

**Report of the Directors and
Unaudited Financial Statements for the Year Ended 31 December 2015
for
KINGSLEY ORGANISATION LTD**

KINGSLEY ORGANISATION LTD
ANNUAL TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2015

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 2015. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015)

Reference and administrative details

CHAIR:

J. Leslie-Smith

TRUSTEES:

T. Blake
G. Richards
K. Tucker
G. Waters (resigned 24 August 2015)
S. Woods
S. Dent

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

INDEPENDENT EXAMINER:

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

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

Santander
Bootle
Merseyside
L30 4GB

Natwest Bank
Alton Branch
38 High Street
Alton
GU34 1BF

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, 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. Prospective Trustees are interviewed and the Organisation undertakes verification checks, which include a DBS Enhanced Disclosure and Trustees declaring that they are eligible under Charity Commission guidelines and can pass the HMRC 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 the Kingsley Centre there is the additional aim 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.

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.

Public Benefit Statement

The Trustees comply with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. This includes when making decisions and planning the activities of the Organisation.

There are identifiable benefits to the public in all our activities for disabled people and the wider community, which are reported on below under Activities and also in the section on our 2015 Objectives, Achievements and Performance and in the Chairs Report.

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 and 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 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 also provides opportunities for learning and training.

Chainreaction participants have found that time spent on their own personal 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, therapeutic group and one to one sessions, opportunities for personal growth, developing new skills, trying new experiences, working in groups and individually, exploring aims and ambitions, valuing relationships and valuing individual difference.

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 as appropriate.

We are currently operating in Camden and Reading three days a week and at the Kingsley Centre in Hampshire 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 peer support, information advice and guidance, community inclusion, friendships and reduced isolation.

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

Supported Volunteering Project. We 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 individual needs, whilst at the same time providing a variety of opportunities for personal and skill development.

The project enables disabled people to participate in a team of volunteers. Taking part in a variety of tasks and activities such as listening and supporting people, working in the shop and post office, working on reception, administration work, housekeeping, gardening and maintenance.

We believe volunteering is an ideal opportunity to challenge yourself and that 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 two bedroom 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 longer term 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, take part in activities and use the internet and computers.

Direct Payments Support. In 2015 we entered into a partnership agreement with 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 Havant and East Hants Mind.

Parent Carers Support Group. The inspiration for the Kingsley Centre and its emergence into 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 parent carer and how they can benefit from the opportunity for information and support.

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. 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 community 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 and having rooms for hire, 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, gardening and wildlife workshops and a reminiscence group. Kingsley Centre is also a Hampshire County Council Community Access Point and a Tourist Information Point.

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 developing our existing village shop to provide realistic retail training for disabled people and a much needed enhanced 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 temporarily 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 retail skills and work experience.

2015 Objectives, Achievements and Performance

We continued to offer opportunities for disabled people through our existing services in the Hampshire, Camden, Reading and West Berkshire areas.

At the end of 2015 we received three year funding from Lloyds Bank Foundation for a Supported Volunteer Training Manager and additional support worker hours.

The Training Manager will increase the training and learning opportunities for our volunteers, both formal and informal, increasing basic skills, confidence and self-esteem and the employability of those taking part in the project. They will also support people to find opportunities outside of the Kingsley Centre.

We hope that by the end of the three year project we will be able to offer more opportunities for volunteers, increasing the sustainability of the project and the Training Manager post.

An important part of the project is monitoring the progress of individuals and helping us understand the best way to deliver supported volunteering opportunities and the barriers to employment for disabled people. We are doing this in partnership with Sheffield Hallam University.

Our first Advisory Board meeting took place on 19 October. The Advisory Board is made up of stakeholders including representatives for participants, parents and carers, volunteers, Trustees, staff and community users. It reports to the Board of Trustees and the Senior Management Group and has responsibility for overseeing and reviewing disability operations, service development, quality standards, monitoring and evaluation, and safeguarding. More details about the Advisory Board are included in the Chairs Report.

