



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Trustees' annual report (including Directors' report) for the period

From: 1st July 2018

To: 30th June 2019

Charity name: MID MEDIATION AND COUNSELLING LTD

Charity registration number: 1076166

Company number: 03785436

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The object of the Charity is to provide assistance through mediation for couples who are separating or divorcing and to help them settle differences over associated matters such as finances and housing, with particular attention given to the needs of any children. The aim of the Charity is to provide relief and support to adults and children before, during and after separation and divorce through a range of services focussed on children and their families. Alongside mediation we offer counselling support to adults who are struggling to come to terms with the breakup of their relationship and to children who need a safe and neutral space to talk.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>A team of eight mediators help people who are separating or divorcing to negotiate and agree fair settlements in a <i>non-adversarial</i> way, thereby reducing damaging conflict in families. Children can also be invited to a one-off confidential mediation session to express their views.</p> <p>We offer counselling to children and young people who are badly affected by the conflict within their families and who have emotional, mental and behavioural issues as a result.</p> <p>We offer counselling to adults who have been impacted by the end of their relationship.</p> <p>We help families restart communication and resolve problematic issues via our Family Bridges project. This involves working with several family members together and this may include members of the extended family such as grandparents and step-parents.</p> <p>We provide mediation services for tenants of housing associations to help them resolve difficult issues and also run workplace mediation to sort out issues between work colleagues.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm that the trustees are aware of the guidance issued by the Charity Commission on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	

Contribution made by volunteers	Para 1.38	
Other		

Achievements and performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>In the last twelve months we have seen over 500 people for individual Mediation Information Assessment Meetings. We have had 120 mediation case starts and a close to 70% success rate in resolving at least one issue in dispute.</p> <p>We have given more than 300 counselling sessions to over 35 children and young people and held assessment and review meetings with their parents. Feedback questionnaires from children and parents indicate that levels of anxiety and unhappiness significantly decreased and that children showed a range of improvements in behaviour and mental health both at home and at school.</p> <p>We were able to help ten families through our Family Bridges work, enabling them to resolve long-standing communication issues and areas of conflict.</p> <p>We provided almost 70 adult counselling sessions and assisted a range of tenants seeking to resolve conflict with their housing association neighbours.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity ended the year with a surplus of £15,916, which was a very good result in difficult circumstances and means that it is in a strong financial position. Specific attention was placed on maximising all assets of the Charity and this resulted in a significant increase in renting out rooms in our building. In addition a very tight control on all expenditure was maintained throughout the year.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	In order to ensure the efficient running of the Charity the policy is to maintain reserves at a minimum of 3 months income and a maximum of 6 months. All reserve funds are currently held as cash on deposit with a Bank or Building Society.
Amount of reserves held	Para 1.22	£115,434
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, governance and management

Description of charity's trusts:		
Type of governing document: for example, trust deed, memorandum and articles of association etc	Para 1.25	The activities of the Charity are governed by the original Trust Deed of MiD Mediation and Counselling (Richmond and District) dated 20 th February 1984.
How is the charity constituted? for example limited company, unincorporated association, CIO	Para 1.25	MiD Mediation and Counselling Ltd. is a company limited by guarantee (Company No. 03785436) and is a Registered Charity (No. 1076166). The company was incorporated on 9 th June 1999 and on 1 st July 1999 took over all the undertakings, assets and liabilities of MiD Mediation and Counselling (Richmond and District) an unincorporated registered charity (No. 289271).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are elected by existing Trustees on the board. Trustees' posts are advertised in the local, national and voluntary newspapers and on appropriate websites. Trustees are invited for a probationary period then appointed by the Board of Trustees.

Additional Information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and administrative details

Charity name	MID MEDIATION AND COUNSELLING LTD
Other name the charity uses	N/A
Registered charity number	1076166
Charity's principal address	Templeton Lodge, 114 High Street, Hampton Hill, Middlesex, TW12 1NT

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr Anthony Spiro JP	Chairman		
2	District Judge Timothy Jenkins			
3	Mrs Sally Kemmis-Betty			
4	Ms. Jill Trelfa			
5	Mr Michael Kempner	Secretary		
6	Mrs Ann Flintham OBE JP			
7	Ms. Gillian Fogg JP			
8	Ms. Clare Kirby JP			
9			15.4.19 to 30.6.19	

10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name	

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (optional information)

MID MEDIATION AND COUNSELLING LTD		Charity No	1076166		
		Company No	3785436		
Annual accounts for the period					
1st July 2018		To	30th June 2019		

Section A Statement of financial activities (including summary income and expenditure account)

