

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

The Trustees present their report and audited financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's Memorandum and Articles of Association, the Charities Act (Northern Ireland) 2008, Charities Act (Northern Ireland) 2013, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland SORP 2019 (FRS 102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Exodus Trust is a registered charity with the Charity Commission for Northern Ireland and a company limited by guarantee, registered in Northern Ireland. The company was incorporated on 6th August 2007. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed by its Articles of Association. The liability of its members is limited in that every member of the company undertakes to contribute an amount not exceeding £1 in the event of the company being wound up.

Reference and administrative details

The registered name of the charity is Exodus Trust, charity registration number: NIC 102463 and company registration number: NI 065788.

Registered office	29 Railway Street, Lisburn, BT28 1XP.
Chief Executive Officer	Mr J Brown
UK & Ireland Director	Mr J Cummings
Auditor	Jackson Andrews, Chartered Accountants & Statutory Auditor 6 Mandeville Mews, Portadown, Co. Armagh, BT62 3NS
Bankers	Bank of Ireland, 2 The Diamond, Coleraine, BT52 1DE
Solicitors	McFarland Graham McCombe, 41-43 Bachelors Walk, Lisburn, BT28 1XN

Trustees

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Mrs C Aiken	(resigned 6 December 2022)
Mr D Keys	(resigned 17 February 2022)
Mr A R Lynas	
Mr P R Lynas	
Mrs G A Witherow	
Mrs L Bell	(resigned 13 October 2022)
Mrs L R Lynas	
Mr S J Richmond	
Mrs K Welsh	(appointed 17 February 2022)

Dr C Agnew and Mrs G Maxwell were appointed trustees on 6 December 2022.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

Trustees (*continued*)

New Trustees are appointed when appropriate. Suitable candidates are considered on the basis of their skills, experience and sympathy with the aims of the charity to ensure that they are competent to fulfil their role. New Trustees will be agreed at a board meeting before being invited to join. Training and support for Trustees is provided as required.

How the charity makes decisions

The Trustees and executive management meet 3 to 4 times a year to set strategy, discuss significant matters and review management accounts for the charity. During these meetings important decisions are made by consensus of the board. Day to day decision making responsibilities are delegated to the charity's senior management team and its departmental leaders.

Remuneration of key management

The Trustees set the pay for key management at a level they believe reflects the nature of the role and the level of responsibility involved. This is reviewed annually in light of current performance, cost of living and budgetary considerations.

Relationships with related parties

The charity requires Trustees to complete disclosure of interest forms on appointment and to update these as required in order to identify potential related parties that may require disclosure in the financial statements. This disclosure and a description of those related parties can be found at note 25 to the financial statements.

Additional related parties

Aiken & Co LLP are engaged as our accountants and a partner in this firm is married to Claire Aiken, one of the charity's Trustees.

OBJECTIVES AND ACTIVITIES

The principal activity of the charity is to advance the Christian religion and promote the benefit of young people primarily but not exclusively in Ireland.

We are a charity that educates and assists such young people, irrespective of their religious beliefs, through their leisure-time activities so as to develop their physical, mental and spiritual capacities that they may grow to full maturity as individuals and members of society. In particular, we:

- Provide facilities for recreation or other leisure time occupation in the interest of social welfare for young people in Ireland with the object of improving the conditions of life for such persons;
- Provide an alcohol and drug free cross community environment for the spiritual, social and physical recreation and training of young people with the object of improving the conditions of life of such young people;
- Provide programmes of mentoring and small groups whereby young people can learn from and be supported by older people and so help achieve their full educational and personal potential.

We also provide development aid and support to local communities, primarily but not exclusively in developing countries, for the furtherance of the relief of poverty, the advancement of education and other purposes beneficial to these local communities.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

OBJECTIVES AND ACTIVITIES (CONTINUED)

Exodus was established in Portstewart, Northern Ireland in 1997 and our vision is to see generations of young people boldly following Jesus and becoming lifelong disciple makers.