Community services at Kingsley Centre were very successful in 2016 and included our Lunch Club, Kingsley School Reminiscence Group, Community Coffee Morning, Kingsley Wildlife Garden Project, Christmas Arts and Crafts. Our room and hall hire rates are now showing the benefits from our refurbishments and publicity in recent years and we are now busy on many days and evenings during the week. There is room to improve weekend use when our larger halls are ideal for events such as markets and family celebrations and we will continue to publicise this locally where and when we can.

In 2015 we renewed our VISIBLE Communities accreditation. VISIBLE Communities are quality systems and standards for the charity and community sector developed by Community Matters and now managed by Advising Communities. VISIBLE is endorsed by the Charity Commission.

Due to changes in how Supporting People is now 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. This however, was extended for those funded by the learning disability team and is now due to end in October 2016. Those funded by the physical disability team were able to request a direct payment to continue to receive support from us. Those still on the contract are receiving the support of an independent advocate to ensure they continue to receive the services they need after October.

The Kingsley Centre, including its shop and Post Office, benefited from new signage in 2015, funded by the Post Office Community Branch Fund.

At the end of 2015 a new refrigeration system was installed in the shop. We received a second grant from the Post Office Community Branch Fund and an individual donation, with the balance being funded by Kingsley Organisation.

Again we were also very successful with sponsored events in 2015, included walking from Ivinghoe Beacon to Cromer, cycling The Ridgeway and an It's a Knockout event. We also had successful bridge teas, a concert, jumble sales and a pop up charity shop at the Kingsley Centre.

We also had various grants and donations that are listed in our financial review and in the Notes to our accounts. We also received 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 2015 is given in the Chair's Report.

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 2015 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 2015 arise from the provision of services to Hampshire County Council, London Borough of Camden, West Berkshire Council, individuals and organisations providing individuals residential care.

We were also, as part of a consortium, contracted to an organisation called Independent Lives, to provide Direct Payments Support in Hampshire. The funding for this work comes from Hampshire County Council.

Our fundraising programme includes seeking and applying for grants and donations from individuals and organisations, as well as fundraising events and activities. This income helps us meet our general running costs, as well as providing income for new projects, capital projects and allowing us to provide specific services at a free or subsidised cost.

We received grant funding in 2015 from East Hampshire District Council, Hampshire County Council, Lloyds Bank Foundation, St James Place Foundation, the Post Office Community Branch Fund, Zurich Community Trust, Hampshire and Isle of Wight Community Foundation and Mrs Jane De Halpert's Charitable Trust.

We received donations in memory of Ted Brickwood, Alan Freeman and Pelham Ravenscroft and from Barclays Bank, Christian Community Action, Coomers, H and C Contracts, Kingsley Parish Council, LiDBA, Mr and Mrs Vulliamy, St Marys Trust, The Foxes Golfing Society, Warren Powel Richards, Whitehill Masonic Lodge and Woolmer Forest Masonic Lodge.

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 risk management is also reviewed annually by the Advisory Board, which is made up of representatives of all our stakeholders including participants, volunteers, staff and parents and carers.

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

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 Charitable Purposes 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 2016 we will continue to offer opportunities for disabled people through our existing services in the North 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.

In 2016 we will continue our Supported Volunteering Project, with a Training Manger and additional Support Worker hours funded by Lloyds Bank Foundation.

We will continue to focus on improving marketing for our disability services, through improvements to our marketing materials and our Organisational branding. We will also be looking at our online and social media presence and look to improve publicity of our events and achievements. The Trustees will also continue to support the Kingsley Organisation Enterprises Directors to improve marketing for our shop.

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 deliver tenancy support in East Hampshire and neighbouring areas. Although no suitable contracts have yet become available, we will continue to monitor this. We will look to be part of consortiums and partnerships in bidding for contracts both on the Framework and for other new opportunities as they arise.

It has been agreed that re-tarmacking the car park and grounds will be made a priority and in the first part of 2016 we were successful in gaining a £6000 grant from the IGas Community Fund. This is around 50% of the cost of the tarmacking and we hope to fundraise for the balance by the end of the year, so the project can be completed by March 2017.

