

# financial statements

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## **Fellowship of Reconciliation England**

For the year ended 31 December 2008

Registered charity number: 207822

# Fellowship of Reconciliation England

## Financial Statements

Year ended 31 December 2008

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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 Norman Kember Roger Morbey (Treasurer) Anita Schweinberger Gordon Slater David Masters (elected 26 April 2008)
<b>Director</b>	Chris Cole
<b>Registered Office</b>	Peace House 19 Paradise Street Oxford OX1 1LD
<b>Independent Examiner</b>	B K Silva MacIntyre Hudson LLP Chartered Accountants & Registered Auditors 31 Castle Street High Wycombe Buckinghamshire HP13 6RU
<b>Bankers</b>	The Co-operative Bank plc 17 High Street Kingston-upon-Thames Surrey KT1 1LP

# Fellowship of Reconciliation England

## Report of the Trustees

Year ended 31 December 2008

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### Report of the Trustees

The Trustees have pleasure in presenting the statutory report with the accounts of the Fellowship of Reconciliation England, Charitable Trust, for the year ended 31st December 2008. 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 who have the usual powers in relation to fund-raising, 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.

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.

Trustee training includes new Trustees reading a copy of the Constitution and having their attention drawn to relevant publications, including those published by the Charities Commission. With greater resources now available to us and decisions having to be made in relation to those resources, we have made more training material available to Trustees from the Charities Commission and other sources. Training opportunities for Trustees and staff are monitored and suitable courses attended.

We have a close relationship with the Methodist Peace Fellowship whose members become members of FOR and their subscriptions are paid to FOR which in return makes grants to MPF. To make our relationship clear we have set this down in a Memorandum of Understanding. There is a less formal link with the Baptist Peace Fellowship though here too there is both funding from and to the linked organisation. The Anglican Pacifist Fellowship has a representative as an observer on the Board of Trustees but no formal or financial link. FOR is a member of the Network of Christian Peace Organisations and meets with other peace organisations on a regular basis.

FOR (England) 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). In 2006 we were represented by the Chair of Trustees and the Director at the International FOR Council in Tokyo. This is held once in four years; this meeting made a thorough review of strategy with plans agreed for the next few years. We continue our assessment of the outworking of IFOR strategy. There is an annual meeting of FOR in Europe; we were represented by the Director at the 2008 meeting in Alkmaar. This is an opportunity to review progress of the IFOR strategy and to discuss matters of common interest to branches in Europe.

There are risk elements in finance when cash transactions take place but close liaison between the Finance Officer and other staff and the oversight of the Treasurer and other Trustees minimises the risk.

# Fellowship of Reconciliation England

Report to the Trustees *(continued)*

Year ended 31 December 2008

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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

In the light of these objectives the FOR sets out a strategy which will help us to fulfil our aims. In recent years we have sought together with our Director, Chris Cole, to review our structure and priorities. This has come to fruition with additional resources enabling the implementation of plans; this process has continued through 2008. The Director has made a particular study of reconciliation and published an article in the Spring issue of "Peace by Peace", drawing attention to the designation of 2009 as the UN International Year of Reconciliation. 2008 has seen major advances in our work for peace and justice but did present us with some additional challenges since in this year we purchased and renovated a new Centre, "Peace House" in Paradise Street, central Oxford, so drew to a conclusion our interim stay in the rented office in Cowley and moved the stored contents of our previous Centre at Clopton from storage to Oxford. In the closing months of the year our Director was on sick leave. We express our thanks to other staff and to Trustees who helped to meet the extra challenges this presented and gave encouragement to Chris and we are thankful that he had recovered by the end of the year.

