

financial statements

Fellowship of Reconciliation England

For the year ended 31 December 2009

Registered charity number: 207822

Fellowship of Reconciliation England

Financial Statements

Year ended 31 December 2009

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Fellowship of Reconciliation England

Trust information

Registered charity number	207822
Governing instrument	Constitution adopted 1914 as revised May 1955 and May 1974 as amended 9 January 1994 and 22 July 1995
The board of Trustees	Rev John Johansen-Berg (Chair) Denis Beaumont Naomi Beaumont Carole Crompton Norman Kember (retired 9 May 2009) Roger Morbey (Treasurer) Anita Schweinberger Gordon Slater David Masters (resigned 20 June 2009) Angela Broome (co-opted 20 June 2009)
Director	Chris Cole
Registered Office	Peace House 19 Paradise Street Oxford OX1 1LD
Independent Examiner	Deborah Pluck Wenn Townsend 30 St Giles Oxford OX1 3LE
Bankers	The Co-operative Bank plc 17 High Street Kingston-upon-Thames Surrey KT1 1LP

Fellowship of Reconciliation England

Report to the Trustees (*continued*)

Year ended 31 December 2009

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 2009. 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 is held once in four years. This year preparations have been made for the 2010 Council which is due to be held in the Netherlands. There is an annual meeting of FoR in Europe. The 2009 meeting was held in Poland and FoR was represented by our Vice- Chair, Gordon Slater who gave a Report in Peacelinks.

As noted in Note 10 on Page 15 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 United Reformed Church Peace Fellowship also receive grants from FoR but membership of these Fellowships is 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 Management 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

Report to the Trustees (*continued*)

Year ended 31 December 2009

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

Martha Beale, our Education and Campaigns officer, continued and developed her work. A Youth non-violence training weekend was held and talks on related topics were given by Martha, our Director and other staff at churches, universities, schools and conferences.

Greenbelt Christian Arts Festival at Cheltenham is a place where we can make a peace witness. This year we played an active part in the Peace Zone which gave opportunities to meet with a wide variety of the people attending the Festival.

Our library was finally unpacked from the removal boxes on to shelves and cataloguing has been undertaken.

Campaigning

As part of our campaigning we have published articles and prepared briefings for church leaders on military spending and human security in the run-up to the UK strategic defence review. This was well covered in the church press. We agreed to plan for a campaign in 2010 on the use of armed drones. We participated in vigils concerned with Iraq and the continuing loss of life there.

Support for Peacemakers

Nick Chavasse, our International Projects Officer, continued to raise funds for projects overseas, mainly those organized by other branches of IFoR. The Fund gave grants totalling £25,000 in 2009. We also gave Peace School a grant of £5,000 to continue its work and we also agreed to explore the possibility of working more closely together.

A retreat was organized for committed peacemakers.

Our Staff

We have seen changes of staff in 2009 Rachel Smith, our Administrator, left in April; Nick Chavasse left in July and Martha Beale left in August. We express our thanks to them for the contributions they made to the development of our work and witness and wish them well in their new situations.

The separate "Peace by Peace" programme has ended and the post has been incorporated in our ongoing work. A new post of Centre Administrator has been created and Trevor Barton was appointed. Amy Hailwood was appointed as Education and Campaigns Officer and John Cooper was appointed as IPF Fundraiser. All three have settled into their posts and we appreciate the contributions they are already making to our programmes.

They join our Director, Chris Cole, and Clive Gillam, our Finance Officer (part-time) to complete the team. We express our thanks to them and also to Roger Morbey, our Treasurer, and to Dave Pybus, Peacelinks Editor, two of the volunteer posts that involve much hard work on our behalf.

The role of volunteers plays an important part in the work of FoR(E). The Trustees meet at regular intervals and are actively involved in committees and working groups to enable our continuing witness to peace and justice. I express thanks to all of them for their enthusiasm and continuing support.