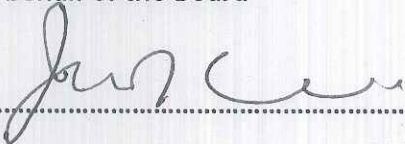
Statement of Trustees' Responsibilities

The Trustees acknowledge their responsibility for ensuring the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; safeguarding the charitable companies assets; taking reasonable steps for the identification and prevention of fraud and other irregularities; and preparing financial statements which give a true and fair view of the state of the charitable company at each financial year each, on a going concern basis if applicable, in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011 relating to financial statements and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(effective 1 January 2015).

Independent Examiners

B20 Limited will be proposed for re-appointment as Independent Examiners.

On behalf of the Board



J Leslie-Smith Chair of Trustees

15/8/16

Date

KINGSLEY ORGANISATION LTD
REPORT OF THE CHAIR
FOR THE YEAR ENDED 31 DECEMBER 2015



Chainreaction

We continue to provide person development to disabled people through our three Chainreaction Services in Hampshire, Reading and London.

Our model allows for activities to vary according to individual need and group preferences, but in 2015 they have included:

- Meal planning and preparation
- Money skills
- Formal and informal arts and crafts sessions
- Accessing the community –libraries, parks, leisure activities such as cinema, swimming and bowling, restaurants, cafes and pubs
- Dance and fitness workshops
- Computer, literacy and numeracy skills sessions
- Gardening and growing vegetables
- Travel training
- Group BBQs and parties
- Working in the shop and café at Kingsley Centre
- Use of sensory equipment on site and visits to sensory rooms

Participants also set their own individual goals to work towards and some examples of these in 2015 included:

- Growing and Cooking with Tomatoes
- Writing to famous people
- Group holiday to the Isle of Wight
- Zoo keeper for the day at Birdworld
- Attending an Andre Rieu concert in London
- Trips to, Marwell Zoo, British Transport Museum, Phoenix Theatre, Mayflower Theatre, Reading Museum, Milestones Museum, Monkey World, Harry Potter Experience, Runways End Activity Centre, It's a Knockout Event, The London Dungeons, Hampstead Heath, Trafalgar Square and the Southbank Christmas Market
- At Chainreaction in Town the group come together for learning hours and projects linked to their interests and goals and in 2015 they included, finger spelling, first aid, cheese and chocolate tasting, superfoods, how to read the London Underground map, the history of Trafalgar Square and saving the bees
- Access local volunteering opportunities

Volunteers make up an important part of the team and in 2015 all three of our Chainreactions had volunteers and supported volunteers working as support workers or undertaking administration tasks.

We also provide work experience for students from schools and colleges and placements for Social Work students from nearby Universities.

Supported Volunteering

This Project provides personal development and skill acquisition through volunteering opportunities. The opportunities include listening and supporting people, working in the shop and post office, working on reception, administration work, housekeeping, gardening and maintenance.

Supported Volunteers are given support and mentoring by our disability services staff.

We seek 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. In 2015 we had grants from the Zurich Community Trust and St James Place Foundation.

At the end of 2015 we also received three year funding from Lloyds Bank Foundation for a Supported Volunteer Training Manager and additional support worker hours.

The Training Manager will increase the training and learning opportunities for our volunteers, both formal and informal, increasing basic skills, confidence and self-esteem and the employability of those taking part in the project. They will also support people to find opportunities outside of the Kingsley Centre.

We hope that by the end of the three year project we will be able to offer more opportunities for volunteers, increasing the sustainability of the project and the Training Manager post.

An important part of the project is monitoring the progress of individuals and helping us understand the best way to deliver supported volunteering opportunities and the barriers to employment for disabled people. We are doing this in partnership with Sheffield Hallam University.

Independent Living Project

The independent living project has continued to support local disabled people 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 funded 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 too wide a 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. Our contract was extended again until October 2016 and we have put in place independent advocacy for those on the contract to ensure they are able to receive a service after this time.

We hope to be able to continue to deliver tenancy support to local people who can receive direct payments to pay for our services. We will also continue to look for suitable opportunities that become available on the Hampshire Learning Disability Framework.

Parents Carers Support Group

Meetings take place six weekly at Kingsley Centre with a group of parents who come to chat and 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.

SHINE and Friends Forever Leisure Services

Both services are growing in popularity with as many as 14 attending a session.

