

# financial statements

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## **Fellowship of Reconciliation England**

For the year ended 31 December 2010

Registered charity number: 207822

# Fellowship of Reconciliation England

## Financial Statements

Year ended 31 December 2010

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# Fellowship of Reconciliation England

## Trust information

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<b>Registered charity number</b>	207822
<b>Governing instrument</b>	Constitution adopted 1914 as revised May 1955 and May 1974 as amended 9 January 1994 and 22 July 1995
<b>The board of Trustees</b>	Rev John Johansen-Berg (Chair) Denis Beaumont Naomi Beaumont Carole Crompton Roger Morbey (Treasurer) (Retired May 8 2010) Anita Schweinberger Gordon Slater (Vice Chair and Treasurer) Angela Broome (Elected May 8 2010) Richard Bickle (Elected May 8 2010) Hiranya de Alwis Jayasinghe (Elected May 8 2010) Mark Ramsey (Co-opted June 26 2010)
<b>Director</b>	Millius Palayiwa (from September 2010) Chris Cole (to June 2010)
<b>Registered Office</b>	Peace House 19 Paradise Street Oxford OX1 1LD
<b>Independent Examiner</b>	Deborah Pluck Wenn Townsend 30 St Giles Oxford OX1 3LE
<b>Bankers</b>	The Co-operative Bank plc 17 High Street Kingston-upon-Thames Surrey KT1 1LP

# Fellowship of Reconciliation England

## Trustees' Report

Year ended 31 December 2010

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The Trustees have pleasure in presenting the statutory report with the accounts of the Fellowship of Reconciliation, England, ("FoR") Charitable Trust, for the year ended 31 December 2010. The results for the year are presented in the form of a Statement of Financial Activities, which incorporates the traditional income and expenditure account, in order to comply with the revised Statement of Recommended Practice for Charities 2005, and in accordance with the Charities Act 1993.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

FoR is constituted as a charity with the objectives of the advancement of religion and education and other charitable purposes. It has a Board of Trustees which has the usual powers in relation to fundraising, oversight of finance, buying property, employing staff, co-operating with other charities and other activities related to its objects. The Trustees meet several times a year and set up such working groups and sub-committees as may be necessary in carrying out the objectives of the organisation, with the proviso that they report fully to the Board of Trustees. An Annual Council takes place and receives the Annual Report and duly examined Accounts which are transmitted to the Charity Commissioners.

#### **Trustees**

The Trustees are responsible for all major decisions relating to the operation of the Charity in the achievement of its objectives. In the day to day running of the organisation and detailed organisation of events, authority to act is given as appropriate to Working Groups and staff who make reports as required to the Trustees.

Trustees are elected for a three year term by members at Annual Council. Individuals with a particular expertise or who represent other peace organisations may be co-opted as Trustees for a year. New Trustees are recruited from among active members of FoR or may stand for election at Annual Council. The Trustees welcome, in particular, young people involved in the youth programmes of FoR. Potential or newly elected or co-opted Trustees attend a Trustee meeting and are provided with copies of FoR's constitution and the Basis. They are also advised of their responsibilities as a new or potential Trustee as required by Charity Law and Charity Commission regulations and guidance. If there is mutual agreement potential Trustees are invited to stand for election at Annual Council.

#### **Related Parties and Affiliations**

FoR is affiliated to the International Fellowship of Reconciliation, sends representatives to its meetings, makes an annual donation to it and has a close link with FoR (Zimbabwe). The International FoR Council which is held once every four years was held in Baarlo, Netherlands November 13 -21. In April 2011, FoR Europe will hold its annual meeting in England. In the UK, FoR is affiliated to the Network of Christian Peace Organisations (NCPO).

As noted in Note 10 on Page 14 of this Report and Accounts, members of the Methodist Peace Fellowship become members of FoR and their subscriptions are paid to FoR. An annual grant is made to Methodist Peace Fellowship. The Baptist Peace Fellowship and the URC Peace Fellowship may also receive a grant from FoR but membership of these Fellowships are not linked to FoR.

