

**Report of the Directors and
Financial Statements for the Year Ended 31 December 2014
for
KINGSLEY ORGANISATION LTD**

KINGSLEY ORGANISATION LTD
ANNUAL TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 1985, present their report with the Financial Statements of the Charity for the year ended 31 December 2012. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued March 2005.

Reference and administrative details

CHAIR:

J. Leslie-Smith

TRUSTEES:

T. Blake

P. Hoare (Retired 27 January 2014)

G. Richards

K. Tucker

G. Waters

S. Woods

S. Dent (Appointed 24 March 2014)

REGISTERED OFFICE AND PRINCIPAL OFFICE: Kingsley Centre
Main Road
Kingsley
Bordon
Hants
GU35 9ND

REGISTERED COMPANY NUMBER: 2160510 (England and Wales)

REGISTERED CHARITY NUMBER: 297648

AUDITORS:

B20 Ltd
Chartered Certified Accountants
Charwell House
Wilsom Road
Alton, GU34 2PP

BANKERS:

Natwest Bank
Alton Branch
38 High Street
Alton
Hants
GU34 1BF

Cooperative Bank
PO BOX 250
Delf House
Southway
Skelmersdale
WN8 6WT

CHIEF EXECUTIVE:

H. Dayson

TRADING SUBSIDIARY:

Kingsley Organisation Enterprises CIC
Company Number: 07576007 (England
and Wales)
Registered Office and Principal Office:
Kingsley Centre, Main Road, Kingsley,
Bordon, Hampshire, GU35 9ND

Structure, Governance and Management

The Organisation is a registered charity and a company limited by the guarantee of the members. It is governed by its Articles of Association as filed at Companies House.

The Trustees have the power to appoint new Trustees. Prospective Trustees are given papers, which include guidance on trusteeship, the governing document, the annual accounts and report and other documents describing the activities of the Charity. They are invited to attend at least three Board meetings as observers before joining. Trustees are interviewed and the Organisation undertakes verification checks, which include a DBS Enhanced Disclosure and Trustees declaring that they are eligible and can pass the fit and proper persons test.

The Trustees meet as required, normally every month, to discuss matters of strategy and policy. Day to day management of the Organisation is delegated to the Chief Executive.

The Charity set up a trading subsidiary, Kingsley Organisation Enterprises CIC, in March 2011 to run the Village Shop based at Kingsley Centre. It was first set up as a Company Limited by Shares, but this was converted into a Community Interest Company Limited by Shares in April 2012. Kingsley Organisation is its sole shareholder and is donated all surplus profit.

Purposes and Aims

The purposes of the charity as set out in its objects contained in the Companies Articles of Association are 'to advance the education of disabled people by the establishment of Centres at which they may learn, or otherwise to provide opportunities for their personal development both individually and through the provision of service to the community and in which to provide training to enable disabled people to live in so far as possible an independent life'.

The Organisation aims to provide self-development and training with and for disabled people. At Kingsley Centre there is the additional aim to provide service to the community. The Kingsley Centre through the provision of an inclusive and enabling environment aims for disabled adults and the local and wider community to access and enjoy a variety of resources, opportunities and activities which promote learning, well-being and community cohesion.

The Organisation has a mission statement reflecting its charitable objects.

"The Kingsley Organisation supports disabled people to pursue their ambitions by valuing each person as an individual and enabling opportunity and choice"

The Organisation has a Strategic Plan in place, to ensure the long term delivery of our charitable purposes. The Strategy is achieved through our Business Plan, which is written annually and reviewed regularly by the Trustees. The Business Plan sets out the objectives for the year and the activities the Organisation will undertake.

Activities

The Organisation's activities are designed in detail to attain our charitable purposes and are reviewed annually. They have been and are still applied in Hampshire, in Reading, in West Berkshire and in Camden, North London. These activities include, Chainreaction, Chainreaction Above Ground, Supported Volunteering Project, Independent Living Project, SHINE and Friends Forever social and leisure groups, Direct Payment Support, Parents and Carers Support, and provision of a village shop, Post Office, café and community activities.

Chainreaction is an exciting user led project which has been set up to provide disabled people the opportunity to explore their own personal development. Participants are encouraged to explore their hopes, fears, experiences and aspirations for the future

Chainreaction is an alternative to attendance at a day centre and is held in community based venues. We work in small groups and staffing levels are high so that each participant can be supported on a one to one basis as appropriate.

Chainreaction provides disabled people the opportunity to explore personal development, training and work experience.

Chainreaction participants have found that time spent on their own self-development has increased their confidence and independence. Trying new skills and experiences has given them ideas for the direction they would like their life to take. This is achieved by, a person-centred approach, opportunities for personal growth, valuing relationships, valuing individual difference, trying new experiences, group work, individual sessions developing new skills, exploring aims and ambitions.