Guidance Note

Recommended categories by activity

Income (Note 3)

Income and endowments from:

Donations and legacies

Charitable activities

Other trading activities

Investments

Separate material item of income

Other

Total

Expenditure (Notes 6)

Expenditure on:

Raising funds

Charitable activities

Separate material expense item

Other

Total

Net income/(expenditure) before tax for the reporting period

Tax payable

Net income/(expenditure) after tax before investment gains/(losses)

Net gains/(losses) on investments

Net income/(expenditure) Extraordinary items

Transfers between funds

Other recognised gains/(losses):

Gains and losses on revaluation of fixed assets for the charity's own use

Other gains/(losses)

Net movement in funds

Reconciliation of funds:

Total funds brought forward

Total funds carried forward

	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
S01	22,769	24,635	-	47,404	58,416
S02	144,544	-	-	144,544	145,372
S03	26,912	-	-	26,912	20,148
S04	185	-	-	185	40
S05	-	-	-	-	-
S06	-	-	-	-	-
S07	194,410	24,635	-	219,045	223,976
S08	-	-	-	-	-
S09	101,442	24,917	-	126,359	143,203
S10	-	-	-	-	-
S11	76,770	-	-	76,770	81,261
S12	178,212	24,917	-	203,129	224,464
S13	16,198	282	-	15,916	488
S14	-	-	-	-	-
S15	16,198	282	-	15,916	488
S16	-	-	-	-	-
S17	16,198	282	-	15,916	488
S18	-	-	-	-	-
S19	282	282	-	-	-
S20	-	-	-	-	-
S21	-	-	-	-	-
S22	15,916	-	-	15,916	488
S23	99,518	-	-	99,518	100,006
S24	115,434	-	-	115,434	99,518

Section B**Balance sheet**

	Guidance Note					
		Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total this year £ F04	Total last year £ F05
Fixed assets						
Intangible assets (Note 15)	B01	-	-	-	-	-
Tangible assets (Note 14)	B02	875	-	-	875	592
Heritage assets (Note 16)	B03	-	-	-	-	-
Investments (Note 17)	B04	-	-	-	-	-
Total fixed assets	B05	875	-	-	875	592
Current assets						
Stocks (Note 18)	B06	-	-	-	-	-
Debtors (Note 19)	B07	20,373	-	-	20,373	27,652
Investments (Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)	B09	126,078	11,248	-	137,326	124,656
Total current assets	B10	146,451	11,248	-	157,699	152,308
Creditors: amounts falling due within one year (Note 20)	B11	31,892	11,248	-	43,140	53,382
Net current assets/(liabilities)	B12	114,559	-	-	114,559	98,926
Total assets less current liabilities	B13	115,434	-	-	115,434	99,518
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
Total net assets or liabilities	B16	115,434	-	-	115,434	99,518
Funds of the Charity						
Endowment funds (Note 27)	B17	-	-	-	-	-
Restricted income funds (Note 27)	B18	-	-	-	-	-
Unrestricted funds	B19	115,434	-	-	115,434	99,518
Revaluation reserve	B20	-	-	-	-	-
Fair value reserve	B21	-	-	-	-	-
Total funds	B22	115,434	-	-	115,434	99,518

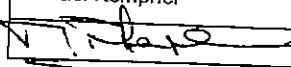
The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Signed by one or two trustees/directors on behalf of all the trustees/directors

Print Name	Date of approval dd/mm/yyyy
Michael Kempner	
	29/11/2020

Company number: 03785436 (England and Wales)
Registered Charity number: 1076166

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

For the year ended 30 June 2019

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

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MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

COMPANY INFORMATION

Trustees

Mr Anthony Spiro JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Mrs Ann Flintham OBE JP
Ms Gillian Fogg JP
Ms Clare Kirby JP

Secretary and Registered Office

Mr Michael Kempner
Templeton Lodge,
114 High Street,
Hampton Hill,
Middlesex, TW12 1NT

Registered Charity

1076166

Registered Company No:

03785436

Examining Accountant

Place Campbell
Chartered Accountants
Wilmington House
High Street
East Grinstead
West Sussex, RH19 3AU

Solicitors

Bates Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Bankers

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester, M60 4EP

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

The Trustee Board presents its report and financial statements for the year ended 30th June 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

MiD Mediation and Counselling Ltd. is a company limited by guarantee (company No. 03785436) and is a Registered Charity (No. 1076166). The company was incorporated on 9th June 1999 and on 1st July 1999 took over all the undertakings, assets and liabilities of MiD Mediation and Counselling (Richmond and District) an unincorporated registered charity (No. 289271). The activities of MiD Mediation and Counselling are governed by the original Trust Deed of MiD Mediation and Counselling (Richmond and District) dated 20th February 1984.