Fellowship of Reconciliation England

Report to the Trustees (*continued*)

Year ended 31 December 2009

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

2009 has been to some extent a year of transition with changes in staff but we also made steady progress in the working out of our Strategic Plan. Staff and Trustees have worked together to make wise use of our resources. We decided to meet residentially in 2009 to take our thinking further but with staff changes it was decided to wait until early in the New Year.

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. We put on record that such gifts enable us to be adventurous in forward planning for activities, projects and publications. All of this is part of our commitment to peacemaking in this generation.

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.

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 designated funds 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."

Fellowship of Reconciliation England

Report to the Trustees (*continued*)

Year ended 31 December 2009

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).

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 6 March, 2010.

Peace House
19 Paradise Street
Oxford OX1 1LD.

Fellowship of Reconciliation England

Independent Examiner's Report to the Trustees

Year ended 31 December 2009

I report on the accounts of the Fellowship of Reconciliation England for the year ended 31 December 2009, 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 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 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

May 7 2010

Fellowship of Reconciliation England

Balance Sheet

31 December 2009

	Note	2009 £	2009 £	2008 £	2008 £
Fixed Assets					
Tangible Fixed Assets	1		501,114		500,804
Current Assets					
Stocks		400		775	
Debtors	3	3,221		6,957	
Investments	2	367,347		333,014	
Cash at Bank and In Hand		46,197		35,252	
		<u>417,165</u>		<u>375,998</u>	
Creditors: Amounts Falling Due within One Year					
	4	<u>(7,469)</u>		<u>(11,428)</u>	
Net Current Assets			409,696		364,570
Net Assets					
	6		<u>910,810</u>		<u>865,374</u>
Funds					
General	5	285,469		115,604	
General: Fixed Asset Fund	5	500,000		500,000	
Designated: Peace by Peace		-		140,000	
Designated: Sustainability		<u>120,000</u>		<u>95,000</u>	
Total Unrestricted			905,469		850,604
Restricted:					
International Peacemakers	5		5,341		14,770
			<u>910,810</u>		<u>865,374</u>

These financial statements were approved by the Board of Trustees and authorised for issue on the 6 March 2010 and are signed on their behalf by:

Rev John Johansen-Berg (Chair)

Roger Morbey (Treasurer)

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

Fellowship of Reconciliation England

Statement of Financial Activities

Year ended 31 December 2009

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2009 £	Total Funds 2008 £
Incoming Resources					
<i>Incoming Resources from Generated Funds</i>					
Voluntary Income		188,036	15,581	203,617	114,886
Activities for Generating Funds		1,862		1,862	177
Investment Income		16,394		16,394	29,701
		<u>206,292</u>	<u>15,581</u>	<u>221,873</u>	<u>144,764</u>
<i>Incoming Resources from Charitable Activities</i>					
Events and Project Income		1,591	-	1,591	516
<i>Other Incoming Resources</i>					
Miscellaneous Income		410	-	410	132
		<u>208,293</u>	<u>15,581</u>	<u>223,874</u>	<u>145,412</u>
Total Incoming Resources					
Resources Expended					
<i>Costs of Generating Funds</i>					
Costs of Generating Voluntary Income		4,109	-	4,109	14,970
<i>Charitable Activities</i>					
Research		14,328	-	14,328	35,693
Education and Campaigning		69,867	-	69,867	73,495
Supporting Peacemakers		56,849	25,010	81,859	106,865
	7	<u>141,044</u>	<u>25,010</u>	<u>166,054</u>	<u>216,053</u>
<i>Governance</i>	8	8,275	-	8,275	11,520
		<u>153,428</u>	<u>25,010</u>	<u>178,438</u>	<u>242,543</u>
Total Resources Expended					
Net Incoming/(Outgoing) Resources					
Before Transfers		54,865	(9,429)	45,436	(97,131)
Transfers Between Funds	5	-	-	-	-
Net Incoming/(Outgoing) Resources					
For the Year		<u>54,865</u>	<u>(9,429)</u>	<u>45,436</u>	<u>(97,131)</u>
Funds at 1 January 2009		850,604	14,770	865,374	962,505
Funds at 31 December 2009		<u><u>905,469</u></u>	<u><u>5,341</u></u>	<u><u>910,810</u></u>	<u><u>865,374</u></u>

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

Statement of Accounting Policies

Year ended 31 December 2009

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

Year ended 31 December 2009

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.

