	Action
Tue, 11th Mar 2025 16:07:43 GMT	Envelope generated with fingerprint a5e5dbc9381780357eaa5d66c1bc1fa318.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Document generated with fingerprint edd76f99c9b97ace3a9c5de9e946254d.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Dr Uddesh Kohli has been assigned to this envelope.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Sergey Pimonov has been assigned to this envelope.18.133.63.166
Tue, 11th Mar 2025 16:07:43 GMT	Envelope has been set to automatically remind the active signer every 3 day(s).18.133.63.166
Tue, 11th Mar 2025 16:07:52 GMT	Envelope generated
Tue, 11th Mar 2025 16:07:52 GMT	Sent the envelope to Dr Uddesh Kohli for signing
Tue, 11th Mar 2025 16:07:52 GMT	Document emailed to party email13.40.112.121
Fri, 14th Mar 2025 16:08:04 GMT	Document emailed to party email18.135.27.77
Sat, 15th Mar 2025 5:29:15 GMT	Dr Uddesh Kohli viewed the envelope152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	Dr Uddesh Kohli signed the envelope152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	Sent the envelope to Sergey Pimonov for signing152.58.64.30
Sat, 15th Mar 2025 5:33:13 GMT	This envelope has been signed by all parties152.58.64.30
Sat, 15th Mar 2025 5:33:14 GMT	Document emailed to party email18.169.237.77
Sat, 15th Mar 2025 5:33:14 GMT	Dr Uddesh Kohli viewed the envelope152.58.64.30



Section A

Independent Examiner's Report

Report to the trustees/ members of

Charity Name INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT ORGANISATIONS LIMITED(THE)

On accounts for the year ended

31.12.2024 Charity no (if any) 326633

Set out on pages

1-11 (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31.12.2024.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
the accounts did not accord with the accounting records; or
the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: [Signature]

Date: 24/02/2025

Name: Alison Redwood

Relevant professional qualification(s) or body (if any): AFA
Institute of Financial Accountants

Address: TaxAssist Accountants

B7 Kestrel Court, Harbour Road

Portishead BS20 7AN

Section B Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Accounts

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2023

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2023

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

50th IFTDO World Conference and Golden Jubilee Celebrations, Cairo, which were to be held in November 2023, had to be postponed to April 22-24, 2024. A Conference Task Force, under the Chairmanship of the President Helmi Sallam has been very actively working during 2023 on Conference Program and arrangements.

Strategic Action Plan – An elaborate Strategic Plan was prepared by the Strategy Committee headed by Tayo Rotimi. The Action Plan, recommended by the Committee, was largely approved by the Board.

Webinars - 3 webinars were organized, conducted by Dr. Ahmed, Dr. Patti Phillips, and Dr. Abdullah Al Hamed, between June to Dec 2023.

Website: A new website has been developed and launched after revamping the existing website.

Newsletter: Three Newsletters, edited by Dr. A C Joshi, were released during 2023.

Women Empowerment Project in Nigeria - The second IFTDO-TOTAL Energies Project approved in 2022 by Total Energies, Nigeria, was implemented during 2023. The third Empowerment grant was also paid to 23 widows across two states on December 12 and 19, 2023, and the Program was very successful, with widows expressing their gratitude and joy. Two Orientation Programs were organized for freshers at the Covenant University, Nigeria

IFTDO continues to have **consultative status with ECOSOC of UN**. It continued to participate in United Nations activities, including the **UN Global Compact Program** which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD

04 Mar 2024

U K Kohli:

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		29,385	15,657
Conferences		-	15,704
Certification and training		-	-1,924
Awards		-	-
Bank Interest		9,660	11,097
Development fund		-	-
Total incoming resources		<u><u>39,046</u></u>	<u><u>40,533</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		1,033	4,704
<i>Governance costs</i>	5	24,152	25,580
Provision for Bad debts		942	-
Total resources expended		<u><u>26,127</u></u>	<u><u>30,284</u></u>
<i>Net incoming resources for the year</i>	6	12,919	10,249
Total funds brought forward		<u>328,816</u>	<u>318,567</u>
Total funds carried forward		<u><u>341,735</u></u>	<u><u>328,816</u></u>

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

		2023		2022	
Notes	£	£	£	£	£
CURRENT ASSETS					
Debtors	2	17,313		-	
Provision for Bad debts		-	17,313		-
Cash at the bank and in hand	3	408,133		393,645	
		408,133		393,645	
 CREDITORS					
Amount falling due within one year	4		-66,398		-64,829
			341,735		328,816
NET CURRENT ASSETS			341,735		328,816
NET ASSETS			341,735		328,816
 RESERVES					
Profit and loss account			341,735		328,816
TOTAL FUNDS			341,735		328,816

For the year ended 31st December 2023, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

04 Mar 2024

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

U K Kohli:

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange differences are taken into account in arriving at the operating profit.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

Change in presentation currency

On 1 January 2023, The International Federation of Training and Development Organisations Limited changed its reporting currency from US Dollars to sterling to provide greater transparency for stakeholders in the UK. In accordance with IAS 8, Accounting Policies, Changes in Accounting Estimates and Errors, this change in presentational currency was applied retrospectively and accordingly, prior year comparatives have been restated.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

2 DEBTORS	2023	2022
	£	£
Trade Debtors	17,313	-
less Provision for Bad debts	-17,313	-
	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Lloyds TSB sterling account	2,484	2,359
Lloyds TSB dollar account	22,617	18,547
Longer term deposit account	383,032	372,709
Prepayments	-	30
	<u>408,133</u>	<u>393,645</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	1,162	785
Deferred income - Development Fund	18,160	18,160
Deferred income - subscriptions in advance	20,988	20,061
Deferred income - awards	15,999	15,999
Deferred income - research	50	49
Deferred income - conference	7,852	7,852
Accruals and deferred income	2,188	1,923
	<u>66,398</u>	<u>64,829</u>
5 GOVERNANCE COSTS		
Management	14,133	9,422
Accounting	6,831	8,307
CEO fee	1,468	5,936
Bank charges	1,450	1,566
(Profit) / Loss on foreign exchange	269	349
	<u>24,152</u>	<u>25,580</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

6 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,133.

7 CHARITABLE STATUS

The company is a registered charity.