Method of appointment or election of Trustees

New Trustees are elected by existing Trustees on the board. Trustees' posts are advertised in the local, national and voluntary newspapers and on websites. Trustees are invited for a probationary period then appointed by the Board of Trustees.

Policies adopted for the induction and training of Trustees

Trustees are offered training and development through other voluntary networks.

Organisational structure and decision making

The Charity is organized so that the Trustees meet regularly to manage its affairs. The day to day management is delegated to the Director and staff of Mid Mediation and Counselling Ltd.

OBJECTIVES AND ACTIVITIES

The object of the Charity is to provide assistance through mediation for couples who are separating or divorcing and to help them settle differences over associated matters such as finances and housing, with particular attention given to the needs of any children. The aim of the Charity is to provide relief and support to adults and children before, during and after separation and divorce through a range of services focussed on children and their families. Alongside mediation we offer counselling support to adults who are struggling to come to terms with the breakup of their relationship and to children who need a safe and neutral space to talk.

A team of eight mediators help people who are separating or divorcing to negotiate and agree fair settlements in a non-adversarial way, thereby reducing damaging conflict in families. Children can also be invited to a one-off confidential mediation session to express their views.

We offer counselling to children and young people who are badly affected by the conflict within their families and who have emotional, mental and behavioural issues as a result.

We offer counselling to adults who have been impacted by the end of their relationship.

We help families restart communication and resolve problematic issues via our Family Bridges project. This involves working with several family members together and this may include members of the extended family such as grandparents and step-parents.

We provide mediation services for tenants of housing associations to help them resolve difficult issues and also run workplace mediation to sort out issues between work colleagues.

We confirm that the trustees are aware of the guidance issued by the Charity Commission on public benefit.

ACHIEVEMENTS AND PERFORMANCE

In the last twelve months we have seen over 500 people for individual Mediation Information Assessment Meetings. We have had 120 mediation case starts and a close to 70% success rate in resolving at least one issue in dispute.

We have given more than 300 counselling sessions to over 35 children and young people and held assessment and review meetings with their parents. Feedback questionnaires from children and parents indicate that levels of anxiety and unhappiness significantly decreased and that children showed a range of improvements in behaviour and mental health both at home and at school.

We were able to help fourteen families through our Family Bridges work, enabling them to resolve long-standing communication issues and areas of conflict.

We provided more than 70 adult counselling sessions and assisted a range of tenants seeking to resolve conflict with their housing association neighbours.

FINANCIAL REVIEW

The Charity ended the year with a surplus of £15,916, which was a very good result in difficult circumstances and means that it is in a strong financial position. Specific attention was placed on maximizing all assets of the Charity and this resulted in a significant increase in renting out rooms in our building. In addition a very tight control on all expenditure was maintained throughout the year.

In order to ensure the efficient running of the Charity the policy is to maintain reserves at a minimum of 3 months income and a maximum of 6 months. All reserve funds are currently held

as cash on deposit with a Bank or Building Society. The reserves held at 30 June 2019 amounted to £115,434.

Trustee Board Members

The Members of the Trustee Board listed above are also Trustees of the company under the terms of the Companies Act 2006. Appointments of new Trustees are made by existing Trustees at a Trustees' Meeting. There shall be a minimum of eight Trustees and a maximum of fifteen. During the year, the Trustees were:

Mr Anthony Spiro JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Mrs Ann Flintham OBE JP
Ms Gillian Fogg JP
Ms Clare Kirby JP (appointed 15 April 2019)

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

On behalf of the board of Trustees



Michael Kempner
Company Secretary

Date: 13th December 2019

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF MID MEDIATION AND COUNSELLING LTD

I report on the accounts of the company for the year ended 30 June 2018 which are set out on pages 9 to 16.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The 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 needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

BASIS OF INDEPENDENT EXAMINER'S REPORT

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

INDEPENDENT EXAMINERS STATEMENT

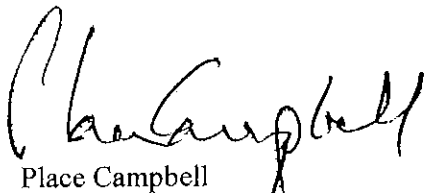
In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.