Participants pay a fee to attend, but this is very much below cost and we rely on fundraising to make up the difference. In 2015 we had donations from Woolmer Forest Masonic Lodge, the LiDBA Bike Ride, and generous sponsorships collected for our participation in an It's a Knockout Event.

Activities in 2015 included trips to the Theatre and Christmas Panto, It's a Knockout competition, race and quiz nights, skittles evening, BBQs, t-shirt and bag printing, cooking, container gardening, Chinese New Year celebrations, fitness classes, a trip to Birdworld, a trip to Southsea Trip for a fish and chip supper and local walks.

Direct Payment Support

In 2015 we entered into a partnership agreement with 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 Havant and East Hants Mind.

Two members of staff trained as advisors, with two further staff being trained in 2016.

Our first referral was received in June 2015 and by the end of December we had received eleven referrals.

Kingsley Centre

As well as providing the home for the Village Shop and Post Office, we are also the venue for a number of regular activities, events and groups.

The Kingsley Centre is an invaluable information point for the local community and visitors. We have community noticeboards both inside and out and carousels for leaflets from the local councils and on health and wellbeing. We are also a Hampshire County Council Community Access Point and a Tourist Information Point. We host three monthly meetings of the Kingsley Village Forum, which aims to bring local organisations together to coordinate activities and events. We provide a contact point and administration for the King's World Care Group, that offers community transport and other voluntary services to those in Kingsley and the surrounding area.

At the Kingsley Centre 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.

A wide range of groups continue to use the Kingsley Centre on a regular basis and include the Montessori Childrens House, Ballroom Dancing, Pilates, Sing for Joy, the Oakhanger Angling Club and Kingsley Parish Council.

Christmas activities at the Kingsley Centre included hosting, along with local residents, the Made in Hampshire Craft Fair and Art Exhibition, Christmas Craft workshops and taking part in the Bordon Christmas Tree Festival.

We received a second grant from Hampshire County Council Culture and Community Activity Scheme for our garden and wildlife project. This enabled us to run a very successful series of events and workshops, based in the Kingsley garden, throughout the year. The project centred around our informal beds which surround our garden area at the front of the Centre. The aim was to introduce plants and habitats to encourage biodiversity. The launch event for the year took place in April to coincide with National Garden Week. The project included, painting nest boxes, making a wildlife stack and log pile, learning about compost and building two compost bins, planting to attract wildlife and rejuvenating our small pond. In the Autumn there was a further series of workshops linked to the Wild about Gardens Week and included making a willow bird feeder and a talk from Hart Wildlife.

We offer a two course lunch and two activity sessions at a subsidised price, twice a month at the Kingsley Centre. In 2015 we had funding from the Hampshire and Isle of Wight Community Fund. Over the past year those attending Lunch Club have been able to participate in a variety of activities including singing sessions, Gentle Exercise and local and special interest talks including, the regeneration of Bordon and Whitehill project, Canine Partners who provide assistant dogs for disabled people and Hart Wildlife. Special events for the Lunch Club in 2015 included a VE Day 70th Anniversary themed day. There was also a Celebration of Summer event. Kingsley Centre volunteers play an important part in running the day and are involved in, preparing the lunch, setting up the rooms up and laying tables, meeting and greeting, serving lunch and washing up and clearing away. Members of Kings World Care Group are also available, when needed, to provide volunteer drivers.

The coffee morning has become a popular weekly event since it started in 2013. The morning is run by a rota of Kingsley villagers, who provide home made refreshments every Tuesday morning. Chainreaction participants are part of the rota and take a regular turn at providing the refreshments, including baking cakes and biscuits. It is well attended by residents of Kingsley and the surrounding villages. Coffee and cake is paid for by donation and this is enough to cover the cost of the room hire, plus allows for donations to a variety of local and national causes suggested by those attending. The local Community Police Support Officers also attend regularly to keep in touch with local people.

The Kingsley Centre, including its shop and Post Office, benefited from new signage in 2015, funded by the Post Office Community Branch Fund.

The Advisory Board

The first meeting of the Advisory Board took place on 19 October.

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

The first meeting explored the remit of the Board, who will be represented and how best to make it fully inclusive. Helen Dayson, Chief Executive also spoke about co-production and the Advisory Board's role in the Organisation.