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

Fellowship of Reconciliation England

Notes to the Financial Statements

Year ended 31 December 2009

1 Fixed Assets

	Long Leasehold Property £	Furniture, Fittings and Equipment £	Total £
Cost or Valuation			
At 1 January 2009	500,000	22,252	522,252
Additions	-	1,025	1,025
At 31 December 2009	500,000	23,277	523,277
Depreciation			
At 1 January 2009	-	21,448	21,448
Charge for the Year	-	715	715
At 31 December 2009	-	22,163	22,163
Net Book Value			
At December 31 2009	500,000	1,114	501,114
At December 31 2008	500,000	804	500,804

All assets are used for Direct Charitable purposes.

2 Investments

	2009 £	2008 £
Short Term Deposits and Shares at Cost	367,347	333,014
Material Investments:		
CAF Accounts	367,345	333,014

3 Debtors

	2009 £	2008 £
Gift Aid Recoverable	2,621	6,169
Prepaid Expenses	-	788
Short Term Staff Loan	600	-
	3,221	6,957

4 Creditors: Amounts Falling Due within One Year

	2009 £	2008 £
Trade Creditors	2,146	5,982
Grants	-	500
Social Security and Other Taxes	3,711	2,374
Other Creditors	1,612	2,572
	7,469	11,428

Fellowship of Reconciliation England

Notes to the Financial Statements

Year ended 31 December 2009

5 Funds

Restricted Funds:

The following funds are for specific purposes.

	International Peacemakers £	Total £
At 1 January 2009	14,770	14,770
Voluntary Income	15,581	15,581
Charitable Activities Expenditure	(25,010)	(25,010)
At 31 December 2009	5,341	5,341

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:

	General £	General: Fixed Asset Fund £	Designated: Peace by Peace £	Designated: Sustainability Fund £	Total £
At 1 January 2009	115,604	500,000	140,000	95,000	850,604
Income Resources	207,947	-	345	-	208,292
Resources Expended	(80,999)	-	(72,428)	-	(153,427)
Transfer between Funds	42,917	-	(67,917)	25,000	-
At 31 December 2009	285,469	500,000	-	120,000	905,469

Fixed Assed Fund

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

Peace by Peace

In 2006 funds were designated to enable the charity's project to promote peace and international understanding to continue. The balance brought forward at 1 January 2009 was that thought to be needed to enable that project to continue to the end of 2010. During the year the Trustees decided to close this designated fund and incorporate this work into its general peace work.

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 2009

6 Analysis of Net Assets Between Funds

	Tangible Fixed Assets £	Investments £	Other Net Current Assets £	Total £
Unrestricted	501,114	367,467	36,888	905,469
Restricted				
International Peacemakers	-	-	5,341	5,341
Total Funds	<u>501,114</u>	<u>367,467</u>	<u>42,229</u>	<u>910,810</u>

7 Charitable Expenditure

	Total 2009 £	Total 2008 £
<i>Charitable Activities:</i>		
Salaries and Employment Costs	76,353	79,321
Grants Payable	38,110	41,295
<i>Support Costs:</i>		
Office Costs	20,294	18,467
Paradise Street - Repairs and Renewals	925	46,169
Post, Telephone, Printing and Stationery	6,879	10,818
Publication Costs	14,741	8,668
Events and Delegations	8,752	11,315
	<u>166,054</u>	<u>216,053</u>
	2009 £	2008 £
<i>Analysed to Activities:</i>		
Research	14,328	35,693
Education and Campaigning	69,867	73,495
Supporting Peacemakers	81,859	106,865
	<u>166,054</u>	<u>216,053</u>