Place Campbell

Date: 24/11/2020

MID MEDIATION AND COUNSELLING LTD

STATEMENT OF FINANCIAL ACTIVITIES
for the twelve months ended 30th June 2019

Note	2019			2018
	Unrestricted	Restricted	Total	Total
	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>
	£	£	£	£
INCOME AND EXPENDITURE				
Income				
3				
Donations and legacies	22,769	24,635	47,404	58,416
Charitable activities	144,544	-	144,544	145,372
Other trading activities	26,912	-	26,912	20,148
Investment income	185	-	185	40
	<u>194,410</u>	<u>24,635</u>	<u>219,045</u>	<u>223,976</u>
Expenditure				
4				
Charitable activities	101,442	24,917	126,359	143,203
Other	76,770	-	76,770	81,261
Total Resources Expended	<u>178,212</u>	<u>24,917</u>	<u>203,129</u>	<u>224,464</u>
Net income /(expenditure)	16,198	(282)	15,916	(488)
Transfers between funds	(282)	282	-	-
Net movement in funds	<u>15,916</u>	<u>0</u>	<u>15,916</u>	<u>(488)</u>
Reconciliation of funds:				
Total funds brought forward 01/07/18	99,518	0	99,518	100,006
Total funds carried forward 30/06/19	<u>115,434</u>	<u>0</u>	<u>115,434</u>	<u>99,518</u>

There were no recognised gains or losses other than recorded above.

The accompanying notes are an integral part of this Statement of Financial Activities.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)

BALANCE SHEET
as at 30th June 2019

	Note	30.06.19			30.06.18
		Unrestricted Funds £	Restricted Funds £	Total Funds	Total Funds £
FIXED ASSETS					
Tangible Assets	8	875	-	875	592
Total Fixed Assets		875	-	875	592
CURRENT ASSETS					
Debtors	9	20,373	-	20,373	27,652
Cash at Bank and in Hand	11	126,078	11,248	137,326	124,656
Total Current Assets		146,451	11,248	157,699	152,308
Creditors: Amounts falling due within one year	10	31,892	11,248	43,140	53,382
Net Current Assets		114,559	-	114,559	98,926
Total Assets less Current Liabilities		115,434	-	115,434	99,518
Creditors: Amounts falling due after one year		-	-	-	-
Net Assets		115,434	-	115,434	99,518
REPRESENTED BY:					
FUNDS	3				
Endowment Funds		-	-	-	-
Restricted Income Funds		-	-	-	-
Unrestricted Funds		115,434	-	115,434	99,518
Total Funds		115,434	-	115,434	99,518

For the year ended 30th June 2019 the company was entitled to exemption from audit under Section 477 (2) of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.



Anthony Spiro
Chairman



Michael Kempner
Director

MID MEDIATION AND COUNSELLING LTD

(a Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30th June 2019

1. LIABILITY OF MEMBERS

The Company is Limited by Guarantee and has no Share Capital.

The Memorandum and Articles of Association provide that every member is liable to contribute a sum not exceeding £1 in the event of the Company being wound up while they are a member or within one year of ceasing to be a member. At the year end there were 8 members.

2. ACCOUNTING POLICIES

2.1 Basis of Accounting

The financial statements have been prepared under the historical cost convention and to comply with the Companies Act 2006 and also the Statement of Recommended Practice (SORP) for charities - "Accounting and Reporting by Charities" preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16th July 2014 and with the Charities Act 2011.

2.2 Income

Recognition of income

Income has been included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met.

Government Grants

The charity has received government grants in the reporting period.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

Income from interest

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably

2.3 Expenditure and Liabilities

Liability Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and may have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the receipt of the grant has provided the specified service or output.

Grants payable without performance conditions

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Provision for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

Basic financial instruments

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19 FRS102 SORP.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

2.4 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £200.

They are valued at cost.

The depreciation rates and methods are disclosed in Note 8.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. INCOME

	2019			2018
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Donations and legacies				
Donations and gifts	7,136	-	7,136	6,926
Gift Aid	1,188	-	1,188	1,980
General grants provided by government/other charities	13,000	24,635	37,635	47,215
Membership subscriptions/sponsorships	1,445	-	1,445	2,295
	<u>22,769</u>	<u>24,635</u>	<u>47,404</u>	<u>58,416</u>
Charitable activities				
Client payments	119,133	-	119,133	116,163
Legal Aid Agency	25,411	-	25,411	14,059
CAFCASS	-	-	-	15,150
	<u>144,544</u>	<u>-</u>	<u>144,544</u>	<u>145,372</u>
Other trading activities				
Room rental	15,787	-	15,787	10,260
VAT rebate	11,125	-	11,125	9,888
	<u>26,912</u>	<u>-</u>	<u>26,912</u>	<u>20,148</u>
Income from Investments				
Interest income	185	-	185	40
	<u>185</u>	<u>-</u>	<u>185</u>	<u>40</u>
Total Income	<u>194,410</u>	<u>24,635</u>	<u>219,045</u>	<u>223,976</u>