We currently work alongside young people, disciple makers, churches and communities in Ireland, Hungary and Romania. We see our role as raising up young people who will live out a bold and active Christian faith where they live and through 25 years of disciple making, we have journeyed with over 15,000 young people and leaders.

We offer four primary opportunities full of depth, fun and adventure:

1. TEAMS - Unforgettable small group adventures combining discovery, friendship and mission.
2. EVENTS & RESIDENTIALS - Fun, intentional and creative opportunities which build community and create discipling moments.
3. MENTORING - Deep discipling relationships between young people and older Christians.
4. TRAINING AND RESOURCES - Creative materials and workshops to equip leaders, parents and young people to make disciples.

Grant making policy

The charity may provide some financial assistance to organisations that it believes will advance its overall objectives. Primarily this is directed to our sister organisation "Exodus CEE" operating in Hungary and Romania.

Use of volunteers

The charity continues to rely on the work of volunteers who assist in office administrative roles, help at various events throughout the year and lead the teams which meet throughout the year and travel during the summer. We estimate a contribution of at least 45,500 volunteer hours in 2021/22 equivalent to £568,750 at an average hourly rate of £12.50.

- Full Time Self Funded Volunteers - e.g. Missionaries & Interns - 18,000 hours
- Regular & Sessional Youth Work Volunteers - e.g. Team leaders & mentors - 25,000 hours
- Regular part time support volunteers - e.g. Financial & Admin Support – 2,500 hours

PUBLIC BENEFIT STATEMENT

The Board of Exodus Trust confirm that they have had due regard for the guidance produced on public benefit by the Charity Commission for Northern Ireland and are pleased to report that during the year the charitable company has continued to provide public benefits through the programmes and services we offer. In particular, the directors consider how planned activities will contribute to the aims and objectives they have set out.

Public benefits

The trustees believe that both our purposes satisfy both elements of the public benefit requirement.

Purpose 1:

The direct benefits which flow from this purpose include:

- The opportunity to consider, celebrate and express the Christian faith.
- The adoption of a moral framework following the teachings of Jesus. This includes promoting peace, meeting the needs of others, tolerance and respect for diversity recognising all as being created by God and therefore all are equal.
- The provision of Christian religious education.
- Provision of training and skills development linked to Exodus programmes that will have aid ongoing competence in areas such as public speaking, group facilitation, good practice in youth work, leadership, event management and teamwork.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

OBJECTIVES AND ACTIVITIES (CONTINUED)

Public benefits (continued)

- The provision of youth centres and activities open to all which encourage social contact and interaction with a positive ethos.
- The provision of volunteering opportunities within centres and local communities.

These benefits are demonstrated through stories recorded from participants and partner organisations, feedback from volunteers, quarterly updates and the annual report. In providing these benefits, Exodus seeks to share the core tenets of the Christian faith, however, it will not condone any activities which put undue pressure on individuals to take on these beliefs. The beneficiaries of this purpose are young people living in Ireland aged 15-25. There will also be a direct benefit to youth leaders trained in roles, an indirect benefit to the families of young people and a wider benefit to the local communities. A private benefit to staff will arise as they are paid and also trained to carry out the role but this is necessary and incidental and payment is in line with appropriate levels of remuneration. Another private benefit flowing from this purpose is that gained by a Trustee who also has a teenage child who takes part in activities. This trustee applies for and is assigned places in the same way as all other beneficiaries. This benefit is incidental and necessary to ensure the benefit is provided to our beneficiaries.

Purpose 2:

The direct benefits which flow from this purpose include:

- The provision of practical repairs, maintenance and food distribution to care for those in need.
- The provision of Christian religious education.

These benefits are demonstrated through stories recorded from participants and partner organisations, feedback from volunteers, quarterly updates and the annual report. In providing these benefits Exodus seeks to share the core tenets of the Christian faith, however it will not condone any activities which put undue pressure on individuals to take on these beliefs. The beneficiaries of this purpose are individuals and communities primarily but not exclusively in developing countries.