We are currently operating in Camden and Reading three days a week and in Hampshire at the Kingsley Centre, five days a week.

Chainreaction Above Ground is a user led disability service created to sustain and enhance the lives of disabled adults living in their community with low level support and care needs. Created with and for its participants, the service reflects their identified needs, including general and peer support, information advice and guidance, community inclusion, reduced isolation and friendships.

Chainreaction Above Ground includes, facilitated group sessions, one to one appointments, signposting and referrals to other agencies. It is currently operating in Camden one day a week.

Supported Volunteering Project. We have come to recognise that for some people extra support is required for them to be able to access volunteering opportunities. We have therefore developed a Supported Volunteering Project, which acknowledges individuals' personal needs, whilst at the same time providing a variety of opportunities for personal and skills development.

The project enables you to participate in a team of volunteers. You can take part in a variety of tasks and activities: from listening and supporting people, to helping in the shop, post office, to clerical and office work, to gardening, housekeeping and maintenance.

We believe that volunteering is an ideal opportunity to challenge yourself and working with support from staff and other volunteers builds self-confidence, skills and experience. The project provides training and personal support along-side regular mentoring and team meetings.

Independent Living Project. Offers disabled people with the opportunity to try out living on their own, define their own support needs and discover their own preferences for living

The project provides:

A purpose built 2 bed ground floor flat with wheelchair accessibility

Offers a short-term stay in a friendly village community

Gives disabled people the opportunity to experience the joys and frustrations of independent living for up to six months

Tenancy support, advice and life skills development provided by our trained support workers either as part of a stay in our flat or in their own home

Friends Forever and Shine are both user led leisure services for disabled people based at Kingsley Centre

Friends Forever was set up to meet the leisure expectations of a group of disabled people who wanted to have the opportunity to rekindle old friendships and make new friends as well as widening their horizons. The group currently meet up one evening a week. The program can include skittles evenings, visits to restaurants and pubs, theatre trips, themed evenings and Discos

Shine runs one Saturday a month and was named and is led by a group of disabled people who wanted to socialise and have fun. The group offers the opportunity to meet and interact with other people, to go on trips, play games, watch videos, chat and use the internet and computers.

Direct Payments Support. In 2015 we joined a framework, managed by an Organisation called Independent Lives, to provide support to people in Hampshire with setting up their Direct Payments and employing Personal Assistants. We joined as part of a consortium with Carers Together and East Hants Mind.

Parent and Carers Support Group. The inspiration for the Kingsley Centre and its emergence into the now Kingsley Organisation was that of a parent carer who wanted more for her disabled daughter and who did not recognise the meaning of 'impossible'.

Therefore we have always acknowledged the role of a parent carer is one that benefits from the opportunity for support and information and the group was set up to provide this forum.

The group meets at the Kingsley Centre every 6 weeks. It is an opportunity to meet other parent carers, share experiences and learn from each other. Sometimes speakers are invited to talk on a subject identified by group members and both individuals and groups receive support to challenge areas of Health and Social Care which are causing concern. The group is open to any parent carer who feels they would benefit from meeting others in a similar situation and who are looking for support and information.

The Kingsley Centre is the headquarters of the Kingsley Organisation, which began life in 1987. We established ourselves as a unique place where real inclusivity and personal learning sit alongside one another.

We focus on twin aims:

To provide self-development and training opportunities with and for disabled people
To provide services to the community in an inclusive and enabling environment so that everyone can enjoy a variety of resources and opportunities, which promote learning, well-being and cohesion

At the Kingsley Centre, our services are provided with the involvement of our disabled participants, facilitating interaction with, and thereby encouraging a greater understanding of, disability issues in general.

As well as providing the home for the Village Shop and Post Office, we are also the venue for a number of regular activities, including a coffee morning and a range of sports and leisure pursuits. We host a variety of events, including a community lunch, interest talks, the village forum, gardening and wildlife activities and a reminiscence group.

Our Main Hall, Meadow Room and Skyview Room are available to hire at very competitive prices for business meetings, functions and private events. There is a reduced rate for community groups and charities. We offer the use of a computer, printer, fax machine and photocopier for a small charge for locals, visitors and those hiring our rooms.

Kingsley Organisation Enterprises CIC

The Kingsley Organisation Enterprises Ltd was set up in March 2011 as the direct result of a Joint Venture Agreement between Kingsley Organisation Ltd and The Southern Co-operative, which had the vision of creating a 'Village Shop' providing realistic retail training for disabled people and a much needed service to the local rural community.

We received a grant of £20,000 from Hampshire County Council and Seeda towards the costs of improvements and The Co-operative refitted our shop with new shelving, refrigeration units, till, ordering systems, CCTV and stock. Co-operative staff took over running of the shop to get systems in place and turnover to a good level.