All income in the prior year was unrestricted except for £30,915 received as Restricted Grants.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

4. EXPENDITURE

	2019			2018
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Expenditure on charitable activities				
Salaries & NIC	33,198	8,299	41,497	51,204
Fees: Mediation and Counselling	48,264	14,556	62,820	70,321
Training & Supervision	13,230	1,312	14,542	14,178
Child Counselling	6,750	750	7,500	7,500
	<u>101,442</u>	<u>24,917</u>	<u>126,359</u>	<u>143,203</u>
Other				
Governance costs	76,770	-	76,770	81,261
	<u>76,770</u>	<u>-</u>	<u>76,770</u>	<u>81,261</u>
	<u>178,212</u>	<u>24,917</u>	<u>203,129</u>	<u>224,464</u>

5. FEES FOR EXAMINATION OF THE ACCOUNTS

	2019	2018
	£	£
Independent examiner's fees	<u>2,390</u>	<u>2,335</u>

6. PAID EMPLOYEES

6.1 Staff Costs

	2019	2018
	£	£
Salaries and wages	71,906	76,426
Social security costs	(5,537)	1,944
Pension costs (defined contribution)	780	521
	<u>67,149</u>	<u>78,891</u>

£25,652 was paid to the Director of the charity. Nothing was paid to the Trustees.

6.2 Average head count in the year

	2019	2018
Area of work		
Charitable activities	4	4
Governance	<u>1</u>	<u>1</u>
	<u>5</u>	<u>5</u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

7. DEFINED CONTRIBUTION PENSION SCHEME

Contributions of £780 have been recognised in the SOFA as an expense for the year ended 30th June 2019.

It is estimated that staff spend 20% of their time on work related to activities funded by restricted funds. Therefore, 20% of the pension costs have been allocated to restricted funds.

8. TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
As at 30th June 2018	20,617
Acquisition	575
Disposal	-
As at 30th June 2019	<u>21,192</u>
Depreciation	
As at 30th June 2018	20,025
Charge for year	292
Disposal	-
As at 30th June 2019	<u>20,317</u>
Net Book Value	
As at 30th June 2019	<u>875</u>

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Equipment - Unrestricted Funds 25% on reducing balance

Equipment - Restricted funds 100% on cost

9. DEBTORS AND PREPAYMENTS

	2019 £	2018 £
Trade Debtors	2,223	9,524
Prepayments and accrued income	<u>18,150</u>	<u>18,128</u>
	<u>20,373</u>	<u>27,652</u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

10. CREDITORS AND ACCRUALS

10.1 Analysis of creditors

	2019	2018
	<u>£</u>	<u>£</u>
Trade Creditors	9,086	9,622
Accruals and deferred income	22,660	27,593
Taxation and social security	639	5,556
Other creditors	10,755	10,611
	<u>43,140</u>	<u>53,382</u>

10.2 Deferred income

	2019	2018
	<u>£</u>	<u>£</u>
Balance at start of reporting period	1,000	1,000
Amounts added in current period	1,000	1,000
Amounts released to income from prior per	(1,000)	(1,000)
	<u>1,000</u>	<u>1,000</u>

The grant from Children in Need is received quarterly in advance and the final payment in each year includes one month into the following year.

11. CASH AT BANK AND IN HAND

	2019	2018
	<u>£</u>	<u>£</u>
Short term deposits	75,718	75,533
Cash at bank and in hand	61,608	49,123
	<u>137,326</u>	<u>124,656</u>

12. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

No trustee expenses have been incurred.

There have been no related party transactions during the reporting period.

MID MEDIATION AND COUNSELLING LTD
(a company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
for the twelve months ended 30th June 2019