The second meeting took place in November and looked at the Organisation's strategy documents including the Vision Statement, the SWOT analysis and the 2016 Action Plan. The meeting was able to provide input on the Strategy to the Board of Trustees.

The first meeting of 2016 will look at the most recent Quality Standards reviews that take place annually at each Chainreaction.

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, housekeeping, maintenance, administration, reception work, finance, IT, fundraising and governance.

Our Supported Volunteering Project, which offers people additional personal support required for them to access volunteering, continues to offer opportunities for skill acquisition and work experience.

At the end of 2015, with 43 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 the national living wage, would cost us £70761.60 in gross pay alone. This begins to show the added value volunteers bring to our Organisation.

Staffing

We had 30 members of staff in total during 2015, 7 were full time employees, 22 were part-time employees and one was a casual worker.

Taking into account those who left and joined us part way through the year we had on average 7 full time and 16.8 part time staff for 2015, including the casual worker. They made up a full time equivalent of 15.03 members of staff.

Our Post Office support worker/counter assistant at Kingsley Centre left during the year and we recruiting an existing member of Kingsley Organisation Enterprises staff to the post. Their combined hours for both companies mean they are working at Kingsley Centre full time.

We have recruited two permanent support workers for Chainreaction in Reading during 2015 and one casual worker. Two Support Workers moved on.

At Chainreaction in Town and Above Ground in Camden two support workers and facilitator left us. We recruited one support worker during the year and two to start in January 2016, once of whom has worked for us previously.

Kingsley Organisation Enterprises CIC

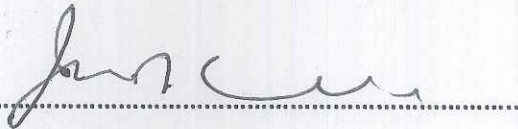
Our shop creates meaningful opportunities for our participants and volunteers to gain various skills and work experience. These include operating the till, numeracy and money skills, stock control, customer service, food hygiene, shop displays and promotions, social and communication skills and basic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

During 2015 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.

The Kingsley Centre, including its shop and Post Office, benefited from new signage in 2015, funded by the Post Office Community Branch Fund.

At the end of 2015 a new refrigeration system was installed in the shop. We received a second grant from the Post Office Community Branch Fund and an individual donation, with the balance being funded by Kingsley Organisation.

Kingsley Organisation Enterprises, through the Village Shop, employs two villagers part-time. During the year we had a part-time counter assistant move on and we filled the vacancy with another part-time employee. We also had a temporary part-time counter assistant.



J Leslie –Smith Chair of Trustees



Date

**Independent Examiner's Report to the Trustees of
KINGSLEY ORGANISATION LIMITED**

I report on the accounts for the year ended 31 December 2015 set out on pages twenty to twenty eight.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

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

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with Section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 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.



MRS C S SCULL
BA FCCA
B20 Limited
Chartered Certified Accountants
Charwell House
Wilsom Road
Alton
Hampshire
GU34 2PP

15 August 2016

KINGSLEY ORGANISATION LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	2014 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	34,102	0	34,102	43,595
Activities for generating funds	3	5,896	0	5,896	8,996
Investments	4	(277)	0	(277)	406
Incoming resources from charitable activities	5	398,740	0	398,740	376,833
Other Incoming Resources		0	0	0	0
TOTAL INCOMING RESOURCES		<u>438,461</u>	<u>0</u>	<u>438,461</u>	<u>429,831</u>
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	6	920	0	920	941
Charitable activities					
General charitable activities	7	419,649	10,373	430,022	407,489
Governance costs	8	2,894	0	2,894	7,255
TOTAL RESOURCES EXPENDED		<u>423,463</u>	<u>10,373</u>	<u>433,835</u>	<u>415,686</u>
NET INCOMING/(OUTGOING) RESOURCES		14,998	(10,373)	4,626	14,145
Other movements in Funds		(81)	0	(81)	0
NET MOVEMENT IN FUNDS		<u>14,917</u>	<u>(10,373)</u>	<u>4,545</u>	<u>14,145</u>
ADD:					
TOTAL FUNDS BROUGHT FORWARD		251,304	413,655	664,959	650,814
TOTAL FUNDS CARRIED FORWARD		<u><u>266,221</u></u>	<u><u>403,282</u></u>	<u><u>669,503</u></u>	<u><u>664,959</u></u>