#### **Risk Management**

The Trustees have implemented systems to be followed by the Finance Officer and other FoR staff with a view to ensuring that the risks of financial loss are minimised. Trustees and FoR staff review the appropriateness of these procedures each year and ensure that they are being adhered to. The Trustees have also examined other operational and business risks that might arise and confirm that they have established systems to mitigate the significant risks. Over the course of the last year, the Trustees have at their meetings considered the financial risks facing FoR especially those that might be involved in cash transactions, such as the receipts from the annual appeal and resource sales. A Peace House Working Group has been set up to develop the use of our Centre. It ensures that we comply with health and safety regulations in the operation of our offices and meeting rooms, seeking to avoid any risks for staff and visitors.

# Fellowship of Reconciliation England

## Trustees' Report (*continued*)

Year ended 31 December 2010

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### OBJECTIVES

The Fellowship of Reconciliation was founded in 1914 as a body of people who accepted that the Christian faith is incompatible with participation in war and this is expressed in the Basis which is not a fixed form of words but seeks to express the quest for a world order based on love as exemplified in the life and teaching of Jesus Christ.

In this critical era, the FoR supports and affirms those with a commitment to peace and non-violence and undertakes education and campaigning on issues of conflict and peace and on behalf of the victims of war and injustice.

### ACTIVITIES AND ORGANISATION

#### Education and Campaigning

The report "Convenient Killing: Armed Drones and the "Playstation" Mentality" was successfully launched in London in September and received a great deal of press coverage. We thank the former Director Chris Cole, Amy Hailwood and Mary Dobbing (an intern from QPSW) for the production of the report and organising the launch conference. We participated in vigils concerned with Iraq and the continuing loss of life there.

Amy Hailwood, our Education and Campaigns officer, continued and developed her work. A Youth non-violence training weekend was held in Austria. We played a significant role in the NCPO's presence at Greenbelt Christian Arts Festival by coordination of the Peacezone that enabled young people to engage with the theme of active nonviolence. Amy gave over 10 talks and workshops on different aspects of nonviolence at universities and gatherings and collaborated with SPEAK to run a successful university speaker tour on armed drones that was attended by some 90 students. We successfully "partnered" with Pax Christi to host a Women peacemakers' conference and collaborated with the student campaigning network to host InterAction to run the New Voters: New Politics event during the May elections.

#### Support for Peacemakers

John Cooper, our International Projects Officer and Fundraiser, has raised funds for projects overseas. In the course of 2010, £6,920 has been given in small grants to branches of IFOR and other groups to enable practical peace projects. A short presentation was given at the IFOR Council to make delegates more aware of the scope of the grants

#### Our Staff, Trustees and other Volunteers

Chris Cole, our former Director, has been involved in various aspects of oversight and enabling in these various tasks of education, campaigning and supporting peacemakers. Part way through the year he experienced some ill health and eventually decided that it was time for him to move on to other work in which he could focus more particularly on campaigning for peace in practical ways and undertaking academic work on the subject. His tenure of seven years as our Director is greatly valued and the Fellowship has developed in many ways during this period. We wish Chris success in his new work, also based in Oxford, and look forward to the fruits of his labour in this new field.

We have welcomed Millius Palayiwa as the new Director from the end of September. By the end of the year he had already settled well into the post and was quickly establishing creative relationships with other staff and the Trustees. We look forward to his first full year in the post as he exercises his various talents in the development of FoR in its local, national and international work.

Trevor Barton is continuing his role as Centre Administrator, and is gradually building up the usage of the Centre by other groups and individuals. The Peace House Working Group gives support for improvements in the building and widening its use.

Clive Gillam, our Finance Officer continues to make a valuable contribution to our ongoing work. We express our thanks to all the staff and to two volunteers. David Pybus, editor of Peacelinks and to Gordon Slater who has combined the role of Treasurer with being Vice Chair. We hope that a new Treasurer can be found to take on that role in 2011.

# Fellowship of Reconciliation England

## Trustees' Report (*continued*)

Year ended 31 December 2010

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As Chair I express thanks on behalf of the Fellowship to the Trustees who meet at regular intervals and are actively involved in Committees and Working Groups to enable our continuing witness to peace and justice. Their enthusiasm and support is greatly valued.