	<u>2019</u>		<u>2018</u>	
	£	£	£	£
<u>INCOME</u>				
Grants and Donations	45,959		56,121	
Clients Payments	119,133		116,163	
Legal Aid Agency	25,411		14,059	
Parenting Programme	-		15,150	
Community Mediation	-		-	
Patrons' Scheme	1,445		2,295	
Training	-		-	
Room Rental	15,787		10,260	
Net income from VAT	11,125		9,888	
	<u>218,860</u>		<u>223,936</u>	
Deposit Interest	185		40	
		219,045		223,976
<u>EXPENSES</u>				
Salaries & NIC	67,149		78,891	
Fees: Mediation	46,517		53,340	
Fees: Counselling	16,303		16,981	
Training & Supervision	14,542		14,178	
Postage, Stationery & Printing	3,012		3,465	
Telephone	2,216		1,863	
Rent & Rates	24,983		24,549	
Marketing	5,206		6,100	
Subscriptions	3,200		3,190	
Insurance	1,515		2,601	
Light & Heat	1,549		1,693	
Sundry Expenses	2,304		2,256	
Book-keeping	3,620		3,725	
Legal Fees	2,150		-	
Office equipment maintenance	3,657		5,790	
Equipment Depreciation	292		1,287	
Examiner's Remuneration	2,390		2,335	
Repairs & Maintenance	2,524	203,129	2,220	224,464
	<u>203,129</u>		<u>224,464</u>	
Deficit / Surplus for the Year		<u>15,916</u>		<u>- 488</u>

Company number: 03785436 (England and Wales)
Registered Charity number: 1076166

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

For the year ended 30 June 2019

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

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MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

COMPANY INFORMATION

Trustees

Mr Anthony Spiro JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Mrs Ann Flintham OBE JP
Ms Gillian Fogg JP
Ms Clare Kirby JP

Secretary and Registered Office

Mr Michael Kempner
Templeton Lodge,
114 High Street,
Hampton Hill,
Middlesex, TW12 1NT

Registered Charity

1076166

Registered Company No:

03785436

Examining Accountant

Place Campbell
Chartered Accountants
Wilmington House
High Street
East Grinstead
West Sussex, RH19 3AU

Solicitors

Bates Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Bankers

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester, M60 4EP

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

The Trustee Board presents its report and financial statements for the year ended 30th June 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

MiD Mediation and Counselling Ltd. is a company limited by guarantee (company No. 03785436) and is a Registered Charity (No. 1076166). The company was incorporated on 9th June 1999 and on 1st July 1999 took over all the undertakings, assets and liabilities of MiD Mediation and Counselling (Richmond and District) an unincorporated registered charity (No. 289271). The activities of MiD Mediation and Counselling are governed by the original Trust Deed of MiD Mediation and Counselling (Richmond and District) dated 20th February 1984.

Method of appointment or election of Trustees

New Trustees are elected by existing Trustees on the board. Trustees' posts are advertised in the local, national and voluntary newspapers and on websites. Trustees are invited for a probationary period then appointed by the Board of Trustees.

Policies adopted for the induction and training of Trustees

Trustees are offered training and development through other voluntary networks.

Organisational structure and decision making

The Charity is organized so that the Trustees meet regularly to manage its affairs. The day to day management is delegated to the Director and staff of Mid Mediation and Counselling Ltd.

OBJECTIVES AND ACTIVITIES

The object of the Charity is to provide assistance through mediation for couples who are separating or divorcing and to help them settle differences over associated matters such as finances and housing, with particular attention given to the needs of any children. The aim of the Charity is to provide relief and support to adults and children before, during and after separation and divorce through a range of services focussed on children and their families. Alongside mediation we offer counselling support to adults who are struggling to come to terms with the breakup of their relationship and to children who need a safe and neutral space to talk.

A team of eight mediators help people who are separating or divorcing to negotiate and agree fair settlements in a non-adversarial way, thereby reducing damaging conflict in families. Children can also be invited to a one-off confidential mediation session to express their views.

We offer counselling to children and young people who are badly affected by the conflict within their families and who have emotional, mental and behavioural issues as a result.

We offer counselling to adults who have been impacted by the end of their relationship.

We help families restart communication and resolve problematic issues via our Family Bridges project. This involves working with several family members together and this may include members of the extended family such as grandparents and step-parents.

We provide mediation services for tenants of housing associations to help them resolve difficult issues and also run workplace mediation to sort out issues between work colleagues.

We confirm that the trustees are aware of the guidance issued by the Charity Commission on public benefit.

ACHIEVEMENTS AND PERFORMANCE

In the last twelve months we have seen over 500 people for individual Mediation Information Assessment Meetings. We have had 120 mediation case starts and a close to 70% success rate in resolving at least one issue in dispute.

We have given more than 300 counselling sessions to over 35 children and young people and held assessment and review meetings with their parents. Feedback questionnaires from children and parents indicate that levels of anxiety and unhappiness significantly decreased and that children showed a range of improvements in behaviour and mental health both at home and at school.

We were able to help fourteen families through our Family Bridges work, enabling them to resolve long-standing communication issues and areas of conflict.