Our full-time Education and Campaigns officer, Martha Beale, had a busy and successful year organizing further Youth Conferences and the important visit to Palestine when our group formed part of the Delegation alongside Inter Faith Peace Builders and American Friends Service Committee. Youth activity continues to be an important and developing aspect of our work and has resulted in one of the young persons, David Masters, becoming a Trustee. Martha together with some other staff and Trustees has been much involved in the Greenbelt Christian Arts Festival which is held annually at Cheltenham Racecourse over the August bank holiday weekend. NCPO (The Network of Christian Peace Organizations) has coordinated the Peace Zone, organizing all-age arts and crafts activities. Martha has been much involved in the event and produced a detailed Report on its challenges and costs. The Festival continues to provide an important venue for publicising the work of the member groups in NCPO, including FORE. Martha has also helped in the production of "Peace by Peace" which is issued twice a year, free of charge, and makes information about our activities widely known. Our International Projects Officer, Nick Chavasse (3 days a week) continued to raise funds for projects overseas, mainly those organized by other Branches of the International Fellowship of Reconciliation. A full-time post was made possible by adding another two days to be taken up with fund-raising for FOR England itself. In the IPF (International Peacemakers Fund) we have sought to empower, transform and equip local communities to respond non-violently to injustice and conflict. We have funded over 20 projects in 12 countries and applications are increasing.

We appointed to the vacant post of Administrator Rachel Smith who has been involved in the youth work and was one of the Palestinian delegation. She has settled well into this demanding post and is already a valued member of the team. As we now have our own Centre we have set up a Peace House working group and Rachel will be involved in this important new aspect of our outreach, investigating the most creative ways of making use of the Centre.

Completing our team is Clive Gillam, our Finance officer (part time) who replaces Roger Payne who completed a distinguished period of service in this capacity. Clive has settled well; he comes in one day a week to the office and is readily available for this important practical aspect of our increasing activities. To him and to Roger Morbey, our Treasurer, we owe a debt of thanks for the efficient way in which they record and present our finances. We made a further application to the Trust which had assisted in the setting up of the posts of Education and Campaigns Officer and the IPF post and are grateful to the Trust for renewing the grant thus enabling further work in 2009 and 2010.

# Fellowship of Reconciliation England

Report to the Trustees *(continued)*

Year ended 31 December 2008

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The role of volunteers plays an important part in FORE. The Trustees meet at regular intervals and some serve on working groups, in administration and in other ways. Volunteers have assisted in the organization of conferences. David Pybus edits Peacelinks on a voluntary basis. We owe our thanks to him and all other volunteers.

## **Achievements and Performance in the Year:**

2008 has been a year of steady progress based on our Strategic Plan. There have been staff changes but we now have a settled team of 5 paid staff (3 full-time and 2 part-time) and each is playing a vital part, in co-operation with the team of Trustees and other volunteers in realising our objectives.

Towards the end of the year we concluded the purchase of the building in Paradise Street that we have now named "Peace House". There was a considerable programme of repairs, refurbishment and decoration but we now have a Centre fit for purpose with the office space and library on the first floor, with the meeting room and reading area plus kitchen on the ground floor and with office space available for rent on the second floor. We look forward to realizing the full potential of the new Centre as we prepare to embark on the next year of activity.

We note the importance of Public Benefit and the guidance given by the Charity Commission on this subject. Public benefit is related to our aims which include the advancement of religion and education and more specifically express the quest for a world order based on love as exemplified in the teaching 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 pursuing the objectives of justice and peace. 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 clear in our overseas projects in which we support those who are working non-violently for justice in places of oppression and reconciliation in conflict situations. We recognize that reconciliation does not paper over the cracks but seeks deep changes in society so that all in the community can benefit from improvements in the situation. 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.

In relation to resources for our work, we have been grateful for further legacies and in expressing thanks for these gifts and the ongoing support of our members and supporters, we put on record that such gifts have enabled us to be adventurous in forward planning for activities and publications. In doing so we are more effectively expressing our aims and objectives as an organization devoted to justice and peace.