8 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

9 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

	2023	2022
	£	£
INCOME		
Subscriptions	29,385	15,657
Conferences	-	15,704
Certification and training	0	-1,924
Awards	-	-
Sponsorship	-	-
Bank Interest	9,660	11,097
Development fund	-	-
	<u>39,046</u>	<u>40,533</u>
 EXPENDITURE		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	1,450	1,566
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	761	3,923
Management fees	14,133	9,422
Marketing	-	-
CEO fee	1,468	5,936
Travel and subsistence	-	522
Accountancy	6,831	8,307
(Profit) / Loss on foreign exchange	269	349
Others - Miscellaneous	272	259
Provision for Bad debts - increase	942	-
	<u>26,127</u>	<u>30,284</u>
	<u>12,919</u>	<u>10,249</u>



Issuer TaxAssist Accountants

Document generated Mon, 4th Mar 2024 13:36:16 UTC

Document fingerprint 678505b12bc554fa45ee5adf250bd121

Parties involved with this document

Document processed	Party + Fingerprint
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli - Signer (ecb945ad625b83e9c3659fb395e214cc)
Tue, 5th Mar 2024 13:19:36 UTC	Sergey Pimonov - Copied In (e1cc24767f5a90cee8bdcb98ade894f7)

Audit history log

Date	Action
Tue, 5th Mar 2024 13:19:38 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Document emailed to party email (18.170.57.59)
Tue, 5th Mar 2024 13:19:36 UTC	This envelope has been signed by all parties (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Sent the envelope to Sergey Pimonov for signing (49.36.138.57)
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli signed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:17:27 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Mon, 4th Mar 2024 13:36:25 UTC	Document emailed to party email (13.40.209.74)
Mon, 4th Mar 2024 13:36:18 UTC	Sent the envelope to Dr Uddesh Kohli for signing. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope has been set to automatically remind the active signer every 3 day(s). (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Sergey Pimonov has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Dr Uddesh Kohli has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope generated. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Document generated with fingerprint 678505b12bc554fa45ee5adf250bd121. (18.134.205.28)
Mon, 4th Mar 2024 13:36:16 UTC	Envelope generated with fingerprint 6c1bc4f1c9871685f98b039209dd906d (18.133.63.166)

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2023

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2023

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

50th IFTDO World Conference and Golden Jubilee Celebrations, Cairo, which were to be held in November 2023, had to be postponed to April 22-24, 2024. A Conference Task Force, under the Chairmanship of the President Helmi Sallam has been very actively working during 2023 on Conference Program and arrangements.

Strategic Action Plan – An elaborate Strategic Plan was prepared by the Strategy Committee headed by Tayo Rotimi. The Action Plan, recommended by the Committee, was largely approved by the Board.

Webinars - 3 webinars were organized, conducted by Dr. Ahmed, Dr. Patti Phillips, and Dr. Abdullah Al Hamed, between June to Dec 2023.

Website: A new website has been developed and launched after revamping the existing website.

Newsletter: Three Newsletters, edited by Dr. A C Joshi, were released during 2023.

Women Empowerment Project in Nigeria - The second IFTDO-TOTAL Energies Project approved in 2022 by Total Energies, Nigeria, was implemented during 2023. The third Empowerment grant was also paid to 23 widows across two states on December 12 and 19, 2023, and the Program was very successful, with widows expressing their gratitude and joy. Two Orientation Programs were organized for freshers at the Covenant University, Nigeria

IFTDO continues to have **consultative status with ECOSOC of UN**. It continued to participate in United Nations activities, including the **UN Global Compact Program** which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD

04 Mar 2024

U K Kohli:

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		29,385	15,657
Conferences		-	15,704
Certification and training		-	-1,924
Awards		-	-
Bank Interest		9,660	11,097
Development fund		-	-
Total incoming resources		<u><u>39,046</u></u>	<u><u>40,533</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		1,033	4,704
<i>Governance costs</i>	5	24,152	25,580
Provision for Bad debts		942	-
Total resources expended		<u><u>26,127</u></u>	<u><u>30,284</u></u>
<i>Net incoming resources for the year</i>	6	12,919	10,249
Total funds brought forward		<u>328,816</u>	<u>318,567</u>
Total funds carried forward		<u><u>341,735</u></u>	<u><u>328,816</u></u>

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

		2023		2022	
Notes	£	£	£	£	£
CURRENT ASSETS					
Debtors	2	17,313		-	
Provision for Bad debts		-	17,313	-	
Cash at the bank and in hand	3	408,133		393,645	
		408,133		393,645	
 CREDITORS					
Amount falling due within one year	4	-66,398		-64,829	
NET CURRENT ASSETS			341,735		328,816
NET ASSETS			341,735		328,816
 RESERVES					
Profit and loss account			341,735		328,816
TOTAL FUNDS			341,735		328,816

For the year ended 31st December 2023, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

04 Mar 2024

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

U K Kohli:

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange differences are taken into account in arriving at the operating profit.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

Change in presentation currency

On 1 January 2023, The International Federation of Training and Development Organisations Limited changed its reporting currency from US Dollars to sterling to provide greater transparency for stakeholders in the UK. In accordance with IAS 8, Accounting Policies, Changes in Accounting Estimates and Errors, this change in presentational currency was applied retrospectively and accordingly, prior year comparatives have been restated.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

2 DEBTORS	2023	2022
	£	£
Trade Debtors	17,313	-
less Provision for Bad debts	<u>-17,313</u>	<u>-</u>
	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Lloyds TSB sterling account	2,484	2,359
Lloyds TSB dollar account	22,617	18,547
Longer term deposit account	383,032	372,709
Prepayments	<u>-</u>	<u>30</u>
	<u>408,133</u>	<u>393,645</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	1,162	785
Deferred income - Development Fund	18,160	18,160
Deferred income - subscriptions in advance	20,988	20,061
Deferred income - awards	15,999	15,999
Deferred income - research	50	49
Deferred income - conference	7,852	7,852
Accruals and deferred income	<u>2,188</u>	<u>1,923</u>
	<u>66,398</u>	<u>64,829</u>
5 GOVERNANCE COSTS		
Management	14,133	9,422
Accounting	6,831	8,307
CEO fee	1,468	5,936
Bank charges	1,450	1,566
(Profit) / Loss on foreign exchange	<u>269</u>	<u>349</u>
	<u>24,152</u>	<u>25,580</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

6 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,133.

7 CHARITABLE STATUS

The company is a registered charity.

8 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

9 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2023

	2023	2022
	£	£
INCOME		
Subscriptions	29,385	15,657
Conferences	-	15,704
Certification and training	0	-1,924
Awards	-	-
Sponsorship	-	-
Bank Interest	9,660	11,097
Development fund	-	-
	<u>39,046</u>	<u>40,533</u>
 EXPENDITURE		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	1,450	1,566
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	761	3,923
Management fees	14,133	9,422
Marketing	-	-
CEO fee	1,468	5,936
Travel and subsistence	-	522
Accountancy	6,831	8,307
(Profit) / Loss on foreign exchange	269	349
Others - Miscellaneous	272	259
Provision for Bad debts - increase	942	-
	<u>26,127</u>	<u>30,284</u>
	<u>12,919</u>	<u>10,249</u>



Issuer TaxAssist Accountants

Document generated Mon, 4th Mar 2024 13:36:16 UTC

Document fingerprint 678505b12bc554fa45ee5adf250bd121

Parties involved with this document

Document processed	Party + Fingerprint
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli - Signer (ecb945ad625b83e9c3659fb395e214cc)
Tue, 5th Mar 2024 13:19:36 UTC	Sergey Pimonov - Copied In (e1cc24767f5a90cee8bdcb98ade894f7)

Audit history log

Date	Action
Tue, 5th Mar 2024 13:19:38 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Document emailed to party email (18.170.57.59)
Tue, 5th Mar 2024 13:19:36 UTC	This envelope has been signed by all parties (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Sent the envelope to Sergey Pimonov for signing (49.36.138.57)
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli signed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:17:27 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Mon, 4th Mar 2024 13:36:25 UTC	Document emailed to party email (13.40.209.74)
Mon, 4th Mar 2024 13:36:18 UTC	Sent the envelope to Dr Uddesh Kohli for signing. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope has been set to automatically remind the active signer every 3 day(s). (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Sergey Pimonov has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Dr Uddesh Kohli has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope generated. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Document generated with fingerprint 678505b12bc554fa45ee5adf250bd121. (18.134.205.28)
Mon, 4th Mar 2024 13:36:16 UTC	Envelope generated with fingerprint 6c1bc4f1c9871685f98b039209dd906d (18.133.63.166)



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT
ORGANISATIONS LIMITED(THE)

On accounts for the
year ended

31.12.2023

Charity no
(if any)

326633

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31.12.2023**.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

11/03/2024

Name:

Alison Redwood

Relevant professional qualification(s) or body (if any):

AFA
Institute of Financial Accountants

Address:

TaxAssist Accountants

B7 Kestrel Court, Harbour Road

Portishead BS20 7AN

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

[Empty box for disclosure details]

Accounts

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2022

NOTE TO ACCOUNTS

The charity's accounts were prepared in accordance with Charities SORP, using US dollars as the presentation currency due to the charity's predominant operation in a non-British currency. However, due to the Annual return submission's default currency being British pounds, all US dollar amounts are displayed with the British pounds sign without being converted.