We provided more than 70 adult counselling sessions and assisted a range of tenants seeking to resolve conflict with their housing association neighbours.

FINANCIAL REVIEW

The Charity ended the year with a surplus of £15,916, which was a very good result in difficult circumstances and means that it is in a strong financial position. Specific attention was placed on maximizing all assets of the Charity and this resulted in a significant increase in renting out rooms in our building. In addition a very tight control on all expenditure was maintained throughout the year.

In order to ensure the efficient running of the Charity the policy is to maintain reserves at a minimum of 3 months income and a maximum of 6 months. All reserve funds are currently held

as cash on deposit with a Bank or Building Society. The reserves held at 30 June 2019 amounted to £115,434.

Trustee Board Members

The Members of the Trustee Board listed above are also Trustees of the company under the terms of the Companies Act 2006. Appointments of new Trustees are made by existing Trustees at a Trustees' Meeting. There shall be a minimum of eight Trustees and a maximum of fifteen. During the year, the Trustees were:

Mr Anthony Spiro JP - Chairman
District Judge Timothy Jenkins
Mrs Sally Kemmis-Betty
Ms Jill Trelfa
Mr Michael Kempner
Mrs Ann Flintham OBE JP
Ms Gillian Fogg JP
Ms Clare Kirby JP (appointed 15 April 2019)

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

On behalf of the board of Trustees



Michael Kempner
Company Secretary

Date: 13th December 2019

MID MEDIATION AND COUNSELLING LTD
(A company limited by guarantee)

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF MID MEDIATION AND COUNSELLING LTD

I report on the accounts of the company for the year ended 30 June 2018 which are set out on pages 9 to 16.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The 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 needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

BASIS OF INDEPENDENT EXAMINER'S REPORT

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

INDEPENDENT EXAMINERS STATEMENT

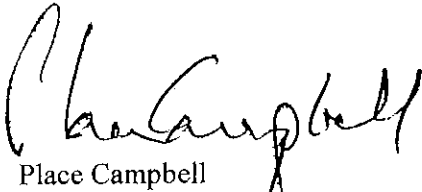
In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.



Place Campbell

Date: 24/11/2020

MID MEDIATION AND COUNSELLING LTD

STATEMENT OF FINANCIAL ACTIVITIES
for the twelve months ended 30th June 2019

Note	2019			2018
	Unrestricted	Restricted	Total	Total
	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>
	£	£	£	£
INCOME AND EXPENDITURE				
Income				
3				
Donations and legacies	22,769	24,635	47,404	58,416
Charitable activities	144,544	-	144,544	145,372
Other trading activities	26,912	-	26,912	20,148
Investment income	185	-	185	40
	<u>194,410</u>	<u>24,635</u>	<u>219,045</u>	<u>223,976</u>
Expenditure				
4				
Charitable activities	101,442	24,917	126,359	143,203
Other	76,770	-	76,770	81,261
Total Resources Expended	<u>178,212</u>	<u>24,917</u>	<u>203,129</u>	<u>224,464</u>
Net income /(expenditure)	16,198	(282)	15,916	(488)
Transfers between funds	(282)	282	-	-
Net movement in funds	<u>15,916</u>	<u>0</u>	<u>15,916</u>	<u>(488)</u>
Reconciliation of funds:				
Total funds brought forward 01/07/18	99,518	0	99,518	100,006
Total funds carried forward 30/06/19	<u>115,434</u>	<u>0</u>	<u>115,434</u>	<u>99,518</u>

There were no recognised gains or losses other than recorded above.

The accompanying notes are an integral part of this Statement of Financial Activities.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)

BALANCE SHEET
as at 30th June 2019

	Note	30.06.19			30.06.18
		Unrestricted Funds £	Restricted Funds £	Total Funds	Total Funds £
FIXED ASSETS					
Tangible Assets	8	875	-	875	592
Total Fixed Assets		875	-	875	592
CURRENT ASSETS					
Debtors	9	20,373	-	20,373	27,652
Cash at Bank and in Hand	11	126,078	11,248	137,326	124,656
Total Current Assets		146,451	11,248	157,699	152,308
Creditors: Amounts falling due within one year	10	31,892	11,248	43,140	53,382
Net Current Assets		114,559	-	114,559	98,926
Total Assets less Current Liabilities		115,434	-	115,434	99,518
Creditors: Amounts falling due after one year		-	-	-	-
Net Assets		115,434	-	115,434	99,518
REPRESENTED BY:					
FUNDS	3				
Endowment Funds		-	-	-	-
Restricted Income Funds		-	-	-	-
Unrestricted Funds		115,434	-	115,434	99,518
Total Funds		115,434	-	115,434	99,518

For the year ended 30th June 2019 the company was entitled to exemption from audit under Section 477 (2) of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.