On a sad yet celebratory note, one of our benefactors in terms of grants from the Allan and Nesta Ferguson Trust, Elnora Ferguson who had been due to speak at the Celebration of the new Centre died in December. She and her late husband John Ferguson had been much involved in earlier years of the FORE story, including being joint editors of Reconciliation Quarterly from 1967 to 1989. We give thanks for and celebrate her remarkable life of service in many areas of community service, especially in the peace movement and in support of various University Departments.

## **Financial Review**

Our aim continues to be the achievement of a balanced budget in which normal income covers normal expenditure. Since the receipt of legacies remains a significant part of that balance this is an ongoing challenge. New members and supporters are now being added regularly but this is balanced by a loss of members each year and this is to be expected given the age range of our membership. In the light of this the Trustees have made prudent provision for future needs whilst making creative use of resources in the current programme of activities.

Our policy on reserves is to have one year's normal expenditure in reserve. In the light of our commitments to staff and the maintenance of a building from 2009 onwards, we have established a fund which can be drawn on in the next 3 years if there should be a lack of legacies and a shortfall of income as against expenditure. We have also designated some funds for ongoing and new projects so that we shall not lack scope to plan creatively for outreach. The existing restricted funds plus

# Fellowship of Reconciliation England

Report to the Trustees *(continued)*

Year ended 31 December 2008

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designated funds enable us to commit to the current staff team and programme requirements of the Education and International Projects until the end of 2010. The situation will be reviewed later in 2009 in the light of incoming resources.

## Plans for Future Periods

In terms of future Programme this means ongoing activity 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.

## 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 10 and 11, 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).

## Independent Examiners

We express our thanks to Bianca Silva of MacIntyre Hudson LLP for the excellent service given over the past year in Independently Examining our accounts.

# Fellowship of Reconciliation England

Report to the Trustees *(continued)*

Year ended 31 December 2008

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## Concluding Remarks

The Trustees thank the staff and volunteers for their creative input and hard work. The Director and his team are to be commended for the energy and imagination they are bringing to the programme of outreach. We thank our members and supporters for their continuing encouragement and involvement. We thank Trusts for the grants that have enabled outreach and development. We express especial gratitude to those who have left generous legacies to the Fellowship, enabling us to plan with confidence and imagination for outreach and growth.

Inspired by the example of Jesus Christ, the Prince of Peace, and those who have followed him in former generations, we continue to pursue the path of peacemaking in our generation. May we see the fruits in justice and peace in many places.

John Johansen-Berg  
Chair of the Trustees

By order of the board on 7 March 2009

Peace House  
19 Paradise Street  
Oxford OX1 1LD

Signed: .....

# Fellowship of Reconciliation England

## Independent Examiner's Report to the Trustees

Year ended 31 December 2008

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I report on the accounts of the Fellowship of Reconciliation England for the year ended 31 December 2008, which are set out on pages 8 to 16.

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 the General Directions given by the Charity Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

### Independent examiners 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.

31 Castle Street  
High Wycombe  
Buckinghamshire  
HP13 6RU

Bianca Silva  
MACINTYRE HUDSON LLP  
Chartered Accountants  
& Registered Auditors

21 April 2009

# Fellowship of Reconciliation England

## Balance Sheet

31 December 2008

	Note	2008		2007
		£	£	£
<b>Fixed assets</b>				
Tangible fixed assets	1		500,804	1,892
<b>Current assets</b>				
Stocks		775		150
Debtors	3	6,957		5,173
Investments	2	333,014		953,286
Cash at bank and in hand		35,252		8,113
		<u>375,998</u>		<u>966,722</u>
<b>Creditors: amounts falling due within one year</b>	4	<u>11,428</u>		<u>6,109</u>
<b>Net current assets</b>			<u>364,570</u>	<u>960,613</u>
<b>Net assets</b>	6		<u><u>£865,374</u></u>	<u><u>£962,505</u></u>
<b>Funds</b>				
General	5	115,604		111,121
General: Fixed Asset Fund	5	500,000		-
Designated : Peace by Peace		140,000		130,121
Designated : Building fund		-		540,000
Designated : Sustainability		95,000		120,000
Designated : Projects fund		-		42,260
Total unrestricted		<u>850,604</u>		<u>943,502</u>
Restricted:	5			
International Peacemakers		14,770		14,003
Peace by Peace		-		5,000
Total restricted		<u>14,770</u>		<u>19,003</u>
			<u><u>£865,374</u></u>	<u><u>£962,505</u></u>