The official opening of our new look shop took place on Saturday 6 November 2010. Our Joint Venture Agreement with The Southern Co-operative continued until October 2011, when we successfully took back over the management of our shop.

Our shop creates meaningful opportunities for our participants and volunteers to gain various skills and work experience.

2014 Objectives, Achievements and Performance

Due to changes in how supporting people will be delivered and funded, our contract to provide tenancy support to 5 people either in our Independent Living Bungalow or their own home was due to come to an end on March 2015, however this has now been extended to the end of March 2016. In 2014 we were successful in the tendering process to be including on a new Hampshire Learning Disability Framework, and are able enter into mini competitions to delivery tenancy support in East Hampshire and neighbouring areas.

We continued to implement the marketing plan put in place by the Community Services Development Manager, but decided that we would not look to appoint a Community Manager. Other aspects of the plan including improvements to marketing materials and our website were on going in 2014.

Our social and leisure services Friends Forever and Shine have continued to be well attended in 2014 and referrals to all three of our Chainreaction services and our Supported Volunteering Programme have exceeded targets.

In 2014 the reminiscence project launched its book "Memories of Kingsley School 1935 - 1953." The project continued this time covering memories of Kingsley School after 1953 and is ongoing.

The community lunch club and our involvement in the community coffee morning has continued and both have been effective in reducing rural isolation for those in Kingsley and neighbouring villages.

Kingsley Centre also began a Cook, Grow and Eat project with funding from Hampshire County Council. The project included a series of events and workshops throughout 2014 and a Celebration of Summer event. This project will also continue.

Again we were also very successful with sponsored events in 2014. Events included walking the Cotswold Way, running the London Marathon and a bike ride in the New Forest.

We also had successful bridge teas, a concert, Sri Lankan evening, jumble sales and a pop up charity shop at the Kingsley Centre and a Jumble Sale at Chainreaction in Town.

We also had grants and donations that are listed in the Notes to our accounts and many smaller donations, including those to our collecting tins, that we have not been able to list.

A full report of the activities of the Organisation in 2014 is given in the Chair's Report.

Public Benefit Statement

The Trustees comply with their duty to have due regard to the guidance on public benefit published by the Charity Commission when planning the activities of the Organisation. The Organisation's Charitable Objects have identifiable benefits to the public, which is covered in the reporting of our Objectives, Achievements and Performance and in the Chair's Report.

The Organisation's main aim is to provide self-development and training with and for disabled people. This provides benefit to disabled people and is not unreasonably restricted by any other criteria.

At Kingsley Centre there is the additional aim to provide service to the community. The Kingsley Centre through the provision of an inclusive and enabling environment aims for disabled adults and the local and wider community to access and enjoy a variety of resources, opportunities and activities which promote learning, wellbeing and community cohesion.

Financial Review

The Charity's Reserves policy is to aim to have reserves in the band of 15 to 20% of expenditure. The Trustees believe that reserves need to be built up over the next few years in order to achieve their target level, and finding ways to achieve this are on going.

The financial management policies include the approval by the Trustees of a budget for the next year, presented by the Chief Executive in the Autumn. Expenditure for each year is set through the budget approval process. Each of our services is set budgets covering all areas of operation. These budgets are based on models developed from previous years' expenditure. Expenditure is reviewed quarterly, with comparisons to the budget and explanations as necessary by the Chief Executive.

The financial position of the Charity as at 31 December 2014 is shown in the Balance Sheet.

Details of changes in the Fixed Assets are shown in the notes to the financial statements.

The principle funding sources in 2014 arise from the provision of services to Hampshire County Council, London Borough of Camden, West Berkshire Council, individuals and organisations providing individuals residential care.

Our services are developed and monitored to ensure that they, and our expenditure on them, meet our Charitable Objects.

Monitoring takes place via the Advisory Board, Quality Standards reviews, service user forums, volunteer meetings, General and Annual General Meetings and formal service reviews.

The system and procedures used to identify major risks

Major risks are identified, assessed and monitored through an annual risk assessment, which is reviewed after six months. The assessment identifies risks, how they are mitigated and makes recommendations

There is a named Trustee in relation to risk management who will ensure either directly or through delegation that the annual risk assessment, monitoring and reviews are undertaken and reports submitted to the board for discussion and ratification.

As an inclusive and learning Organisation a risk management sub-committee made up of trustees, staff, participants and volunteers meets to review the risk assessment periodically.

Factors within and outside the Charity's control regarding the achievement of Charitable Objects

The major factors outside of the Charity's control are changes in Local Authority policy. These include budget changes and changes to policy regarding the provision of health and social care services. Both these can affect referrals to our services.