ACHIEVEMENTS AND PERFORMANCE

March 2022 represented 25 years since the Exodus was founded and we have been able to enjoy a special year to mark the occasion!

Between 1 September 2021 and 31 August 2022, Exodus staff and volunteers in the UK & Ireland delivered 489 unique ministry opportunities and experiences to an amazing 12619 participants.

These were delivered across our 6 locations - Coleraine, Lisburn, Derry, Belfast, Carrick, Banbridge and represent significant celebration.

Teams

- 49 Teams and 420 participants
- Teams represent our core youth ministry activity representing an investment of at least 250 hours in each participant. This year saw teams return to international volunteering (alongside multiple groups serving in Ireland) and participation numbers increase by 12% (although still short of the pre-Covid level of around 420).

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

Events & Residentials

- 426 events and 11917 participants
- Events take either an outreach focus - enabling young people to connect with peers and the organisation for the first time or a discipleship focus where the priority is investing in young people who are keen to develop their faith.
- This year has seen a significant growth in our school's work which represents 30% of these participants and includes a wide range of activities including Assemblies, Christian Unions, Alpha courses and our new SOAR leadership course.

Mentoring

- Mentoring for approx 60 young people
- Mentoring remains a priority for our approach to youth ministry, however restarting activities post-pandemic has required greater effort in our teams and mentoring and seen this restart more slowly.

Training & Resourcing

- 350 youth leaders trained and 250 partner activities
- Over 50% of our activities were carried out in partnership with one or more churches or organisations. This represents a significant highlight in our aim to train, equip and release others as they work with young people.

Other Highlights & Achievements

- **New Areas** - Exodus Belfast found a home in St Andrew's Presbyterian church and Exodus Carrick moved to creating consistent opportunities throughout the year.
- **SOAR course** - Development and roll out of a new 6 session self-leadership programme for school pupils. Written in line with the LLW curriculum and
- **Lisburn Centre Refurb** - After 10 years, the centre was renovated to create a lighter, brighter space with a more multi-functional approach to reflect the wider range of opportunities we now deliver.
- **Founding of Exodus Latvia** - Our sister organisation Exodus CEE worked with partners in Latvia to establish the ministry there beginning with teams including over 90 participants!
- **Drive 25** - To celebrate our 25 years, Jim Brown (CEO & founder) drove to Romania and raised £15,000 to support and inspire a greater focus on outreach.

FINANCIAL REVIEW

The detailed financial results for the year ended 31 August 2022 are shown on page 17 of the financial statements. The net income for the year amounted to £76,472 (2021: net expenditure of £15,292). At 31 August 2022, the funds of the charity amounted to £589,400 (2021: £512,928) comprising unrestricted income funds of £559,102 (2021: £476,479) unrestricted designated funds of £Nil (2021: £Nil) and restricted funds of £30,298 (2021: £36,449). At 31 August 2022, fixed assets included within unrestricted funds are £248,549 (2021: £245,830) and within restricted funds are £16,215 (2021: £12,008). At 31 August 2022, free reserves being total funds after deducting restricted funds, designated funds and fixed assets are £310,553 (2021: £230,649).

Principal Sources of Income

Our principal sources of income came from:

- **Generated - 20%** - Contributions from participants toward their involvement in opportunities
- **Committed - 28%** - Pledges & standing orders from churches, trusts & individuals
- **One Off - 40%** - Linked to project grants & donations from individuals & churches - included a one-off appeal for Ukrainian partners working with refugees. (Also includes Gift Aid).
- **Team Fundraising - 12%**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FINANCIAL REVIEW (CONTINUED)

Expenditure

Our primary areas of expenditure are linked to:

- **Salaries - 40%** - Primarily front line youth work investing in volunteer leaders & young people (including support for Exodus CEE (sister organisation))
- **Team Costs - 21%** - Flights, accommodation & materials
- **Youth Ministry Costs - 10 %**
- **Running Costs - 9%**
- **One Off - 20%** - Ukraine Appeal & Centre renovation

Reserves policy and going concern

The charity's reserves should provide the organisation with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

The Trustees intend to maintain the charity's reserves at a level which is at least equivalent to three months operational expenditure and have done so having regards to its manner of operation of likely funding streams.