ON BEHALF OF THE BOARD



29/09/2023

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2022

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2022

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2022

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Ahmed Al Banna	(Bahrain)	Anita Chauhan	(India)
Christopher McDonagh	(Ireland)	Chien-Chung Shen	(Taiwan)
Chung-Cheng Lee	(Taiwan)	Harris Neeliah	(Mauritius)
CM Vignaesvaran	(Malaysia)	Tayo O. George	(Nigeria)
Ebrahim Al Dossary	(Bahrain)	Vinayshil Gautam	(India)
Ghalib Saif Al Hosni	(Oman)		
Helmi Sallam	(Egypt)		
Janet Lyabo Kofo Jolaoso	(Nigeria)		
Meshack Justin Tafa	(Botswana)		
Mohammad Bin Fahad	(UAE)		
Patricia Phillips	(USA)		
Raed Khanfar	(Jordan)		
Rajcoomar Auckloo	(Mauritius)		
Ranjan Kumar Mohapatra	(India)		
Sanja Miovcic	(Bosnia)		
Tayo Rotimi	(Nigeria)		

Company Secretary

Dr Uddesh Kumar Kohli (India)

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

The 49th IFTDO World Conference and Exhibition was organized in New Delhi, India, on May 20-23, 2022, on the Theme: 'STRATEGIES FOR AN AGILE WORK CULTURE: PATHWAYS TO THE NEW AGE'. It was a great success with 37 speakers and over 350 delegates. It has been decided to hold the 50th IFTDO World Conference and Golden Jubilee celebrations in Cairo in November 2023.

The IFTDO – CWE Committee implemented the Project on 'Agribusiness Empowerment for Women Small Holder Farmers within Local Communities' funded by Total Energies, Nigeria. Proposal for a second IFTDO – CWE Project on Cassava Flour production was submitted to Total Energies, Nigeria which was approved and implementation commenced. CWE-Asia was inaugurated Registration of IFTDO-Africa was taken up. An MOU for Strategic Partnership Agreement between CWE and Ghana Women in Business Leadership Association to formally establish a mutually beneficial working relationship between the two parties, was signed. An MOU was signed with The Institute of Training & Occupational Learning (ITOL), UK, to initiate the Certification Programme with 3 Objectives- (i) to raise and acknowledge increased professionalism and (ii) increase the membership of IFTDO, (iii) give IFTDO a Development &

An IFTDO- Certificate in Employability skills was launched which is designed as a specialized certificate provided by the IFTDO in order to develop the necessary skills that are required globally in the work field by Job Seekers.

IFTDO has consultative status with ECOSOC of UN. It continued to participate in United Nations activities, including the UN Global Compact Programme which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

A Research Project on "Future of work" with focus on Post Pandemic work structure: select emergent issues" was undertaken. Four Issues of IFTDO News were published. IFTDO Website was redeveloped to meet the current and future top emerging technologies in terms of digitalization, and cloud base, etc. A Project proposal "Social Justice for All through democratic leadership, positive learning and governance: Publication & Dissemination" for \$200,000 grant from UN Democracy Fund was submitted. IFTDO Website was redeveloped to meet the current and future top emerging technologies in terms of digitalization, and cloud base, etc during the year.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD



(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

20 Mar 2023

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

	Notes	Unrestricted funds 2022 \$	Unrestricted funds 2021 \$
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		19,940	41,915
Conferences		20,000	-
Certification and training		-2,450	-
Awards		-	-
Bank Interest		14,133	6,877
Development fund		-	-
Total incoming resources		<u><u>51,623</u></u>	<u><u>48,792</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		5,991	2,601
<i>Governance costs</i>	5	32,579	33,220
Total resources expended		<u><u>38,570</u></u>	<u><u>35,821</u></u>
<i>Net incoming resources for the year</i>	6	13,053	12,772
Total funds brought forward		<u>405,724</u>	<u>392,952</u>
Total funds carried forward		<u><u>418,777</u></u>	<u><u>405,724</u></u>

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

		2022		2021	
Notes	\$	\$	\$	\$	\$
CURRENT ASSETS					
Debtors	2	-	-	-	-
Cash at the bank and in hand	3	501,343	501,343	479,363	479,363
		501,343	501,343	479,363	479,363
CREDITORS					
Amount falling due within one year	4	-82,566	-82,566	-73,639	-73,639
NET CURRENT ASSETS		418,777	418,777	405,724	405,724
NET ASSETS		418,777	418,777	405,724	405,724
RESERVES					
Profit and loss account		418,777	418,777	405,724	405,724
TOTAL FUNDS		418,777	418,777	405,724	405,724

For the year ended 31st December 2022, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.
20 Mar 2023

The accounts were approved by the Board of Trustees on and were signed on its behalf by:



(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Assets and liabilities denominated in the foreign currencies are translated into US Dollars at the rates of the exchange ruling at the Balance Sheet date. Transactions in foreign currencies are translated into US dollars at the average rate of exchange for the financial year. Exchange differences are taken into account in arriving at the surplus or deficit for the financial year.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

2	DEBTORS	2022	2021
		\$	\$
	Trade Debtors	<u>-</u>	<u>-</u>
3	CASH AT BANK		
	Cash in hand	-	-
	Lloyds TSB sterling account	3,005	2,335
	Lloyds TSB dollar account	23,621	29,226
	Longer term deposit account	474,679	447,802
	Prepayments	<u>38</u>	<u>-</u>
		<u>501,343</u>	<u>479,363</u>
4	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	Trade creditors	1,000	2,107
	Deferred income - Development Fund	23,128	23,128
	Deferred income - subscriptions in advance	25,550	24,525
	Deferred income - awards	20,376	21,467
	Deferred income - research	63	63
	Deferred income - conference	10,000	-
	Accruals and deferred income	<u>2,449</u>	<u>2,349</u>
		<u>82,566</u>	<u>73,639</u>
5	GOVERNANCE COSTS		
	Management	12,000	12,000
	Accounting	10,580	7,233
	CEO fee	7,560	10,410
	Bank charges	1,995	2,421
	(Profit) / Loss on foreign exchange	<u>444</u>	<u>746</u>
		<u>32,579</u>	<u>32,810</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

6 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to \$12,000.

7 CHARITABLE STATUS

The company is a registered charity.