These financial statements were approved by the Board of Trustees and authorised for issue on the 7 March 2009, and are signed on their behalf by:

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

.....  
Roger Morbey (Treasurer)

The accounting policies and notes on pages 10 to 16 form part of these financial statements.

# Fellowship of Reconciliation England

## Statement of Financial Activities

Year ended 31 December 2008

Note	Unrestricted funds £	Restricted funds £	Total funds 2008 £	Total funds 2007 £
<b>Incoming resources</b>				
<i>Incoming resources from generated funds</i>				
	64,149	50,737	114,886	120,419
	177	-	177	1,004
	29,701	-	29,701	42,710
	<u>94,027</u>	<u>50,737</u>	<u>144,764</u>	<u>164,133</u>
<i>Incoming resources from charitable activities</i>				
	-	-	-	104
	-	516	516	1,897
	<u>-</u>	<u>516</u>	<u>516</u>	<u>2,001</u>
<i>Other incoming resources</i>				
	132	-	132	1,210
	<u>94,159</u>	<u>51,253</u>	<u>145,412</u>	<u>167,344</u>
<b>Resources expended</b>				
<i>Costs of generating funds</i>				
	12,320	2,650	14,970	27,617
	-	-	-	1,546
	-	-	-	406
	<u>12,320</u>	<u>2,650</u>	<u>14,970</u>	<u>29,569</u>
<i>Charitable activities:</i>				
	34,352	1,341	35,693	25,422
	67,460	6,035	73,495	33,545
	61,405	45,460	106,865	48,305
	-	-	-	2,225
7	<u>163,217</u>	<u>52,836</u>	<u>216,053</u>	<u>109,497</u>
Governance	8	11,520	-	11,520
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,973</u>
	<u>187,057</u>	<u>55,486</u>	<u>242,543</u>	<u>162,600</u>
Net (outgoing)/incoming resources before transfers				
	(92,898)	(4,233)	(97,131)	4,744
Transfers between funds:				
5	-	-	-	-
<b>Net (outgoing)/incoming resources for the year</b>				
	<u>(92,898)</u>	<u>(4,233)</u>	<u>(97,131)</u>	<u>4,744</u>
Funds at 1 January 2008				
	943,502	19,003	962,505	957,761
<b>Funds at 31 December 2008</b>				
	<u>£850,604</u>	<u>£14,770</u>	<u>£865,374</u>	<u>£962,505</u>

All of the activities of the charity are classed as continuing.

The accounting policies and notes on pages 10 to 16 form part of these financial statements.

# Fellowship of Reconciliation England

## Statement of Accounting Policies

Year ended 31 December 2008

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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.

# Fellowship of Reconciliation England

## Statement of Accounting Policies *(continued)*

Year ended 31 December 2008

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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
Motor vehicle	4 years

The property will be depreciated from 2009.

### **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.

### **Taxation**

No provision for taxation, deferred or otherwise, has been made in these financial statements as the Fellowship is a charity in accordance with the Charities Act 1960 and 1962 and is exempt from taxation except Value Added Tax, provided that income and gains are applied for charitable purposes under S505 of the Income and Corporation Taxes Act 1988 and S256 of the Taxation of Chargeable Gains Act 1992.