The major factors within our control are good management, and ensuring we derive best value from our resources. Involvement of participants in development and management of the services ensures that we achieve our Objects through meeting needs.

Plans for Future Periods

Our vision statement

"The Vision of the Kingsley Organisation is to protect and maintain our existing range of activities and centres and to maximise the use of those activities and facilities within our existing resources and capacity. This is for the benefit of all stakeholders, but for the participants in particular. In addition, in response to the rapidly changing health and social care environment, we will look for opportunities to extend our range of services to meet market demand as appropriate."

For 2015 we will continue to offer opportunities for disabled people through our existing services in the East Hampshire, Camden, Reading and West Berkshire areas. We will also continue to provide services to the local and wider community around the Kingsley Centre.

We will monitor the contracts that become available to bid for on the Hampshire Learning Disability Framework. We will look to be part of consortiums and partnerships in bidding for contracts on the Framework and for new opportunities.

We will continue the work on implementing our marketing plan put in place in 2013. We are no longer looking to employ a dedicated community services development manager, but will focus on improving marketing for our disability services, through improvements to our marketing materials and our Organisational branding. The Trustees will also support the Kingsley Organisation Enterprises Directors to improve marketing for our shop.

In 2015 the Board of Trustees is committed to establishing an Advisory Board. The Advisory Board is made up of stakeholders including representatives for participants, parents and carers, volunteers, Trustees, staff, community users and any other appropriate groups.

The Advisory Board reports to the Board of Trustees and the Senior Management Group and has responsibility for overseeing and reviewing disability operations, quality standards, monitoring and evaluation, safeguarding and service development. Service users are provided with the support they need to be active in this role.

Fundraising will again be important to Kingsley Centres sustainability and a target of £17,000 has been set.

We will consider possible improvements to the Kingsley Centre, specifically re-tarmacing the car park and grounds and refurbishing the kitchen.

We are introducing a new staff appraisal and performance monitoring system and in the first half of the year all staff will be trialling a new induction training programme and social care commitment. This will be reviewed during the year to ensure it is effective and fit for purpose.

In 2015 our VISIBLE Communities accreditation will be due for renewal and the Trustees have made a commitment to complete this. VISIBLE is a quality system and standard for the charity and community sector developed by Community Matters.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under the law the Trustees have elected to prepare Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the charitable Company and of the surplus or deficit of the charitable Company for that period.

In preparing those Financial Statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable Company and to enable them to ensure that the Financial Statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

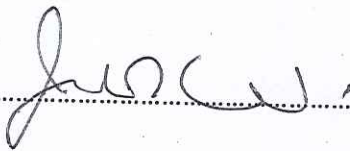
Statement as to disclosure of information to Auditors

So far as the Trustees are aware, there is no relevant information, in accordance with company law, of which the charitable Company's auditors are unaware and each Trustee has taken all steps that they ought to have taken as a Trustee in order to make them aware of any audit information and to establish that the charitable Company's auditors are aware of that information.

Auditors

The Auditors, B20 Limited, will be proposed for re-appointment in accordance with company law.

On behalf of the Board


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J Leslie -Smith Chair of Trustees

24/8/15
.....

Date

KINGSLEY ORGANISATION LTD
REPORT OF THE CHAIR
FOR THE YEAR ENDED 31 DECEMBER 2014



Chainreaction

Our three Chainreaction services have continued to thrive.

In 2014 Chainreaction in Reading had its best annual income from fees since our block contract with West Berkshire Council ended in 2007 and is certainly moving towards being more financially sustainable.

Our Chainreaction Above Ground service in Camden is also being recognised more by Care Managers, with interest and referrals growing as we moved into 2015.

At Chainreaction in Kingsley referrals exceeded its target of 95% by the end of the year.

Our model allows for activities to vary according to individual need and group preferences, but in 2014 they have included:

- Personal goal setting
- One to one time
- Developing and sustaining friendships
- Independent Living Skills
- Quality Standards Meetings
- Sessions to talk with the trustees

- Arts & Crafts (formal & informal)
- Accessing the community -library, bowling, shopping, pub lunches, river, parks
- Dance classes and Dance Workshops
- Dance performances
- Supported Volunteering at the Kingsley Centre and in the Community
- Cooking sessions
- BBQs and garden parties
- Parties for birthdays and holidays
- Personal goal setting
- Board games & quizzes
- IT, computer work
- Literacy and numeracy skill development
- Open Days
- Floor and 'walker' exercises
- Adapted activities - those less able being able to be active in baking and lunch preparation

Participants set their own goals to work towards and outcomes from these in 2014 included:

- More confidence in using public transport
- Being able to choose and buy own lunch
- Improved IT skills
- Being able to identify products and use a shopping list
- Being able to prepare vegetables
- Increased confidence in the kitchen
- Increase confidence in being out and about in the community
- To be part of delivering a service out in the community
- Being able to identify and express likes and dislikes
- To work together as a group and for each other's benefit
- Friendships
- Belonging and being part of something
- Sharing
- Valuing each other and respecting different opinions
- Increased mobility and dexterity
- Holidays to Butlins and Disneyland Paris
- Holidays planned for 2015
- Having lunch with friends
- Going swimming, walking and healthy exercise

- Increased wellbeing
- Healthy Eating
- Trips to, Thorpe Park, Paulton's Park, Blue Reef Aquarium, Restaurants and Pubs, Southsea, Swimming, Farnborough Air Show, bowling, the Playzone adult only evening, Bird World, Winchester Science Centre, horse stables, Mary Rose Museum, Shopping Trips, using the bus, a Veolia recycling plant, Archery Club, trips to parks and rivers

Volunteers and work experience students make up an important part of the team and in 2014 we had 5 volunteer support workers and two supported volunteers undertaking administration directly for our Chaineraction services.

During 2014 in Reading we supported 3 students working towards their Health and Social Care Level 3. We also regularly provide placements for Social Work Students from nearby Universities.

Supported Volunteering

Our Supported Volunteering Project at Kingsley Centre provides personal development opportunities and skill acquisition in our Village shop, post office, café, garden, administration and reception, community lunch club and coffee morning. Supported Volunteers are given support and mentoring by our disability services staff.

We seek funding from grants to provide opportunities for those who cannot access funding from social services and for work experience placements from local school and colleges for which there is no statutory funding. We also seek funding for specific projects such as our World of Work training programme.

We would like to find ways to continue to offer people the opportunity to gain formal qualifications alongside their volunteering work and also to support people to find opportunities outside of the Kingsley Centre and these form part of our future plans for the project.

Independent Living Project

The independent living project has continued to support 5 people, with physical and/or learning disabilities to maintain their home and life skills throughout the year. We also work closely with tenants in our own purpose built flat.

In 2014 there were changes to how tenancy support, that was previously delivered under Supporting People, is funding by the local authority. We were successful in completing the tendering process and are now on the Hampshire Learning Disability Framework, but have found that the contracts on offer have been too large and incorporated to wider service specification for us to be able to tender. However, we have continued to provide tenancy support in 2015, through two individuals transferring their service to a direct payment and our contract for three individuals being extended.

Parents and Carers Support Group

Meetings take place six weekly at Kingsley Centre with a group of parents who come to chat, share stories, experiences, laughter, sadness, anger and anything else on their minds. Other parents in the area are welcome to join, as well as parents of Chainreaction participants and supported volunteers.

Friends Forever

The group has been meeting most Tuesdays evening throughout 2014. The group has typically had around 8-10 people attend each evening. We are slowly gaining new members.

The group members pay £5 a week subs each, plus contribute towards activity costs. The group is not self-sufficient, and it would be a more realistic costing of £10 per person, but this would not be possible for the members to afford. We have hoped that Personal Budgets would enable people to pay more for the group, but this has not yet happened.

The group have 6 monthly planning meetings to discuss the activities we have had and what they would like to do next. The group enjoy crafts, games and cookery sessions at Kingsley Centre, but particularly like our now annual trips to Old Portsmouth for Fish and Chips by the sea, the Panto at Princes Hall and taking part in "It's a Knockout" a friendly competition between other local disability groups, enjoying novelty sports activities, such as hook a duck, speed table laying, and postman relay racing. We plan to do these again this year, and lots more besides. Many members say Friends Forever is the highlight of their week.

Shine

Shine meets monthly (except for August) to provide leisure activities for adults. The sessions have between 8 - 15 people attending.

Participants pay £7.50 subs towards the group each session, plus activity costs. Similarly to Friends Forever, the group is not yet self-sufficient and looks for grant funding.

In 2014 we introduced a quarterly evening disco as part of our activities and these are quite popular and attract non-regulars. We also had a successful Pamper day, with bath smellies being made and coinciding with a 'holistic fair' being held within the Centre, people enjoyed massages and treatments.

We had held a BBQ, went to the cinema to watch "Frozen", enjoyed basket meals and skittles at "The Jolly Farmer". We also arranged a Mystery Day with puzzles and games, alongside mystery location meal out.

Volunteering

Volunteering is essential to the Organisation, both because of the personal development opportunities volunteering offers us in meeting our Objects and because of the added value volunteers bring. Without volunteers we would not be able to provide the services that we do.

Volunteers work in all areas of our Organisation, including our services for disabled people, café, Post Office, shop, gardening, room hire and catering, maintenance, administration, finance, IT, reception work, fundraising and governance.