Our library was finally unpacked from the removal boxes on to shelves and cataloguing continued throughout 2010 with the help of a volunteer, Anita Donaldson.

Two Trustees, Denis Beaumont and Carole Crompton represented us at the IFOR Quadrennial in Baarlo, the Netherlands, and the Director, the Youth & Campaigns Officer and the International Projects Officer attended part of the time.

### **Public Benefit**

We note the importance of Public Benefit and the guidance given by the Charity Commission on this subject. It relates to our aims and the quest for a world order based on love as expressed in our basis and exemplified in the teaching and ministry of Jesus.

Historically the origin of the movement was in conscientious objection to war and the membership had a Christian commitment. This remains part of our heritage but we increasingly work alongside people of other faiths in seeking justice and peace in a world of oppression and conflict. All our educational and outreach work is of public benefit and we seek to make our conferences and training courses widely available by having subsidies in costs. Public benefit is widely expressed in our overseas grants with which we support projects overseas. We recognize that reconciliation requires deep changes in society as we work for a more just and caring community. We shall continue to monitor the issue of public benefit as we discuss the implementation of our strategic plan and the development of the various programmes.

### **Performance and Planning for the Future**

2010 has been another year of transition. With the change in Director in the middle part of the year the development of our Strategic Plan has been further delayed. Staff and Trustees will be working hard in 2011 to find ways to utilise our limited resources to ensure that FoR can continue to pursue its objectives of supporting and affirming those with a commitment to peace and non-violence and undertaking education and campaigning on issues of conflict and peace and on behalf of the victims of war and injustice.

We could not undertake so varied a programme without financial resources so we have been grateful for the financial support by our members and further legacies which have been received during 2010. However, our current levels of income are not adequate to continue this full programme of peacemaking and campaigning and how we are to manage this imbalance between income and expenditure is an urgent focus for 2011.

In terms of future Programme we will continue to be active in:

- Education and Campaigns especially outreach amongst young people;
- Residential conferences and training programmes;
- Training Courses for all ages on "violence to wholeness";
- Greenbelt Festival – involvement in the Peace Zone and planning for events;
- International Projects – funds to be raised for peace building projects overseas.

As a peace organization we remain committed to the search for peace and justice in areas of conflict and war. We have sought to express our concern for the peaceful settlement of the current conflicts in Iraq and Afghanistan, Israel and Palestine, Zimbabwe and DR Congo and other areas. We share in the search for just solutions and believe that our international projects help in a practical way.

### **FINANCIAL REVIEW**

It has not been possible in the past year to meet our primary financial objective of achieving a balanced budget in which normal income covers normal expenditure. Despite the receipt of further legacies, expenditure exceeded income by £90,934 (2009 - Surplus of income of £45,436). As a result, undesignated and unrestricted reserves fell to £194,535 (2009 - £285,469). While the designated sustainability fund of £120,000 remains unchanged, it will be necessary in 2011 and subsequent years to

# Fellowship of Reconciliation England

## Trustees' Report (*continued*)

Year ended 31 December 2010

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begin to utilise this reserve if legacy income falls below the budgeted amount of £40,000. We have not been notified of any further legacies at December 31 2010. The significant number of new members and supporters needed to boost ordinary income to a sustainable level were not attracted in 2010. Therefore, one of the prime objectives in 2011 will be to look at ways in which the work and objectives can be promoted to the public in a way that will attract significant additional numbers of supporters and members and, hopefully, as a consequence, increased financial support.

Our policy on reserves remains to have one year's normal expenditure in reserve, a goal that we are currently able to meet. As mentioned above there is a designated sustainability fund that can be called upon, if legacy income falls, in order to meet our commitments to staff and the maintenance of Peace House. These designated reserves together with other unrestricted reserves enable us to commit to the current staff team and programme requirements of the Educational and International Projects until the end of 2012. The situation will be reviewed during 2012 in the light of priorities and incoming resources.