8 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

9 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2022

	2022	2021
	\$	\$
INCOME		
Subscriptions	19,940	41,915
Conferences	20,000	-
Certification and training	-2,450	-
Awards	-	-
Sponsorship	-	-
Bank Interest	14,133	6,877
Development fund	-	-
	<u>51,623</u>	<u>48,792</u>
 EXPENDITURE		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	1,995	2,421
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	4,996	1,417
Management fees	12,000	12,000
Marketing	-	-
CEO fee	7,560	10,410
Travel and subsistence	665	-
Accountancy	10,580	7,233
(Profit) / Loss on foreign exchange	444	746
Others - Miscellaneous	330	1,594
	<u>38,570</u>	<u>35,821</u>
	<u>13,053</u>	<u>12,971</u>



Issuer TaxAssist Accountants

Document generated Mon, 20th Mar 2023 12:40:59 UTC

Document fingerprint 693e59938b89862319ef71e1468b7736

Parties involved with this document

Document processed	Party + Fingerprint
Mon, 20th Mar 2023 13:23:28 UTC	Dr Uddesh Kohli - Signer (bd1acadb3644c9969460637bed6d86ba)
Mon, 20th Mar 2023 13:23:28 UTC	Sergey Pimonov - Copied In (3aea6bf548540a8494c8ccd84bcc9c68)

Audit history log

Date	Action
Mon, 20th Mar 2023 13:23:30 UTC	Dr Uddesh Kohli viewed the envelope. (49.36.139.71)
Mon, 20th Mar 2023 13:23:29 UTC	Document emailed to party email (3.10.151.89)
Mon, 20th Mar 2023 13:23:28 UTC	The envelope has been signed by all parties. (49.36.139.71)
Mon, 20th Mar 2023 13:23:28 UTC	Sent a copy of the envelope to Sergey Pimonov (sergeypimonovs@taxassist.co.uk). (49.36.139.71)
Mon, 20th Mar 2023 13:23:28 UTC	Dr Uddesh Kohli signed the envelope. (49.36.139.71)
Mon, 20th Mar 2023 13:19:49 UTC	Dr Uddesh Kohli viewed the envelope. (49.36.139.71)
Mon, 20th Mar 2023 12:41:08 UTC	Document emailed to party email (52.56.82.52)
Mon, 20th Mar 2023 12:41:01 UTC	Sent the envelope to Dr Uddesh Kohli for signing. (3.9.147.99)
Mon, 20th Mar 2023 12:41:01 UTC	Envelope has been set to automatically remind the active signer every 3 day(s). (3.9.147.99)
Mon, 20th Mar 2023 12:41:01 UTC	Sergey Pimonov has been assigned to this envelope. (3.9.147.99)
Mon, 20th Mar 2023 12:41:01 UTC	Dr Uddesh Kohli has been assigned to this envelope. (3.9.147.99)
Mon, 20th Mar 2023 12:41:01 UTC	Envelope generated. (3.9.147.99)
Mon, 20th Mar 2023 12:41:01 UTC	Document generated with fingerprint 693e59938b89862319ef71e1468b7736. (3.9.147.99)
Mon, 20th Mar 2023 12:40:59 UTC	Envelope generated with fingerprint 080949e5491409677e89b5f7b5b93b3b (35.176.231.177)



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT
ORGANISATIONS LIMITED(THE)

On accounts for the year
ended

31.12.2022

Charity no
(if any)

326633

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31.12.2022**

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

23/03/2023

Name:

Alison Redwood

Relevant professional qualification(s) or body (if any):

AFA
Institute of Financial Accountants

Address:

TaxAssist Accountants

B7 Kestrel Court, Harbour Road

Portishead BS20 7AN

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

--

Accounts

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2021

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2021

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2021

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Dr Raed Khanfar	(Jordan)
CM Vignaesarvan	(Malaysia)
Ranjan Kumar Mohapatra	(India)
Dr Patricia Phillips	(USA)
Christopher McDonagh	(Ireland)
Meshack Justin Tafa	(Botswana)
Dr Chung-Cheng Lee	(Taiwan)
Sanja Miovcic	(Bosnia)
Dr Ahmed Al Banna	(Bahrain)
Janet Iyabo Kofo Jolaoso	(Nigeria)
Dr Mohammad Bin Fahad	(UAE)
Rajcoomar Auckloo	(Mauritius)
Dr Ghalib Saif Alhosni	(Oman)
Dr Helmi Sallam	(Egypt)
Ebrahim Al Dossary	(Bahrain)
Tayo Rotimi	(Nigeria)

Resigned

Mohammad Alshujaieh	(Jordan)
Ahmed Ateya	(Bahrain)
Nataraj Ray	India
Dickson Onuoba	Nigeria

Company Secretary

Dr Uddesh Kumar Kohli (India)

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

The 49th IFTDO World Conference and Exhibition which was to be organized in New Delhi, India, had to be postponed due to Covid 19 Pandemic. to 2021 and later to 2022.

Three Webinars/talks were organized through video conferencing during the year as follows:

1. A talk on 'Serfi369-A Unique Trainer Development Model' by Roy Lai wa organised on January 18, 2021
2. A talk on the subject 'Learning Measurement using Impact Mapping Process', by Jeffery Berk, Chief Operating Officer, Performativ (USA), was organised virtually on April 26, 2021
3. A talk in the form of a panel discussion was successfully organised on July 28, 2021, on the subject 'Can AI Augment Human Intelligence or Replace it'. Three Panel Members who took part are: Mr Richard Bingley, UK, Ms Mary Loftus Ireland, Mr Abdulla Al Hamid, Bahrain.

IFTDO Committee on Women Empowerment (CWE), organised the IFTDO-CWE programme in March in Nigeria which was greatly successful. The inauguration on March 31, 2021, was very well attended by many high dignitaries, including the 1st Lady of the most populous state. It has enhanced the professional image of IFTDO.

A project proposal on 'IFTDO - CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States' was submitted to TOTAL Nigeria for funding, which approved funding of about \$17,000 for this project. An Execution Plan includes Selection, Orientation, Empowerment, Monitoring and Assessment. The Selection stage was completed, and the Orientation Programme and Empowerment Ceremony was held. An IFTDO- Certificate in Employability skills was launched which is designed as a specialized certificate provided by the IFTDO in order to develop the necessary skills that are required globally in the work field by Job Seekers.

IFTDO has consultative status with ECOSOC of UN. It continued to participate in United Nations activities, including the UN Global Compact Programme which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.


Issues of IFTDO News were published during the year.