### **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 2008

### 1. Fixed assets

	Long leasehold property £	Furniture, fittings and equipment £	Total £
<b>Cost or valuation</b>			
At 1 January 2008	-	21,869	21,869
Additions	500,000	383	500,383
<b>At 31 December 2008</b>	<u>500,000</u>	<u>22,252</u>	<u>522,252</u>
<b>Depreciation</b>			
At 1 January 2008	-	19,977	19,977
Charge for year	-	1,471	1,471
<b>At 31 December 2008</b>	<u>-</u>	<u>21,448</u>	<u>21,448</u>
<b>Net book value</b>			
<b>At 31 December 2008</b>	<u>£500,000</u>	<u>£804</u>	<u>£500,804</u>
At 31 December 2008	<u>-</u>	<u>£1,892</u>	<u>£1,892</u>

All assets are used for direct charitable purposes.

### 2. Investments

	2008 £	2007 £
Short term deposits	<u>£333,014</u>	<u>£953,286</u>
Material investments: CAF accounts	<u>£333,014</u>	<u>£953,286</u>

### 3. Debtors

	2008 £	2007 £
Prepayments and accrued income	<u>£6,957</u>	£5,173

### 4. Creditors: amounts falling due within one year

	2008 £	2007 £
Trade creditors	5,982	123
Grants	500	-
Social security and other taxes	2,374	1,891
Other creditors	<u>2,572</u>	<u>4,095</u>
	<u>£11,428</u>	<u>£6,109</u>

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2008

### 5. Funds

**Restricted funds:** The following funds are for specific purposes:

	International Peacemakers £	Peace by Peace £	Total £
At 1 January 2008	14,003	5,000	19,003
Voluntary income	34,262	16,991	51,253
Costs of generating funds	-	(2,650)	(2,650)
Charitable activities expenditure	(33,495)	(19,341)	(52,836)
Transfer between funds	-	-	-
<b>At 31 December 2008</b>	<b>£14,770</b>	<b>-</b>	<b>£14,770</b>

#### 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.

#### Peace by Peace

Peace-by-Peace is a FoR project that aims to promote peace and international understanding by raising financial support for peacemakers overseas from the UK community whilst at the same time undertaking educational work about world peace with young people in the UK.

#### Unrestricted funds:

	General £	General: Fixed Asset Fund £	Designated: Building fund £	Designated: Peace by Peace £
At 1 January 2008	111,121	-	540,000	130,121
Incoming resources	94,159	-	-	-
Resources expended	(72,693)	-	(46,064)	(68,300)
Transfer between funds	(16,983)	500,000	(493,936)	78,179
<b>At 31 December 2008</b>	<b>£115,604</b>	<b>£500,000</b>	<b>-</b>	<b>£140,000</b>

	Designated: Sustainability Fund £	Designated: Projects fund £	Total £
At 1 January 2008	120,000	42,260	943,502
Incoming resources	-	-	94,159
Resources expended	-	-	(187,057)
Transfer between funds	(25,000)	(42,260)	-
<b>At 31 December 2008</b>	<b>£95,000</b>	<b>-</b>	<b>£856,156</b>

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2008

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### 5. Funds (continued)

#### Building fund

Building fund is designated from the net proceeds of the Eirene Centre, for the purchase of a new office and meeting place plus related costs. During 2008, these funds have been applied to the purchase and refurbishment of Peace House in Oxford.

#### Peace by Peace

£130,000 was designated in March 2005 to further support the project aimed to promote peace and international understanding as noted under restricted funds. A further amount was designated in 2006 to enable the project to be extended by one year pending successful evaluation. The amount designated at the end of 2008 is now £140,000 so that the project may continue for a further 2 years.

#### Sustainability fund

The trustees have recognised that the non-legacy income does not cover normal expenditure and so have created a fund to cover potential losses. This fund is considered sufficient to enable us to continue our current level of activity 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.

#### Projects fund

With limited resources available to the Fellowship, the designated project fund balance has been transferred to support the other work of the charity at the end of 2008.