### **TRUSTEES' RESPONSIBILITIES**

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the trust and of the surplus or deficit of the trust for that period. In preparing those financial statements, the Trustees are required to select suitable accounting policies, as described on pages 9 and 10, and then apply them on a consistent basis, making judgements and estimates that are prudent and reasonable. The Trustees must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the trust and to enable them to ensure that the financial statements comply with the Charities Act 1993. The Trustees are also responsible for safeguarding the assets of the trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that these financial statements comply with current statutory requirements, the requirements of the charity's Constitution and Rules, and the requirements of the Statement of Recommended Practice for Charities (SORP 2005).

### **THANKS AND ACKNOWLEDGMENTS**

The Trustees thank the staff and volunteers for their hard work and strong motivation. The Director and the new team are commended for the energy and imagination they are bringing to our work for justice and peace. We thank our members and supporters for their continuing involvement and encouragement. We thank Trusts for the grants that have enabled outreach and development. We express appreciation for partners within the peace movement. We express particular gratitude to those who have left generous legacies to the Fellowship, enabling us to plan with imagination and confidence in our growing programme for outreach and witness.

Our inspiration continues to be found in the example of Jesus, peacemaker and healer, and those who have followed him in previous generations. We seek to continue in the path of peacemaking in our generation and pray that we may see the fruits of our labours in the attainment of justice and peace in the nations and amongst the people of our inter-connected world.

**John Johansen-Berg**

Chair of Trustees

By Order of the Board on 5 March, 2011

Peace House  
19 Paradise Street  
Oxford  
OX1 1LD

# Fellowship of Reconciliation England

## Independent Examiner's Report

Year ended 31 December 2010

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I report on the accounts of the Fellowship of Reconciliation England for the year ended 31 December 2010, which are set out on pages 7 to 15.

This report is made solely to the Trustees, as a body, in accordance with Section 43(3) of the Charities Act 1993. My work has been undertaken so that I might state to the Trustees matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Trustees for my independent examination work, for this report, or for the statement I have given below.

### Respective responsibilities of the Trustees and examiners

As the charity's Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

### Basis of independent examiner's report

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

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 41 of the 1993 Act; and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Deborah Pluck FCA  
Wenn Townsend  
Chartered Accountants  
30 St Giles  
Oxford  
OX1 3LE**

**April 2011**

# Fellowship of Reconciliation England

## Statement of Financial Activities

As at 31 December 2010

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
<b>Incoming Resources</b>					
<i>Incoming Resources from Generated Funds</i>					
Voluntary Income		69,439	14,969	84,408	203,617
Activities for Generating Funds		527	-	527	1,862
Investment Income		12,689	-	12,689	16,394
		<u>82,655</u>	<u>14,969</u>	<u>97,624</u>	<u>221,873</u>
<i>Incoming Resources from Charitable Activities</i>					
Events and Project Income		514	-	514	1,591
<i>Other Incoming Resources</i>					
Miscellaneous Income		1,425	-	1,425	410
		<u>84,594</u>	<u>14,969</u>	<u>99,563</u>	<u>223,874</u>
<b>Total Incoming Resources</b>					
<b>Resources Expended</b>					
<i>Costs of Generating Funds</i>					
Costs of Generating Voluntary Income		12,186	-	12,186	4,109
<i>Charitable Activities</i>					
Research		33,332	-	33,332	14,328
Education and Campaigning		72,643	-	72,643	69,867
Supporting Peacemakers		49,095	6,920	56,015	81,859
	7	<u>155,070</u>	<u>6,920</u>	<u>161,990</u>	<u>166,054</u>
Governance	8	8,272	-	8,272	8,275
		<u>175,528</u>	<u>6,920</u>	<u>182,448</u>	<u>178,438</u>
<b>Total Resources Expended</b>					
<b>Net Income/(Outgoing) Resources For the Year</b>					
		(90,934)	8,049	(82,885)	45,436
Funds at 1 January 2010		905,469	5,341	910,810	865,374
		<u>814,535</u>	<u>13,390</u>	<u>827,925</u>	<u>910,810</u>
<b>Funds at 31 December 2010</b>					

All of the activities of the charity are classed as continuing

The accounting policies and notes on pages 11 to 15 form part of these financial statements.