The notes on pages 22 - 28 form part of these financial statements

KINGSLEY ORGANISATION LIMITED

BALANCE SHEET
AS AT 31 DECEMBER 2015

	Notes	2015 £	2014 £
FIXED ASSETS			
Tangible Assets	12	564,075	580,047
INVESTMENT			
Share in subsidiary company	13	1	1
CURRENT ASSETS			
Debtors	14	74,764	50,419
Amount owing by subsidiary company	14	40,152	4,897
Cash at bank and in hand		28,137	45,463
Cash at bank - held on behalf of brokerage clients		0	0
		<u>143,054</u>	<u>100,779</u>
CURRENT LIABILITIES			
Amounts falling due within one year			
Creditors and accrued expenses	15	9,323	10,875
Amounts owing to brokerage clients	16	0	0
Deferred income	17	28,303	4,992
		<u>37,625</u>	<u>15,867</u>
CURRENT ASSETS LESS CURRENT LIABILITIES		105,428	84,912
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>669,504</u>	<u>664,959</u>
FUNDS			
Unrestricted funds	18	266,221	251,304
Restricted funds	18	403,282	413,655
		<u>669,503</u>	<u>664,959</u>

The Financial Statements were approved by the Board of Trustees on 15/8/16 and were signed on their behalf by:


J Leslie-Smith, Chair of Trustees

The notes on pages 22 - 28 form part of these financial statements

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention in accordance with the Charities Act 2011 and the requirements of the Charities SORP (FRS102) effective 1 January 2015.

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 2015

2 VOLUNTARY INCOME

	2015	2014
	£	£
Grants and Donations	<u>34,102</u>	<u>43,595</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 2015 activities):

Grants Unrestricted Funds

East Hants District Council Partnership Funded Organisation	10000
Hampshire County Council Community Investment Fund	3210
Hampshire County Council Culture and Community Activity Grants Scheme	1000
Hampshire and Isle of Wight Community Foundation	2000
Lloyds Bank Foundation	25000
Mrs Jane De Halpert's Charitable Trust	100
Post Office Community Branch Fund	2323
St James Place Foundation	3051
Zurich Community Trust	2000

Donations Unrestricted Funds

Barclays	105
Christian Community Action	30
Coombers	2432
H and C Contracts	1200
In Memory of Alan Freeman	80
In Memory of Pelham Ravenscroft	195
In Memory of Ted Brickwood	170
Kingsley Parish Council	250
LiDBA	270
Mr and Mrs Vulliamy	120
St Marys Trust	200
The Foxes Golfing Society	300
Warren Powel Richards	50
Whitehill Lodge	200
Woolmer Forest Lodge	500

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

3 ACTIVITIES FOR GENERATING FUNDS

	2015	2014
	£	£
Fundraising activities and events	<u>5,896</u>	<u>8,996</u>

4 INVESTMENT INCOME

	2015	2014
	£	£
Bank interest	<u>-277</u>	<u>406</u>

5 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2015	2014
	£	£
General charitable	<u>398,740</u>	<u>376,833</u>

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

Chainreaction	301,827
Independent Living - "Supporting People" contract	10,557
Supported Volunteering	26,453
Support Brokerage	0
Direct Payments	-122
Hall hire	18,161
Shop and café sales	6,781
Rent Income	17,700
Student Placement fees	560

6 COSTS OF GENERATING VOLUNTARY INCOME

	2015	2014
	£	£
Fundraising costs	<u>920</u>	<u>941</u>

7 CHARITABLE ACTIVITIES COSTS

	2015	2014
	£	£
General charitable	<u>430,022</u>	<u>407,489</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 2015**

8 GOVERNANCE COSTS

	2015	2014
	£	£
Auditors' remuneration	580	580
Trustees' expenses and training	0	0
Payroll fees and other professional costs	2,314	6,675
Other financial costs	0	0
	2,894	7,255

9 STAFFING INFORMATION

	2015	2014
	£	£
Staff costs:		
Wages, salaries and bonuses	271,102	253,805
Social security costs	16,930	15,494
Pension costs	3,802	3,546
	291,834	272,845