### 6. Analysis of net assets between funds

	Tangible fixed assets £	Investments £	Other net current assets £	Total £
Unrestricted	500,804	333,014	16,786	850,604
Restricted: International Peacemakers	-	-	14,770	14,770
<b>Total funds</b>	<b>£500,804</b>	<b>£333,014</b>	<b>£31,556</b>	<b>£865,374</b>

### 7. Charitable expenditure

	Total 2008 £	Total 2007 £
<i>Charitable activities:</i>		
Salaries and employment costs	79,321	48,687
Grants payable	41,295	30,427
Support costs:		
Office costs	18,467	6,626
Paradise Street - repairs and renewals	46,169	-
Post, telephone, printing and stationery	10,818	5,558
Publications costs	8,668	16,648
Events and Palestine delegation	11,315	-
Eirene Centre maintenance and running costs	-	1,551
	<b>£216,053</b>	<b>£109,497</b>

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2008

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### 7. Charitable expenditure (continued)

	2008 £	2007 £
<i>Analysed to activities:</i>		
Research	35,693	25,422
Education and campaigning	73,495	33,545
Supporting peacemakers	106,865	48,305
Eirene centre	-	2,225
	<u>£216,053</u>	<u>£109,497</u>

### 8. Governance costs

	Total 2008 £	Total 2007 £
Independent examination and audit fees	2,444	3,966
Accountancy fees	2,104	3,935
Support costs	4,728	6,181
Council and committee expenses	801	3,991
Trustee meetings	1,443	3,488
	<u>£11,520</u>	<u>£21,561</u>

### 9. Analysis of employee costs

	Total 2008 £	Total 2007 £
Gross salary	78,435	64,265
Employers national insurance	7,508	5,990
Pension costs	1,150	974
Training	1,903	-
Recruitment	1,129	-
	<u>£90,125</u>	<u>£71,229</u>

The average number of full time equivalent employees analysed, by function, was:

	2008 Number	2007 Number
Direct charitable expenditure	<u>3.31</u>	<u>3.12</u>

No employee earned £60,000 p.a. 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 £950 (2007: £2,788) and other expenses of £510 (2006: £133).

# Fellowship of Reconciliation England

## Notes to the Financial Statements

Year ended 31 December 2008

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### 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 2008 these grants amounted to £1,300 (2007: £1,300). There is a less formal link with the Baptist Peace Fellowship. In 2008 grants were paid to this organisation amounting to £500 (2007: £nil).

Grants of £6,000 (2007: £6,000) were paid in the year to International Fellowship of Reconciliation to which FoR (England) is affiliated.

# **Fellowship of Reconciliation England**

**Management Information**

**Year ended 31 December 2008**

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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 2008

	2008	2007
	£	£
<b>Incoming resources</b>		
Donations and grants	80,584	49,995
Legacies and gifts in memoriam	32,827	70,424
Publications income	177	1,004
Investment income	29,701	42,710
Eirene Centre bookings	-	104
Events and project income	516	1,897
Miscellaneous income	132	1,210
Palestine delegation	1,475	-
	<u>145,412</u>	<u>167,344</u>
<b>Overheads</b>		
Salaries and employment costs	90,125	71,229
Paradise Street – repairs and renewals	46,169	-
Rent	1,844	3,355
Rates	1,471	369
Office costs	7,374	2,722
Staff travel and trustee meetings	4,801	11,266
Post, telephone and stationery	9,755	8,554
Council and committee expenses	1,127	1,298
Publication costs	9,107	17,552
Advertising	10,470	4,013
IPF Grants	33,495	11,000
Other Grants and Affiliations	8,427	11,376
Palestine delegation	6,906	-
Events and project costs	4,409	7,544
Eirene Centre maintenance and running costs	-	1,551
Miscellaneous expenses	201	55
Accountancy	2,104	3,937
Auditors'/Independent Examiner's remuneration	2,444	3,966
Bank charges	473	407
Depreciation of furniture and equipment	1,471	1,749
Depreciation of motor vehicles	-	83
Subscriptions	370	574
	<u>242,543</u>	<u>162,600</u>
<b>Net (outgoing)/incoming resources</b>	<u>£(97,131)</u>	<u>£4,744</u>