# Fellowship of Reconciliation England

## Balance Sheet

As at 31 December 2010

	Note	2010 £	2010 £	2009 £	2009 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	1		501,433		501,114
<b>Current Assets</b>					
Stocks		200		400	
Debtors	3	10,886		3,221	
Investments	2	315,793		367,347	
Cash at Bank and In Hand		<u>7,111</u>		<u>46,197</u>	
		333,990		417,165	
<b>Creditors: Amounts Falling Due within One Year</b>					
	4	<u>(7,498)</u>		<u>(7,469)</u>	
<b>Net Current Assets</b>			<u>326,492</u>		<u>409,696</u>
<b>Net Assets</b>	6		<u>827,925</u>		<u>910,810</u>
<b>Funds</b>					
General	5	194,535		285,469	
General: Fixed Asset Fund	5	500,000		500,000	
Designated: Sustainability		<u>120,000</u>		<u>120,000</u>	
Total Unrestricted			814,535		905,469
Restricted : International Peacemakers	5		13,390		5,341
			<u>827,925</u>		<u>910,810</u>

These financial statements were approved by the Board of Trustees and authorised for issue on the 5 March 2011 and are signed on their behalf by:

**Rev John Johansen-Berg (Chair)**

**Gordon Slater (Treasurer)**

The accounting policies and notes on pages 11 to 15 form part of these financial statements.

# Fellowship of Reconciliation England

## Statement of Accounting Policies

Year ended 31 December 2010

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The principal accounting policies which are adopted in the preparation of the financial statements are set out below:

### **Basis of accounting**

The financial statements have been prepared under the historical cost convention. The accounts have been prepared in accordance with the Charities Act 1993 and the Statement of Recommended Practice 2005 "Accounting by Charities", and United Kingdom Accounting Standards.

### **Recognition of incoming resources**

These are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, the Trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient certainty.

### **Incoming resources with related expenditure**

Where incoming resources have related expenditure, as with fundraising for example, the incoming resources and related expenditure are reported gross in the SOFA.

### **Income from voluntary sources**

All monetary donations and gifts are included in full in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies to which the charity is entitled are included in the statement of financial activities unless they are incapable of measurement.

Donations under gift aid together with the associated income tax recoveries are credited as income when the donations are received.

### **Volunteer help**

The value of volunteer help received is not included in the accounts but described in the Trustees' report.

### **Investment income**

Investment income, including associated income tax recoveries, is recognised when receivable.

### **Liability recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

### **Cost allocation**

Direct costs have been allocated directly to the activity category. Items of expenditure which contribute directly to more than one activity cost category, and support costs, have been apportioned on a reasonable, justifiable and consistent basis.

### **Governance costs**

Include costs of preparation and reporting on the statutory accounts, the costs of trustee meetings and cost of any legal advice to Trustees on governance or constitutional matters.

### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources calculated by reference to use of staff time.

**The accounting policies and notes on pages 11 to 15 form part of these financial statements.**

# Fellowship of Reconciliation England

## Statement of Accounting Policies (*continued*)

Year ended 31 December 2010

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### **Fund accounting**

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support cost where appropriate.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charities.

Designated funds are sums set aside out of unrestricted funds, as detailed in note 5 to these financial statements, for specific purposes. Transfers between funds are at the discretion of the Trustees

### **Tangible assets**

Tangible assets are included at cost. Depreciation is provided on all tangible assets, except long leasehold property, at rates calculated to write off each asset over its expected useful life, as follows:

Office equipment	3 years
Furniture	5 years

The long leasehold property is maintained in such a state of repair that its residual value is at least equal to its net book value and the effect of depreciation would therefore be immaterial. Annual impairment reviews are carried out to confirm this.

### **Investments**

Investments are recorded at cost, hence only realised gains on disposal of investments are brought into account.

### **Stocks**

Stocks are stated at the lower of cost and net realisable value.