IFTDO's web site www.iftdo.net was further revamped. It provides more information and is very useful for exchange of knowledge and experiences. All members have been given specific passwords to access the members only area.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD


03/05/2022
Date
Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

	Notes	Unrestricted funds 2021 \$	Unrestricted funds 2020 \$
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		41,915	29,730
Conferences		-	2,000
Certification and training		-	2,500
Awards		-	-
Bank Interest		6,877	11,013
Development fund		-	-
Total incoming resources		<u><u>48,792</u></u>	<u><u>45,243</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		2,601	20,033
<i>Governance costs</i>	5	33,220	22,293
Total resources expended		<u><u>35,821</u></u>	<u><u>42,326</u></u>
<i>Net incoming resources for the year</i>	6	12,971	2,917
Total funds brought forward		<u>393,552</u>	<u>390,635</u>
Total funds carried forward		<u><u>406,523</u></u>	<u><u>393,552</u></u>

The notes on pages 5 to 7 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

		2021		2020	
Notes	\$	\$	\$	\$	\$
CURRENT ASSETS					
Debtors	2	-	-	-	-
Cash at the bank and in hand	3	479,363	468,370	468,370	468,370
		479,363	468,370	468,370	468,370
CREDITORS					
Amount falling due within one year	4	-72,840	-74,818	-74,818	-74,818
NET CURRENT ASSETS		406,523	393,552	393,552	393,552
NET ASSETS		406,523	393,552	393,552	393,552
RESERVES					
Profit and loss account		406,523	393,552	393,552	393,552
TOTAL FUNDS		406,523	393,552	393,552	393,552

For the year ended 31st December 2021, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

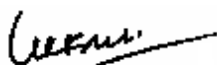
The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

The accounts were approved by the Board of Trustees on 03/05/2022 and were signed on its behalf by:



Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Assets and liabilities denominated in the foreign currencies are translated into US Dollars at the rates of the exchange ruling at the Balance Sheet date. Transactions in foreign currencies are translated into US dollars at the average rate of exchange for the financial year. Exchange differences are taken into account in arriving at the surplus or deficit for the financial year.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

2 DEBTORS	2021	2020
	\$	\$
Trade Debtors	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Current account	-	-
Lloyds TSB sterling account	2,335	1,032
Lloyds TSB dollar account	29,226	27,318
Longer term deposit account	<u>447,802</u>	<u>440,020</u>
	<u>479,363</u>	<u>468,370</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	-	481
Deferred income - Development Fund	23,128	23,128
Deferred income - subscriptions in advance	25,525	26,725
Deferred income - awards	21,467	21,467
Deferred income - research	63	63
Accruals and deferred income	<u>2,657</u>	<u>2,954</u>
	<u>72,840</u>	<u>74,818</u>
5 GOVERNANCE COSTS		
Management	12,000	14,000
Accounting	7,233	4,993
CEO fee	10,410	-
Bank charges	2,421	1,719
(Profit) / Loss on foreign exchange	<u>746</u>	<u>1,581</u>
	<u>32,810</u>	<u>22,293</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

7 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to \$12,000.

8 CHARITABLE STATUS

The company is a registered charity.

9 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

10 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

	2021	2020
	\$	\$
INCOME		
Subscriptions	41,915	29,730
Conferences	-	2,000
Certification and training	-	2,500
Awards	-	-
Sponsorship	-	-
Bank Interest	6,877	11,013
Development fund	-	-
	<u>48,792</u>	<u>45,243</u>
 EXPENDITURE		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	2,421	-
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	1,417	3,033
Management fees	12,000	14,000
Marketing	-	2,000
CEO fee	10,410	14,750
Travel and subsistence	-	250
Accountancy	7,233	4,993
(Profit) / Loss on foreign exchange	746	3,300
Others - Miscellaneous	1,594	-
	<u>35,821</u>	<u>42,326</u>
	<u>12,971</u>	<u>2,917</u>

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2021

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2021

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited

Registered Company No. 1829725

For the year ended 31st December 2021

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Dr Raed Khanfar	(Jordan)
CM Vignaesarvan	(Malaysia)
Ranjan Kumar Mohapatra	(India)
Dr Patricia Phillips	(USA)
Christopher McDonagh	(Ireland)
Meshack Justin Tafa	(Botswana)
Dr Chung-Cheng Lee	(Taiwan)
Sanja Miovcic	(Bosnia)
Dr Ahmed Al Banna	(Bahrain)
Janet Iyabo Kofo Jolaoso	(Nigeria)
Dr Mohammad Bin Fahad	(UAE)
Rajcoomar Auckloo	(Mauritius)
Dr Ghalib Saif Alhosni	(Oman)
Dr Helmi Sallam	(Egypt)
Ebrahim Al Dossary	(Bahrain)
Tayo Rotimi	(Nigeria)

Resigned

Mohammad Alshujaieh	(Jordan)
Ahmed Ateya	(Bahrain)
Nataraj Ray	India
Dickson Onuoba	Nigeria

Company Secretary

Dr Uddesh Kumar Kohli (India)

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

The 49th IFTDO World Conference and Exhibition which was to be organized in New Delhi, India, had to be postponed due to Covid 19 Pandemic. to 2021 and later to 2022.

Three Webinars/talks were organized through video conferencing during the year as follows:

1. A talk on 'Serfi369-A Unique Trainer Development Model' by Roy Lai wa organised on January 18, 2021
2. A talk on the subject 'Learning Measurement using Impact Mapping Process', by Jeffery Berk, Chief Operating Officer, Performativ (USA), was organised virtually on April 26, 2021
3. A talk in the form of a panel discussion was successfully organised on July 28, 2021, on the subject 'Can AI Augment Human Intelligence or Replace it'. Three Panel Members who took part are: Mr Richard Bingley, UK, Ms Mary Loftus Ireland, Mr Abdulla Al Hamid, Bahrain.

IFTDO Committee on Women Empowerment (CWE), organised the IFTDO-CWE programme in March in Nigeria which was greatly successful. The inauguration on March 31, 2021, was very well attended by many high dignitaries, including the 1st Lady of the most populous state. It has enhanced the professional image of IFTDO.

A project proposal on 'IFTDO - CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States' was submitted to TOTAL Nigeria for funding, which approved funding of about \$17,000 for this project. An Execution Plan includes Selection, Orientation, Empowerment, Monitoring and Assessment. The Selection stage was completed, and the Orientation Programme and Empowerment Ceremony was held. An IFTDO- Certificate in Employability skills was launched which is designed as a specialized certificate provided by the IFTDO in order to develop the necessary skills that are required globally in the work field by Job Seekers.

IFTDO has consultative status with ECOSOC of UN. It continued to participate in United Nations activities, including the UN Global Compact Programme which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.


Issues of IFTDO News were published during the year.

IFTDO's web site www.iftdo.net was further revamped. It provides more information and is very useful for exchange of knowledge and experiences. All members have been given specific passwords to access the members only area.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

ON BEHALF OF THE BOARD


03/05/2022
Date
Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

	Notes	Unrestricted funds 2021 \$	Unrestricted funds 2020 \$
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		41,915	29,730
Conferences		-	2,000
Certification and training		-	2,500
Awards		-	-
Bank Interest		6,877	11,013
Development fund		-	-
Total incoming resources		<u><u>48,792</u></u>	<u><u>45,243</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		2,601	20,033
<i>Governance costs</i>	5	33,220	22,293
Total resources expended		<u><u>35,821</u></u>	<u><u>42,326</u></u>
<i>Net incoming resources for the year</i>	6	12,971	2,917
Total funds brought forward		<u>393,552</u>	<u>390,635</u>
Total funds carried forward		<u><u>406,523</u></u>	<u><u>393,552</u></u>

The notes on pages 5 to 7 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

		2021		2020	
Notes	\$	\$	\$	\$	\$
CURRENT ASSETS					
Debtors	2	-	-	-	-
Cash at the bank and in hand	3	479,363	479,363	468,370	468,370
		479,363	479,363	468,370	468,370
 CREDITORS					
Amount falling due within one year	4	-72,840	-72,840	-74,818	-74,818
NET CURRENT ASSETS		406,523	406,523	393,552	393,552
NET ASSETS		406,523	406,523	393,552	393,552
 RESERVES					
Profit and loss account		406,523	406,523	393,552	393,552
TOTAL FUNDS		406,523	406,523	393,552	393,552