Our Supported Volunteering Project, which offers people additional personal support required for them accessing volunteering opportunities, continues to offer opportunities in our shop, Post Office, café and reception.

At the end of 2014, with 41 volunteers, including Trustees, working across the Organisation, we have estimated that they are the equivalent of 5.4 full time members of staff. To employ 5.4 full time members of staff, at minimum wage, would cost us £63882 in gross pay alone. This begins to show the added value volunteers bring to our Organisation.

Staffing

We had 29 members of staff in total during 2014, 6 were full time and 23 were part-time.

Taking into account those who left and joined us part way through the year we had on average 5.17 full time and 17 part time staff for 2014. They made up a full time equivalent of 14.29 members of staff.

At the beginning of the year two members of staff had their hours reduced. This was due to a reduction in income during 2013 in certain areas of our services. One member of staff was able to retain their hours due to a change in role.

A support worker at Kingsley Centre increased their hours from part-time to full-time during 2014.

We have recruited three support workers for Chainreaction in Reading during 2014. Two were temporary roles and a third is largely for providing one to one work.

At Chainreaction in Town and Above Ground in Camden three support workers left us and we recruited two support workers in their place. We also recruited a Facilitator. This person has worked for us previously in the same role.

One temporary support worker joined us and left us after a short period in 2014.

Kingsley Organisation Enterprises CIC

Our shop creates meaningful opportunities for our participants and volunteers to gain various skills and work experience. These include operating the till, numeracy and money skills, stock control, customer service, food hygiene, shop displays and promotions, social and communication skills and basic employability skills.

During 2014 at any one time, between 30 to 40 disabled people have the opportunity to experience retail training, provide services, gain skills and contribute to the local community.

Kingsley Organisation Enterprises, through the Village Shop, employs three local people part-time.

**Report of the Independent Auditors to the Members of
KINGSLEY ORGANISATION LTD**

We have audited the financial statements of KINGSLEY ORGANISATION LTD for the year ended 31 December 2014 on pages twenty two to thirty. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Statement of Directors' Responsibilities set out on pages twelve and thirteen, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Directors to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2014 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements.

Report of the Independent Auditors to the Members of
KINGSLEY ORGANISATION LTD

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.



MRS CAROLINE SCULL BA FCCA (Senior Statutory Auditor)
for and on behalf of B20 Limited
Registered Auditor
Chartered Certified Accountants
Charwell House
Wilsom Road
Alton
Hampshire
GU34 2PP

Date: 24/2/15

KINGSLEY ORGANISATION LIMITED

BALANCE SHEET AS AT 31 DECEMBER 2014

	Notes	2014 £	£	2013 £
FIXED ASSETS				
Tangible Assets	12	580,047		594,315
INVESTMENT				
Share in subsidiary company	13		1	1
CURRENT ASSETS				
Debtors	14	50,418		65,595
Amount owing by subsidiary company	14	4,897		10,932
Cash at bank and in hand		45,463		22,087
Cash at bank - held on behalf of brokerage clients		0		0
		<u>100,778</u>		<u>98,614</u>
CURRENT LIABILITIES				
Amounts falling due within one year				
Creditors and accrued expenses	15	10,875		24,319
Amounts owing to brokerage clients	16	0		0
Deferred income	17	4,992		17,797
		<u>15,866</u>		<u>42,116</u>
CURRENT ASSETS LESS CURRENT LIABILITIES			84,912	56,499
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>664,960</u>	<u>650,815</u>
FUNDS				
Unrestricted funds	18	251,304		227,757
Restricted funds	18	413,655		423,057
		<u>664,959</u>		<u>650,814</u>

The Financial Statements were approved by the Board of Trustees on  and were signed on their behalf by:

24/2/15
Judith Leslie-Smith

KINGSLEY ORGANISATION LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	2013 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	35,261	8,334	43,595	65,072
Activities for generating funds	3	8,996	0	8,996	8,569
Investments	4	406	0	406	160
Incoming resources from charitable activities	5	376,833	0	376,833	435,200
Other Incoming Resources		0	0	0	0
TOTAL INCOMING RESOURCES		<u>421,497</u>	<u>8,334</u>	<u>429,831</u>	<u>509,001</u>
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	6	941	0	941	1,565
Charitable activities					
General charitable activities	7	389,754	17,736	407,489	489,622
Governance costs	8	7,255	0	7,255	18,982
TOTAL RESOURCES EXPENDED		<u>397,950</u>	<u>17,736</u>	<u>415,686</u>	<u>510,169</u>
NET INCOMING/(OUTGOING) RESOURCES					
Other movements in Funds		23,547	(9,402)	14,145	(1,168)
		0	0	0	(44)
NET MOVEMENT IN FUNDS		<u>23,547</u>	<u>(9,402)</u>	<u>14,145</u>	<u>(1,212)</u>
ADD:					
TOTAL FUNDS BROUGHT FORWARD		<u>227,757</u>	<u>423,057</u>	<u>650,814</u>	<u>652,027</u>
TOTAL FUNDS CARRIED FORWARD		<u>251,304</u>	<u>413,655</u>	<u>664,959</u>	<u>650,814</u>