9 STAFFING INFORMATION (Cont'd)

Average numbers of staff:		
Full time	7.0	6.2
Part time	16.8	17.0
	24	23

10 NET INCOMING/(OUTGOING) RESOURCES

	2015	2014
	£	£
Net resources are stated after charging:		
Auditors' remuneration	580	1,500
Depreciation - owned assets	15,948	16,825
Loss on disposal of fixed assets	24	1,351
	16,552	19,676

11 TRUSTEES' REMUNERATION AND BENEFITS

No Trustees' travelling expenses were paid during the year (2014 - nil). No other Trustees' remuneration or other benefits were paid in 2015 (2014 - nil).

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

12 TANGIBLE FIXED ASSETS

	Freehold Property £	Property Improvements £	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost					
At 1 January 2015	46,627	677,388	23,368	11,101	758,484
Additions	0	0	0	0	0
Disposals	0	0	(368)	0	(368)
At 31 December 2015	<u>46,627</u>	<u>677,388</u>	<u>23,000</u>	<u>11,101</u>	<u>758,116</u>
Depreciation					
At 1 January 2015	0	154,125	14,774	9,538	178,437
Charge for year	0	13,548	1,879	521	15,948
Eliminated on disposals	0	0	(344)	0	(344)
At 31 December 2015	<u>0</u>	<u>167,673</u>	<u>16,309</u>	<u>10,059</u>	<u>194,041</u>
Net Book Value					
At 31 December 2015	<u>46,627</u>	<u>509,715</u>	<u>6,691</u>	<u>1,042</u>	<u>564,075</u>
Of which:					
Restricted	0	398,280	0	0	398,280
Unrestricted	46,627	111,434	6,691	1,042	165,794
At 31 December 2014	<u>46,627</u>	<u>523,263</u>	<u>8,594</u>	<u>1,563</u>	<u>580,047</u>

13 INVESTMENT

	2015 £	2014 £
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

	2015 £	2014 £
Trade debtors	69,077	45,758
Provision for doubtful debts	<u>1,500</u>	<u>1,500</u>
Prepayments	67,577	44,258
Other debtors	6,887	6,148
	<u>300</u>	<u>13</u>
	<u>74,764</u>	<u>50,419</u>
Amount owing by subsidiary company - Kingsley Organisation Enterprises cic	40,152	4,897
	<u>114,916</u>	<u>55,316</u>

KINGSLEY ORGANISATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

15 CREDITORS - amounts falling due within one year

	2015	2014
	£	£
Trade creditors	2,397	4,047
Other creditors	6,927	6,829
	9,324	10,876

16 DEFERRED INCOME

	2015	2014
	£	£
Grants received in advance	28,303	4,992
Fees received in advance	0	0
	28,303	4,992

17 FUNDS

	At 01.01.15	Incoming resources	Resources expended	At 31.12.15
	£	£	£	£
Unrestricted funds	251,304	438,461	423,544	266,221
Restricted funds	413,655	0	10,372	403,283
	664,959	438,461	433,916	669,504
 Analysis of Restricted Funds:				
Building Fund	411,818	0	9,464	402,354
Direct Payments	35		35	(0)
Local Heritage Initiative	(0)		(0)	(0)
Transition	817	0	817	0
Shop	985	0	56	929
	413,655	0	10,372	403,283

KINGSLEY ORGANISATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

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 2015		45,463
Add:		
Surplus/(Deficit) for year:		
Unrestricted		14,917
Restricted		(10,373)
		50,007
Add:		
Non-cash items:		
Depreciation	15,948	
Loss on disposal of fixed assets	24	
	15,972	
		65,980
Less:		
Capital expenditure during year		0
		65,980
Movement in other Balance Sheet items:		
Increase/(Decrease) in Creditors	(1,552)	
Increase/(Decrease) in Deferred Income	23,311	
Decrease/(Increase) in Debtors	(59,600)	
	(37,841)	
Balance as at 31 December 2015		28,139

19 FIRST YEAR ADOPTION

On transition to FRS102 the charity was not required to restate the previous year and reconcile the funds.