For the year ended 31st December 2021, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

The accounts were approved by the Board of Trustees on 03/05/2022 and were signed on its behalf by:



Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Assets and liabilities denominated in the foreign currencies are translated into US Dollars at the rates of the exchange ruling at the Balance Sheet date. Transactions in foreign currencies are translated into US dollars at the average rate of exchange for the financial year. Exchange differences are taken into account in arriving at the surplus or deficit for the financial year.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

2 DEBTORS	2021	2020
	\$	\$
Trade Debtors	<u>-</u>	<u>-</u>
3 CASH AT BANK		
Cash in hand	-	-
Current account	-	-
Lloyds TSB sterling account	2,335	1,032
Lloyds TSB dollar account	29,226	27,318
Longer term deposit account	<u>447,802</u>	<u>440,020</u>
	<u>479,363</u>	<u>468,370</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	-	481
Deferred income - Development Fund	23,128	23,128
Deferred income - subscriptions in advance	25,525	26,725
Deferred income - awards	21,467	21,467
Deferred income - research	63	63
Accruals and deferred income	<u>2,657</u>	<u>2,954</u>
	<u>72,840</u>	<u>74,818</u>
5 GOVERNANCE COSTS		
Management	12,000	14,000
Accounting	7,233	4,993
CEO fee	10,410	-
Bank charges	2,421	1,719
(Profit) / Loss on foreign exchange	<u>746</u>	<u>1,581</u>
	<u>32,810</u>	<u>22,293</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

7 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to \$12,000.

8 CHARITABLE STATUS

The company is a registered charity.

9 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

10 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2021

	2021	2020
	\$	\$
INCOME		
Subscriptions	41,915	29,730
Conferences	-	2,000
Certification and training	-	2,500
Awards	-	-
Sponsorship	-	-
Bank Interest	6,877	11,013
Development fund	-	-
	<u>48,792</u>	<u>45,243</u>
 EXPENDITURE		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	2,421	-
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	1,417	3,033
Management fees	12,000	14,000
Marketing	-	2,000
CEO fee	10,410	14,750
Travel and subsistence	-	250
Accountancy	7,233	4,993
(Profit) / Loss on foreign exchange	746	3,300
Others - Miscellaneous	1,594	-
	<u>35,821</u>	<u>42,326</u>
	<u>12,971</u>	<u>2,917</u>



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT
ORGANISATIONS LIMITED(THE)

On accounts for the year
ended

31.12.2021

Charity no
(if any)

326633

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31.12.2021

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

15/08/2022

Name:

Alison Redwood

Relevant professional
qualification(s) or body
(if any):

AFA
Institute of Financial Accountants

Address:

TaxAssist Accountants

B7 Kestrel Court, Harbour Road

Portishead BS20 7AN

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

[Empty box for disclosure details]

Accounts

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2020

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2020

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Ahmed Al Banna	(Bahrain)
Ebrahim Al-Dossary	(Bahrain)
Mohammad Alshujaieh	(Jordan)
Ahmed Ateya	(Bahrain)
Rajcoomar Auckloo	(Mauritius)
Mohammad Bin Fahad	(UAE)
Janet Jolaoso	(Nigeria)
Chung-Cheng Lee	(Taiwan)
Christopher McDonagh	(Ireland)
Sanja Miocvic	(Bosnia)
Patricia Phillips	(USA)
Tayo Rotimi	(Nigeria)
Helmi Sallam	(Egypt)
Meshack Justin Tafa	(Botswana)
Ranjan Kumar Mohapatra	India
Nataraj Ray	India
Dickson Onuoba	Nigeria
Ghalib Al Hosni	Oman

Company Secretary

Dr Uddesh Kumar Kohli (India)

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

The 49th IFTDO World Conference and Exhibition which was to be organized in New Delhi, India, had to be postponed due to Covid 19 Pandemic. A 1-day Virtual Global Conference was held on November 25 2020 on the Theme 'RESHAPING THE FUTURE OF HRD IN A FAST CHANGING WORLD'; chaired by Dr. Patti Phillips, it had renowned international keynote speakers such as Dave Ulrich, Johnny Taylor Jr and Jack Philips, registration of 1083 and participation of 786 from 62 countries.

Six Webinars/talks were organized through video conferencing during the year as follows:

1. May 5, 2020 -The Bottom-line on ROI: Demonstrating the role of ROI Virtual Training Programs- Speakers: Dr. Jack Philips and Dr. Patti Phillips
 2. June 2, 2020 – Covid 19, Does it really make a difference- Speaker: Ms Brenda Crowley
 3. July 16, 2020 - New Reality and new Opportunity- Speaker: Martin Mossler
 4. July 22, 2020 – The CHRO's Talent Plan for Recovery- Speakers: Marc Effron and Ranjan Kumar Mohapatra
 5. August 18, 2020 – Human Capital reporting: ISO's Recommendations for Public Disclosure and Internal reporting for Small, Medium and Large Organizations- Speaker: Dr. David Vance
 6. September 17, 2020 – Talent Migration-Challenges & Opportunities during Covid 19: Speakers: Kevin Tan, Jimmy Ong, Christian Quirino and James Bryden
- IFTDO Certification and coaching/training Programme was launched during 2020

IFTDO has consultative status with ECOSOC of UN. It continued to participate in United Nations activities, including the UN Global Compact Programme which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

Issues of IFTDO News were published during the year.

IFTDO's web site www.iftdo.net was further revamped. It provides more information and is very useful for exchange of knowledge and experiences. All members have been given specific passwords to access the members only area.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

Uddesh Kohli

ON BEHALF OF THE BOARD
27 Sep 2021

_____ Date
Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

	Notes	Unrestricted funds 2020 \$	Unrestricted funds 2019 \$
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		29,730	42,086
Conferences		2,000	-
Certification and training		2,500	-
Awards		-	78
Bank Interest		11,013	10,593
Development fund		-	6,561
Total incoming resources		<u><u>45,243</u></u>	<u><u>59,318</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	78
Research expenditure		-	-
Development expenditure		-	6,561
Other costs		20,033	19,570
<i>Governance costs</i>	5	22,293	23,943
Total resources expended		<u><u>42,326</u></u>	<u><u>50,152</u></u>
Net incoming resources for the year	6	2,917	9,166
Total funds brought forward		<u>361,483</u>	<u>352,317</u>
Total funds carried forward		<u><u>364,400</u></u>	<u><u>361,483</u></u>

The notes on pages 5 to 7 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

		2020		2019	
	Notes	\$	\$	\$	\$
CURRENT ASSETS					
Debtors	2	-		1,550	
Cash at the bank and in hand	3	468,370		459,866	
		468,370		461,416	
 CREDITORS					
Amount falling due within one year	4	-74,818		-71,656	
NET CURRENT ASSETS			393,552		389,760
NET ASSETS			393,552		389,760
 RESERVES					
Profit and loss account			364,400		361,483
TOTAL FUNDS			364,400		361,483

For the year ended 31st December 2020, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