### **Pensions**

The charity operates a defined contribution pension scheme for staff. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2010

### 1 Fixed Assets

	Long Leasehold Property £	Furniture, Fittings and Equipment £	Total £
<b>Cost or Valuation</b>			
At 1 January 2010	500,000	23,277	523,277
Additions	-	1,294	1,294
At 31 December 2010	500,000	24,571	524,571
<b>Depreciation</b>			
At 1 January 2010	-	22,163	22,163
Charge for the Year	-	975	975
At 31 December 2010	-	23,138	23,138
<b>Net Book Value</b>			
At 31 December 2010	500,000	1,433	501,433
At 31 December 2009	500,000	1,114	501,114

All assets are used for Direct Charitable purposes

### 2 Investments

	2010 £	2009 £
Short Term Deposits	315,793	367,347
Material Investments:		
CAF Accounts and Monmouthshire Building Society	315,793	367,347

### 3 Debtors

	2010 £	2009 £
Gift Aid Recoverable	5,586	2,621
Prepaid Expenses	104	-
Short Term Staff Loan	100	600
Other Debtors	5,096	-
	10,886	3,221

### 4 Creditors: Amounts Falling Due within One Year

	2010 £	2009 £
Trade Creditors	3,232	2,145
Social Security and Other Taxes	2,576	3,711
Independent Examiner's Fees	1,400	1,323
Rent Deposit	290	290
	7,498	7,469

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2010

### 5 Funds

#### Restricted Funds:

The following funds are for specific purposes.

	<b>International Peacemakers £</b>
At 1 January 2010	5,341
Voluntary Income	14,969
Charitable Activities Expenditure	(6,920)
	<hr/>
At 31 December 2010	13,390

#### International Peacemakers Fund

FoR's International Peacemakers Fund provides grants (usually between £1,000 - £5,000) to support overseas peace projects that are set up and run by local people using non-violent methods to address the causes of conflict, promote dialogue and/or build reconciliation.

#### Unrestricted Funds:

	<b>General £</b>	<b>General: Fixed Asset Fund £</b>	<b>Designated: Sustainability Fund £</b>	<b>Total £</b>
At 1 January 2010	285,469	500,000	120,000	905,469
Incoming Resources	84,594	-	-	84,594
Resources Expended	(175,528)	-	-	(175,528)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2010	194,535	500,000	120,000	814,535

#### Fixed Asset Fund

This represents the amount taken from General Funds in 2008 to purchase the charity's office building, Peace House which is not currently available to fund the charity's activities.

#### Sustainability Fund

The Trustees have recognised that the non-legacy income does not cover normal expenditure and so have created a fund to cover the potential shortfall if no legacy income is received. This fund is considered to be sufficient to enable the charity to continue its current level of working for up to three years with no significant legacy income. The Trustees are working on a strategy to build up new income streams and decrease the dependency on legacies.

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2010

### 6 Analysis of Net Assets between Funds

	Tangible Fixed Assets £	Investments £	Other Net Current Assets £	Total £
<b>Unrestricted</b>	501,433	301,803	11,299	814,535
<b>Restricted</b>				
International Peacemakers	-	13,390	-	13,390
<b>Total Funds</b>	<b>501,433</b>	<b>315,193</b>	<b>11,299</b>	<b>827,925</b>

### 7 Charitable Expenditure

	Total 2010 £	Total 2009 £
<i>Charitable Activities:</i>		
Salaries and Employment Costs	78,996	76,353
Grants Payable	14,220	38,110
 Support Costs:		
Office Costs	19,124	20,294
Paradise Street – Repairs and Renewals	12,860	925
Postage, Telephone, Printing and Stationery	8,192	6,879
Publication Costs	16,039	14,741
Events and Delegations	12,559	8,752
	<b>161,990</b>	<b>166,054</b>
	<b>2010 £</b>	<b>2009 £</b>
<i>Analysed to Activities:</i>		
Researched	33,332	14,328
Education and Campaigning	72,643	69,867
Supporting Peacemakers	56,015	81,859
	<b>161,990</b>	<b>166,054</b>

### 8 Governance Costs

	Total 2010 £	Total 2009 £
Independent Examination Fees	1,400	1,436
 Support Costs		
Council and Committee Expenses	1,650	384
Trustee Meetings	1,305	1,888
	<b>8,272</b>	<b>8,275</b>

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2010

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### 9 Analysis of Employee Costs

	<b>Total 2010 £</b>	<b>Total 2009 £</b>
Gross Salary	79,038	72,309
Employer's National Insurance	6,889	6,533
Pension Costs	827	826
Training	750	2,005
Recruitment	3,055	3,928
	<hr/> 90,559	<hr/> 85,601

The average number of full-time equivalent employees was 3.09 (2009: 2.78).