Fellowship of Reconciliation England

Notes to the Financial Statements

Year ended 31 December 2009

8 Governance Costs	Total 2009 £	Total 2008 £
Independent Examination Fees	1,436	2,444
Accountancy Fees	-	2,104
Support Costs	4,567	4,728
Council and Committee Expenses	384	801
Trustee Meetings	1,889	1,443
	<hr/> <hr/> 8,276	<hr/> <hr/> 11,520

9 Analysis of Employee Costs	Total 2009 £	Total 2008 £
Gross Salary	72,309	78,435
Employers National Insurance	6,533	7,508
Pension Costs	826	1,150
Training	2,005	1,903
Recruitment	3,928	1,129
	<hr/> <hr/> 85,601	<hr/> <hr/> 90,125

The average number of full time equivalent employees was 2.78 (2008 - 3.31).

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 £1,484 (2008 - £950) and other expenses of £348 (2008 - £510).

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 2009 these grants amount to £1,300 (2008 - £1,300). There is a less formal link with the Baptist 2009 these grants amount to £1,300 (2008 - £1,300). There is a less formal link with the Baptist Peace Fellowship and the United Reformed Church Peace Fellowship. In 2009 grants were paid to these organisations amounting to £400 (2008 - £500) and £400 (2008 - nil) respectively. A grant of £6,000 (2008 - £6000) was paid in the year to the International Fellowship of Reconciliation to which FoR (England) is affiliated.

Fellowship of Reconciliation England

Notes to the Financial Statements

Year ended 31 December 2009

11 Grants Payable

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

	Total 2009 £	Total 2008 £
Bangladesh Inter Religious Council for Peace and Justice	-	300
Family Mediation and Conciliation, Kenya	-	4,550
Association Umuryango W'amahoro, Rwanda	-	2,145
Youth Forum for Peace and Justice, Zambia	-	7,600
Peacebuilding, Health and Reconciliation Programme, Kenya	-	5,600
SPADO, Pakistan	5,000	3,900
Wiam, Palestine	2,000	3,000
Interfaith Fellowship for Peace and Reconciliation, Sri Lanka	-	1,500
Fellowship of Reconciliation, Zimbabwe	-	2,100
War Resisters International, Chechnya/Russia	-	2,800
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	-
	<hr/> 25,010	<hr/> 33,495 <hr/>

The above Grants were paid out of restricted funds received for the International Projects 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 £13,100 (2009 - £7,800) were made from Unrestricted Funds to support the International Fellowship of Reconciliation, other affiliated organisations and Peace School.

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 2009

	2009	2009	2008	2008
	£	£	£	£
Incoming Resources				
Donations and Grants		45,785		80,584
Legacies and Gifts in Memoriam		157,832		32,827
Publications Income		1,862		177
Investment Income		14,054		29,701
Events and Project Income		1,591		516
Miscellaneous Income		410		132
Rental Income		2,340		-
Palestine Delegation		-		1,475
		223,874		145,412
Overheads				
Salaries and Employment Costs	85,602		90,125	
Paradise Street - Repairs and Renewals	925		46,169	
Rent	250		1,844	
Rates	1,570		1,471	
Office Costs	14,488		7,374	
Staff Travel and Trustee Meetings	3,804		4,801	
Post, Telephone and Stationery	6,444		9,755	
Council and Committee Expenses	384		1,127	
Publication Costs	13,146		9,107	
Advertising	1,578		10,470	
IPF Grants	25,010		33,495	
Other Grants and Affiliations	13,429		8,427	
Palestine Delegation	-		6,906	
Events and Project Costs	8,752		4,409	
Miscellaneous Expenses	138		201	
Accountancy	-		2,104	
Independent Examiner's Fees	1,436		2,444	
Bank Charges	331		473	
Depreciation of Furniture and Equipment	715		1,471	
Subscriptions	436		370	
		178,438		242,543
		45,436		(97,131)