27 Sep 2021

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Assets and liabilities denominated in the foreign currencies are translated into US Dollars at the rates of the exchange ruling at the Balance Sheet date. Transactions in foreign currencies are translated into US dollars at the average rate of exchange for the financial year. Exchange differences are taken into account in arriving at the surplus or deficit for the financial year.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

2	DEBTORS	2020	2019
		\$	\$
	Trade Debtors	<u>-</u>	<u>1,550</u>
3	CASH AT BANK		
	Cash in hand	-	-
	Current account	-	29,706
	Lloyds TSB sterling account	1,032	1,078
	Lloyds TSB dollar account	27,318	11,704
	Longer term deposit account	<u>440,020</u>	<u>417,378</u>
		<u>468,370</u>	<u>459,866</u>
4	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	Trade creditors	481	500
	Deferred income - Development Fund	23,128	23,128
	Deferred income - subscriptions in advance	26,725	25,170
	Deferred income - awards	21,467	21,467
	Deferred income - research	63	63
	Accruals and deferred income	<u>2,954</u>	<u>1,328</u>
		<u>74,818</u>	<u>71,656</u>
5	GOVERNANCE COSTS		
	Management	14,000	12,000
	Accounting	4,993	4,457
	Equipment rental	-	6,000
	Bank charges	1,719	612
	(Profit) / Loss on foreign exchange	<u>1,581</u>	<u>874</u>
		<u>22,293</u>	<u>23,943</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

7 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to \$14,000.

8 CHARITABLE STATUS

The company is a registered charity.

9 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

10 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

	2020	2019
	\$	\$
INCOME		
Subscriptions	29,730	42,086
Conferences	2,000	-
Certification and training	2,500	-
Awards		78
Sponsorship		-
Bank Interest	11,013	10,593
Development fund		3,036
	<u>45,243</u>	<u>55,793</u>
 EXPENDITURE		
Award expenditure		78
Research expenditure		-
Development expenditure		3,036
Bank service charges		612
Office and equipment expenses		6,000
Postage and delivery		-
Printing, website and other	3,033	1,756
Management fees	14,000	12,000
Marketing	2,000	2,451
CEO fee	14,750	-
Travel and subsistence	250	2,165
Accountancy	4,993	4,457
(Profit) / Loss on foreign exchange	3,300	874
Others - Miscellaneous		1,396
	<u>42,326</u>	<u>34,825</u>
	<u>2,917</u>	<u>20,968</u>



Issuer TaxAssist Accountants

Document generated Sun, 26th Sep 2021 14:55:11 BST

Document fingerprint 28cab81f96b9d104c84aab7d68645243

Parties involved with this document

Document processed	Party + Fingerprint
Mon, 27th Sep 2021 8:30:33 BST	Dr Uddesh Kohli - Signer (35a2a51c98be2eeba8f595ae0765dc08)

Audit history log

Date	Action
Mon, 27th Sep 2021 8:30:33 BST	The envelope has been signed by all parties. (49.36.176.178)
Mon, 27th Sep 2021 8:30:33 BST	Dr Uddesh Kohli signed the envelope. (49.36.176.178)
Mon, 27th Sep 2021 8:29:01 BST	Dr Uddesh Kohli viewed the envelope. (49.36.176.178)
Sun, 26th Sep 2021 16:03:25 BST	Dr Uddesh Kohli viewed the envelope. (49.36.176.178)
Sun, 26th Sep 2021 14:55:21 BST	Document emailed to party email (18.134.206.92)
Sun, 26th Sep 2021 14:55:12 BST	Sent the envelope to Dr Uddesh Kohli for signing. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Envelope has been set to automatically remind the active signer every 3 day(s). (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Dr Uddesh Kohli has been assigned to this envelope. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Envelope generated. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Document generated with fingerprint 28cab81f96b9d104c84aab7d68645243. (3.8.87.8)
Sun, 26th Sep 2021 14:55:11 BST	Envelope generated with fingerprint 5d09896a1649b8888894bf666d09ef68 (18.133.63.166)

Registered Company No. 1829725

Registered Charity No. 326633

The International Federation of Training and Development Organisations Limited

Reports of the Trustees and Financial Statements

For the year ended 31st December 2020

TaxAssist Accountants

Kestrel Court

Portishead

Somerset

BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
Contents for the year ended 31st December 2020

	Page
Report of the Trustees	1 to 3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 8
Detailed Income and Expenditure Account	9

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

1829725

Registered Charity number

326633

Registered office

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,
United Kingdom

Trustees

Ahmed Al Banna	(Bahrain)
Ebrahim Al-Dossary	(Bahrain)
Mohammad Alshujaieh	(Jordan)
Ahmed Ateya	(Bahrain)
Rajcoomar Auckloo	(Mauritius)
Mohammad Bin Fahad	(UAE)
Janet Jolaoso	(Nigeria)
Chung-Cheng Lee	(Taiwan)
Christopher McDonagh	(Ireland)
Sanja Miocvic	(Bosnia)
Patricia Phillips	(USA)
Tayo Rotimi	(Nigeria)
Helmi Sallam	(Egypt)
Meshack Justin Tafa	(Botswana)
Ranjan Kumar Mohapatra	India
Nataraj Ray	India
Dickson Onuoba	Nigeria
Ghalib Al Hosni	Oman

Company Secretary

Dr Uddesh Kumar Kohli (India)

Accountants

TaxAssist Accountants
Kestrel Court, Portishead
Somerset, BS20 7AN

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

ACHIEVEMENTS AND PERFORMANCE

The 49th IFTDO World Conference and Exhibition which was to be organized in New Delhi, India, had to be postponed due to Covid 19 Pandemic. A 1-day Virtual Global Conference was held on November 25 2020 on the Theme 'RESHAPING THE FUTURE OF HRD IN A FAST CHANGING WORLD'; chaired by Dr. Patti Phillips, it had renowned international keynote speakers such as Dave Ulrich, Johnny Taylor Jr and Jack Philips, registration of 1083 and participation of 786 from 62 countries.

Six Webinars/talks were organized through video conferencing during the year as follows:

1. May 5, 2020 -The Bottom-line on ROI: Demonstrating the role of ROI Virtual Training Programs- Speakers: Dr. Jack Philips and Dr. Patti Phillips
 2. June 2, 2020 – Covid 19, Does it really make a difference- Speaker: Ms Brenda Crowley
 3. July 16, 2020 - New Reality and new Opportunity- Speaker: Martin Mossler
 4. July 22, 2020 – The CHRO's Talent Plan for Recovery- Speakers: Marc Effron and Ranjan Kumar Mohapatra
 5. August 18, 2020 – Human Capital reporting: ISO's Recommendations for Public Disclosure and Internal reporting for Small, Medium and Large Organizations- Speaker: Dr. David Vance
 6. September 17, 2020 – Talent Migration-Challenges & Opportunities during Covid 19: Speakers: Kevin Tan, Jimmy Ong, Christian Quirino and James Bryden
- IFTDO Certification and coaching/training Programme was launched during 2020

IFTDO has consultative status with ECOSOC of UN. It continued to participate in United Nations activities, including the UN Global Compact Programme which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

Issues of IFTDO News were published during the year.

IFTDO's web site www.iftdo.net was further revamped. It provides more information and is very useful for exchange of knowledge and experiences. All members have been given specific passwords to access the members only area.

FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

Uddesh Kohli

ON BEHALF OF THE BOARD
27 Sep 2021

_____ Date
Dr Uddesh Kumar Kohli (Secretary)

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

	Notes	Unrestricted funds 2020 \$	Unrestricted funds 2019 \$
Incoming resources			
<i>Incoming resources from generated funds</i>			
Subscriptions		29,730	42,086
Conferences		2,000	-
Certification and training		2,500	-
Awards		-	78
Bank Interest		11,013	10,593
Development fund		-	6,561
Total incoming resources		<u><u>45,243</u></u>	<u><u>59,318</u></u>
Resources expended			
<i>Charitable activities</i>			
Award expenditure		-	78
Research expenditure		-	-
Development expenditure		-	6,561
Other costs		20,033	19,570
<i>Governance costs</i>	5	22,293	23,943
Total resources expended		<u><u>42,326</u></u>	<u><u>50,152</u></u>
Net incoming resources for the year	6	2,917	9,166
Total funds brought forward		<u>361,483</u>	<u>352,317</u>
Total funds carried forward		<u><u>364,400</u></u>	<u><u>361,483</u></u>

The notes on pages 5 to 7 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

		2020		2019	
	Notes	\$	\$	\$	\$
CURRENT ASSETS					
Debtors	2	-		1,550	
Cash at the bank and in hand	3	468,370		459,866	
		468,370		461,416	
 CREDITORS					
Amount falling due within one year	4	-74,818		-71,656	
NET CURRENT ASSETS			393,552		389,760
NET ASSETS			393,552		389,760
 RESERVES					
Profit and loss account			364,400		361,483
TOTAL FUNDS			364,400		361,483

For the year ended 31st December 2020, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

27 Sep 2021

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

The accounts were approved by the Board of Trustees on and were signed on its behalf by:

Dr Uddesh Kumar Kohli (Secretary)

The notes on pages 6 to 8 form part of these financial statements.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

1 ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

Basis of accounting

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

Foreign currency

Assets and liabilities denominated in the foreign currencies are translated into US Dollars at the rates of the exchange ruling at the Balance Sheet date. Transactions in foreign currencies are translated into US dollars at the average rate of exchange for the financial year. Exchange differences are taken into account in arriving at the surplus or deficit for the financial year.

Conference contributions

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

Subscriptions

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

2 DEBTORS	2020	2019
	\$	\$
Trade Debtors	<u>-</u>	<u>1,550</u>
3 CASH AT BANK		
Cash in hand	-	-
Current account	-	29,706
Lloyds TSB sterling account	1,032	1,078
Lloyds TSB dollar account	27,318	11,704
Longer term deposit account	<u>440,020</u>	<u>417,378</u>
	<u>468,370</u>	<u>459,866</u>
4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	481	500
Deferred income - Development Fund	23,128	23,128
Deferred income - subscriptions in advance	26,725	25,170
Deferred income - awards	21,467	21,467
Deferred income - research	63	63
Accruals and deferred income	<u>2,954</u>	<u>1,328</u>
	<u>74,818</u>	<u>71,656</u>
5 GOVERNANCE COSTS		
Management	14,000	12,000
Accounting	4,993	4,457
Equipment rental	-	6,000
Bank charges	1,719	612
(Profit) / Loss on foreign exchange	<u>1,581</u>	<u>874</u>
	<u>22,293</u>	<u>23,943</u>

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

7 RELATED PARTY DISCLOSURES

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to \$14,000.

8 CHARITABLE STATUS

The company is a registered charity.

9 TAXATION

The directors are of the opinion that the company's present activities are exempt from corporation tax.

10 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

The International Federation of Training and Development Organisations Limited
Registered Company No. 1829725
For the year ended 31st December 2020

	2020	2019
	\$	\$
INCOME		
Subscriptions	29,730	42,086
Conferences	2,000	-
Certification and training	2,500	-
Awards		78
Sponsorship		-
Bank Interest	11,013	10,593
Development fund		3,036
	<u>45,243</u>	<u>55,793</u>
EXPENDITURE		
Award expenditure		78
Research expenditure		-
Development expenditure		3,036
Bank service charges		612
Office and equipment expenses		6,000
Postage and delivery		-
Printing, website and other	3,033	1,756
Management fees	14,000	12,000
Marketing	2,000	2,451
CEO fee	14,750	-
Travel and subsistence	250	2,165
Accountancy	4,993	4,457
(Profit) / Loss on foreign exchange	3,300	874
Others - Miscellaneous		1,396
	<u>42,326</u>	<u>34,825</u>
	<u>2,917</u>	<u>20,968</u>



Issuer TaxAssist Accountants

Document generated Sun, 26th Sep 2021 14:55:11 BST

Document fingerprint 28cab81f96b9d104c84aab7d68645243

Parties involved with this document

Document processed	Party + Fingerprint
Mon, 27th Sep 2021 8:30:33 BST	Dr Uddesh Kohli - Signer (35a2a51c98be2eeba8f595ae0765dc08)

Audit history log

Date	Action
Mon, 27th Sep 2021 8:30:33 BST	The envelope has been signed by all parties. (49.36.176.178)
Mon, 27th Sep 2021 8:30:33 BST	Dr Uddesh Kohli signed the envelope. (49.36.176.178)
Mon, 27th Sep 2021 8:29:01 BST	Dr Uddesh Kohli viewed the envelope. (49.36.176.178)
Sun, 26th Sep 2021 16:03:25 BST	Dr Uddesh Kohli viewed the envelope. (49.36.176.178)
Sun, 26th Sep 2021 14:55:21 BST	Document emailed to party email (18.134.206.92)
Sun, 26th Sep 2021 14:55:12 BST	Sent the envelope to Dr Uddesh Kohli for signing. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Envelope has been set to automatically remind the active signer every 3 day(s). (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Dr Uddesh Kohli has been assigned to this envelope. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Envelope generated. (3.8.87.8)
Sun, 26th Sep 2021 14:55:12 BST	Document generated with fingerprint 28cab81f96b9d104c84aab7d68645243. (3.8.87.8)
Sun, 26th Sep 2021 14:55:11 BST	Envelope generated with fingerprint 5d09896a1649b8888894bf666d09ef68 (18.133.63.166)



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT
ORGANISATIONS LIMITED(THE)

On accounts for the year
ended

31.12.2020

Charity no
(if any)

326633

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended 31.12.2020

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the
accounts in accordance with the requirements of the Charities Act 2011
("the Act").

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 Act and in carrying out my examination, I
have followed all the applicable Directions given by the Charity Commission
under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have
come to my attention in connection with the examination (other than that
disclosed below *) which gives me cause to believe that in, any material
respect:

- the accounting records were not kept in accordance with section 130
of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements
concerning the form and content of accounts set out in the Charities
(Accounts and Reports) Regulations 2008 other than any requirement
that the accounts give a 'true and fair' view which is not a matter
considered as part of an independent examination.

I have no concerns and have come across no other matters in connection
with the examination to which attention should be drawn in this report in
order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

25.10.21

Name:

Alison Redwood

Relevant professional
qualification(s) or body
(if any):

AFA
Institute of Financial Accountants

Address: TaxAssist Accountants

Kestrel Court, Harbour Road

Portishead BS20 7AN

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

[Empty box for disclosure details]