No employee earned £60,000 or more.

Trustees received no remuneration or other benefits in connection with their duties as Trustees during the year. Travel expenses were reimbursed to Trustees, amounting to £773 (2009: £1,484) and other expenses of £191 (2009: £348).

### 10 Related Party Transactions

There is a close relationship with the Methodist Peace Fellowship (MPF), whose members become members of FoR and their subscriptions are paid to FoR which in return makes grants to MPF. In 2010 these grants amount to £1,300 (2009: £1,300). There is a less formal link with the Baptist Peace Fellowship and the United Reformed Church Peace Fellowship. In 2010 no grants were paid to these organisations (2009: £400 each). A grant of £6,000 (2009: £6,000) was paid in the year to the International Fellowship of Reconciliation to which FoR is affiliated. A further £5,000 was paid towards the costs of the IFOR quadrennial held in November 2010.

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2010

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### 11 Grants Payable

During the year the Trustees approved grants payable to the following organisations in furtherance of the Charity's objectives:-

	<b>Total 2010 £</b>	<b>Total 2009 £</b>
Habel Foundation, India	3,000	-
Coalition of Women for Peace, Israel/Palestine	1,000	-
SPADO, Pakistan	-	5,000
Wiam, Palestine	-	2,000
Fellowship of Reconciliation, Zimbabwe	1,620	-
Churches Peace Initiatives, India	-	5,000
Civic Assistance Committee for Refugees, Ossetia	-	4,000
South Sudan Centre for Conflict Resolution	-	4,010
Centre for Peace and Reconciliation, Sri Lanka	-	2,000
Peace and Development Foundation, Uganda	-	3,000
Star Organisation, Pakistan	1,300	-
	<hr/> 6,920	<hr/> 25,010 <hr/>

The above grants were paid out of restricted funds received for the International Peacemakers Fund. These are grants made to groups and organisations in less developed countries that are promoting peace and reconciliation in areas of conflict. In addition, grants totalling £12,300 (2009: £13,100) were made from Unrestricted Funds to support the International Fellowship of Reconciliation and other affiliated organisations.

# Fellowship of Reconciliation England

Year ended 31 December 2010

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**The following page does not form part of the statutory financial statements**

# Fellowship of Reconciliation England

## Detailed Income and Expenditure Account

Year ended 31 December 2010

	2010 £	2010 £	2009 £	2009 £
<b>Incoming Resources</b>				
Donations and Grants		45,817		45,785
Legacies and Gifts in Memoriam		38,591		157,832
Publications Income		526		1,862
Investment Income		7,546		14,054
Events and Project Income		514		1,591
Miscellaneous Income		1,426		410
Rental Income		5,143		2,340
Palestine Delegation		-		-
		<hr/>		<hr/>
		99,563		223,874
<b>Overheads</b>				
Salaries and Employment Costs	90,559		85,602	
Paradise Street - Repairs and Renewals	12,860		925	
Rent	188		250	
Rates	1,564		1,570	
Office Costs	10,578		14,488	
Other Staff and Trustee Costs	5,446		3,804	
Post, Telephone and Stationery	9,260		6,444	
Council and Committee Expenses	1,650		384	
Publication Costs	14,084		13,146	
Advertising/Fundraising	5,290		1,578	
IPF Grants	6,920		25,010	
Other Grants and Affiliations	12,300		13,429	
Events and Project Costs	7,559		8,752	
Miscellaneous Expenses	933		138	
Independent Examiner's Fees	1,399		1,436	
Bank Charges	208		331	
Depreciation of Furniture and Equipment	975		715	
Subscriptions	676		436	
	<hr/>		<hr/>	
		(182,448)		(178,438)
		<hr/>		<hr/>
		(82,885)		45,436