The board will review the reserves to ensure that they are adequate to fulfil the charity's continuing obligations on an annual basis.

Of the total funds reported above, £309,288 (2021: £243,972) is made up of cash at bank. The Trustees are confident that the cash reserves, together with expected future income, will be sufficient to meet the working capital requirements for the forthcoming year. The Trustees have also considered the extent to which existing activities could be curtailed, should the need arise.

The level of reserves increased due to a number of significant events:

- A Covid Recovery Programme Grant - received against losses.
- An unexpected and unrestricted legacy gift
- A number of grants or contributions received in advance of development work in the incoming year for projects including
 - New small group materials
 - Update of Mentoring App
 - Local Outreach projects

We expect to spend much of this allocation in 22/23 which will create a deficit for the year and see the cash reserves in line with what the trustees are expecting.

Factors Affecting Future Financial Performance

- Level of inflation linked to cost of utilities and cost of international travel
- Level of participation in our teams programme
- Success of a small number of specific Grant applications
- Consistency of larger ongoing donors

Risk Management

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The Trustees maintain a written risk register in order to document and review identified risks. The principal risks continue to be:

- Operational strain caused by changeover of personnel
- The need for a more comprehensive approach to fire safety management; and
- The challenges of working from and maintaining a large listed building in Lisburn.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FINANCIAL REVIEW (CONTINUED)

Plans for the future

In March 2022 Exodus released a new 3 year plan to commence in September 2022.

In response to a shift of young people away from the Christian faith and church life we have set our 3 priorities as REACH, DISCIPLE, PARTNER. As such we recognise the need to accelerate the development of opportunities and step into new areas to support great youth ministry. Our twelve development goals are

1. To employ a new, fully funded worker for Exodus NE focused on reaching new young people.
2. To pilot a team opportunity linked to leadership development that appeals to and engages those who aren't Christians.
3. To catalyse a range of new and creative outreach initiatives pioneered by our bases.
4. To deliver a reshaped and re-branded intern programme with an intentional focus on disciple making leadership development.
5. To create a full set of team courses - re-written, digitally delivered.
6. To build a strategic approach to developing innovative and adventurous placements for teams.
7. To build and launch a new model for Church commissioned Exodus workers who reach local young people with the gospel and raise up lifelong disciples of Jesus.
8. To launch a ministry to help fathers disciple their children
9. To appoint a worker who will unlock more of the potential of Walk with Me through refining the process and targeted invitation, training and support.
10. To set up a home for the ministry in Carrick and Newtownabbey.
11. To build new database and online platform to simplify & streamline activities for participants & staff
12. To form a volunteer support group for each Exodus Area working to help the work flourish locally.

These projects will each be set at a pace that is realistic for the staff team and achievable within existing budgets or newly sourced income. As we have grown from 1 centre to 6, we now recognise the need for a new, more sustainable model for future work. This model will seek stronger partnerships with local churches and individuals to secure the ownership and investment for long term consistent youth work in an area.

With all this in mind we look out expectant of the next 25 years and many more lives transformed.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The trustees (who are also the directors of Exodus Trust) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period. In preparing these financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

STATEMENT OF DIRECTORS' RESPONSIBILITIES (CONTINUED)

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. The directors are also responsible for safeguarding the assets of the charitable company and hence to take reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies' exemption

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

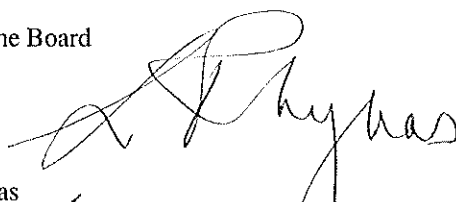
Auditors

Jackson Andrews have indicated their willingness to continue in office and a resolution concerning their re-appointment will be proposed at the Annual General Meeting.

By order of the Board

Mrs L R Lynas
Trustee

Date:


27.2.23