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2005) and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable certainty.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to each category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its expected useful economic life:

Property improvements	- 2% p.a. straight line basis
Computer equipment	- 33% p.a. reducing balance basis
Fittings & equipment	- 20% p.a. reducing balance basis

In 2006 the basis of calculation for Computer equipment and Fittings & equipment was changed from "straight line" to "reducing balance". The Trustees believed that this more accurately reflected the expected useful lives of the assets, based on experience to date.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

Fund Accounting

Unrestricted Funds can be used in accordance with the charity's charitable objectives at the discretion of the Trustees.

Restricted Funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for specified restricted purposes. Further explanation of the nature and purpose of each fund is included in note 18 to the financial statements, below.

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

2 VOLUNTARY INCOME

	2014	2013
	£	£
Grants and Donations	<u>43,595</u>	<u>65,072</u>

The Trustees greatly appreciate the generous grants, donations and income and sponsorships from charitable events set out below and included in the totals under Notes 2 and 3 (to the extent to which they relate to 2014 activities):

Grants Unrestricted Funds

East Hampshire District Council Project Fund	250
East Hants District Council Partnership Funded Organisation	10,656
Hampshire County Council Community Investment Fund	3,310
Hampshire County Councillor Grant - Mark Kemp-Gee	1,500
Hampshire County Council Culture and Community Activity Grant Scheme	790
Kingsley Parish Council	250

Donations Restricted Funds

The East Worldham School Educational Charity	400
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Donations Unrestricted Funds

Barclays Bank	679.94
Bordon Garrison Masonic Lodge	550
Foxes Golfing Society	155
General Electric	1437.58
H and C Contracts	1200
Hampshire and Isle of White Masons	400
Hildon Foundation	50
In Memory of Pelham Ravenscroft	350
JTI New Forest Bike Ride	944
Libda Bike Ride	285
Mr and Mrs Vulliamy	120
St Marys Frensham Trust	445
The Hedgehogs	1000
The Tricycle Shop, Alton	400
Woolmer Forest Lions	200
Y Woad	40

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

3 ACTIVITIES FOR GENERATING FUNDS

	2014	2013
Fundraising activities and events	£	£
	<u>8,996</u>	<u>8,569</u>

4 INVESTMENT INCOME

	2014	2013
Bank interest	£	£
	<u>406</u>	<u>160</u>

5 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2014	2013
General charitable	£	£
	<u>376,833</u>	<u>435,200</u>

The main activities generating resources during the year were as follows:

Chainreaction	279,313
Independent Living - "Supporting People" contract	11,838
Supported Volunteering	25,454
Support Brokerage	0
Direct Payments	0
Hall hire	16,443
Shop and café sales	6,502
Rent Income	16,900
Student Placement fees	0

6 COSTS OF GENERATING VOLUNTARY INCOME

	2014	2013
Fundraising costs	£	£
	<u>941</u>	<u>1,565</u>

7 CHARITABLE ACTIVITIES COSTS

	2014	2013
General charitable	£	£
	<u>407,489</u>	<u>489,622</u>

It is not practicable to provide an analysis of Charitable Activities' Costs in the same format as the analysis of Incoming Resources in Note 5 above. The largest single cost item is Wages & Salaries (see Note 10 below) and these costs cannot be accurately apportioned over the sources of income.

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

8 GOVERNANCE COSTS

	2014	2013
	£	£
Auditors' remuneration	1,500	1,500
Trustees' expenses and training	0	0
Payroll fees and other professional costs	5,755	17,447
Other financial costs	0	35
	<u>7,255</u>	<u>18,982</u>

9 EMPLOYEE INFORMATION

	2014	2013
	£	£
Staff costs:		
Wages, salaries and bonuses	253,805	318,871
Social security costs	15,494	20,238
Pension costs	3,546	4,014
	<u>272,845</u>	<u>343,123</u>

9 EMPLOYEE INFORMATION (Cont'd)

Average numbers of employees:		
Full time	5	8
Part time	17	18
	<u>22</u>	<u>26</u>

10 NET INCOMING/(OUTGOING) RESOURCES

	2014	2013
	£	£
Net resources are stated after charging:		
Auditors' remuneration	1,500	1,500
Depreciation - owned assets	16,825	17,712
Loss on disposal of fixed assets	1,351	402
	<u>19,676</u>	<u>19,614</u>

11 TRUSTEES' REMUNERATION AND BENEFITS

No Trustees' travelling expenses were paid during the year (2013 - nil). No other Trustees' remuneration or other benefits were paid in 2014 (2013 - nil).

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

12 TANGIBLE FIXED ASSETS

	Freehold Property £	Property Improvements £	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost					
At 1 January 2014	46,627	674,308	27,863	25,132	773,930
Additions	0	3,080	828	0	3,908
Disposals	0	0	(5,323)	(14,031)	(19,354)
At 31 December 2014	<u>46,627</u>	<u>677,388</u>	<u>23,368</u>	<u>11,101</u>	<u>758,484</u>
Depreciation					
At 1 January 2014	0	140,577	16,853	22,185	179,615
Charge for year	0	13,548	2,496	782	16,825
Eliminated on disposals	0	0	(4,575)	(13,429)	(18,004)
At 31 December 2013	<u>0</u>	<u>154,125</u>	<u>14,774</u>	<u>9,538</u>	<u>178,437</u>
Net Book Value					
At 31 December 2014	<u>46,627</u>	<u>523,263</u>	<u>8,594</u>	<u>1,563</u>	<u>580,047</u>
Restricted	0	407,801	0	0	407,801
Unrestricted	46,627	115,462	8,594	1,563	172,246
At 31 December 2013	<u>46,627</u>	<u>533,731</u>	<u>11,010</u>	<u>2,947</u>	<u>594,315</u>

13 INVESTMENT

	2014 £	2013 £
Share in Kingsley Organisation Enterprises cic, at cost	<u>1</u>	<u>1</u>

Kingsley Organisation Enterprises cic was incorporated on 23 March 2011 as a wholly-owned subsidiary of Kingsley Organisation Limited

14 DEBTORS

	2014 £	2013 £
Trade debtors	45,758	59,055
Provision for doubtful debts	<u>1,500</u>	<u>1,500</u>
Prepayments	44,258	57,555
Other debtors	6,148	7,601
	<u>13</u>	<u>439</u>
	<u>50,418</u>	<u>65,595</u>
Amount owing by subsidiary company - Kingsley Organisation Enterprises cic	4,897	10,932
	<u>55,315</u>	<u>76,527</u>

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

15 CREDITORS - amounts falling due within one year

	2014	2013
Trade creditors	£	£
Other creditors	4,047	18,447
	<u>6,829</u>	<u>5,872</u>
	<u><u>10,875</u></u>	<u><u>24,319</u></u>

16 DEFERRED INCOME

	2014	2013
Grants received in advance	£	£
Fees received in advance	4,992	17,797
	<u>0</u>	<u>0</u>
	<u><u>4,992</u></u>	<u><u>17,797</u></u>

17 FUNDS

	At 01.01.14	Incoming resources	Resources expended	At 31.12.14
	£	£	£	£
Unrestricted funds	227,757	421,497	397,950	251,304
Restricted funds	423,057	8,334	17,736	413,655
	<u>650,814</u>	<u>429,831</u>	<u>415,686</u>	<u>664,959</u>
Analysis of Restricted Funds:				
Building Fund	421,290	0	9,472	411,818
Direct Payments	553		518	35
Local Heritage Initiative	172		172	(0)
Transition	0	8,334	7,517	817
Shop	1,042	0	56	986
	<u>423,057</u>	<u>8,334</u>	<u>17,736</u>	<u>413,655</u>

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

17 FUNDS (CONT'D)

The Building Fund was set up to provide an extension to, and renovation of, the charity's main facility at the Kingsley Centre.

The Direct Payments Fund was set up to champion the use of the West Berkshire Direct Payments service.

The Local Heritage Initiative Fund was set up to enable the Kingsley Organisation Photographic Group to create a record of Tilehurst at the turn of the millennium.

The Transition Fund was set up with a grant funded by the Cabinet Office for Civil Society and delivered by The Big Lottery Fund. This grant is to help us expand and make sustainable our brokerage services and our disability services in Reading.

The Shop Fund was set up to refurbish and extend the shop facilities available at Kingsley, in conjunction with Southern Co-operative.

18 CASH FLOW STATEMENT

Balance as at 1 January 2014		22,087
Surplus/(Deficit) for year:		
Unrestricted		23,547
Restricted		(9,402)
		36,232
Non-cash items:		
Depreciation	16,825	
Loss on disposal of fixed assets	1,351	
	18,176	
		54,408
Capital expenditure during year		(3,908)
		50,500
Movement in other Balance Sheet items:		
Increase/(Decrease) in Creditors	(13,444)	
Increase/(Decrease) in Deferred Income	(12,806)	
Decrease/(Increase) in Debtors	21,212	
	(5,038)	
Balance as at 31 December 2013		45,462