Anthony Spiro
Chairman



Michael Kempner
Director

MID MEDIATION AND COUNSELLING LTD

(a Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30th June 2019

1. LIABILITY OF MEMBERS

The Company is Limited by Guarantee and has no Share Capital.

The Memorandum and Articles of Association provide that every member is liable to contribute a sum not exceeding £1 in the event of the Company being wound up while they are a member or within one year of ceasing to be a member. At the year end there were 8 members.

2. ACCOUNTING POLICIES

2.1 Basis of Accounting

The financial statements have been prepared under the historical cost convention and to comply with the Companies Act 2006 and also the Statement of Recommended Practice (SORP) for charities - "Accounting and Reporting by Charities" preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16th July 2014 and with the Charities Act 2011.

2.2 Income

Recognition of income

Income has been included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met.

Government Grants

The charity has received government grants in the reporting period.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

Income from interest

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably

2.3 Expenditure and Liabilities

Liability Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and may have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the receipt of the grant has provided the specified service or output.

Grants payable without performance conditions

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Provision for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

Basic financial instruments

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19 FRS102 SORP.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

2.4 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £200.

They are valued at cost.

The depreciation rates and methods are disclosed in Note 8.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. INCOME

	2019			2018
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Donations and legacies				
Donations and gifts	7,136	-	7,136	6,926
Gift Aid	1,188	-	1,188	1,980
General grants provided by government/other charities	13,000	24,635	37,635	47,215
Membership subscriptions/sponsorships	1,445	-	1,445	2,295
	<u>22,769</u>	<u>24,635</u>	<u>47,404</u>	<u>58,416</u>
Charitable activities				
Client payments	119,133	-	119,133	116,163
Legal Aid Agency	25,411	-	25,411	14,059
CAFCASS	-	-	-	15,150
	<u>144,544</u>	<u>-</u>	<u>144,544</u>	<u>145,372</u>
Other trading activities				
Room rental	15,787	-	15,787	10,260
VAT rebate	11,125	-	11,125	9,888
	<u>26,912</u>	<u>-</u>	<u>26,912</u>	<u>20,148</u>
Income from Investments				
Interest income	185	-	185	40
	<u>185</u>	<u>-</u>	<u>185</u>	<u>40</u>
Total Income	<u>194,410</u>	<u>24,635</u>	<u>219,045</u>	<u>223,976</u>

All income in the prior year was unrestricted except for £30,915 received as Restricted Grants.

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

4. EXPENDITURE

	2019			2018
	Unrestricted funds	Restricted income funds	Total funds	
	£	£	£	£
Expenditure on charitable activities				
Salaries & NIC	33,198	8,299	41,497	51,204
Fees: Mediation and Counselling	48,264	14,556	62,820	70,321
Training & Supervision	13,230	1,312	14,542	14,178
Child Counselling	6,750	750	7,500	7,500
	<u>101,442</u>	<u>24,917</u>	<u>126,359</u>	<u>143,203</u>
Other				
Governance costs	76,770	-	76,770	81,261
	<u>76,770</u>	<u>-</u>	<u>76,770</u>	<u>81,261</u>
	<u>178,212</u>	<u>24,917</u>	<u>203,129</u>	<u>224,464</u>

5. FEES FOR EXAMINATION OF THE ACCOUNTS

	2019	2018
	£	£
Independent examiner's fees	<u>2,390</u>	<u>2,335</u>

6. PAID EMPLOYEES

6.1 Staff Costs

	2019	2018
	£	£
Salaries and wages	71,906	76,426
Social security costs	(5,537)	1,944
Pension costs (defined contribution)	780	521
	<u>67,149</u>	<u>78,891</u>

£25,652 was paid to the Director of the charity. Nothing was paid to the Trustees.

6.2 Average head count in the year

	2019	2018
Area of work		
Charitable activities	4	4
Governance	<u>1</u>	<u>1</u>
	<u>5</u>	<u>5</u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

7. DEFINED CONTRIBUTION PENSION SCHEME

Contributions of £780 have been recognised in the SOFA as an expense for the year ended 30th June 2019.

It is estimated that staff spend 20% of their time on work related to activities funded by restricted funds. Therefore, 20% of the pension costs have been allocated to restricted funds.

8. TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
As at 30th June 2018	20,617
Acquisition	575
Disposal	-
As at 30th June 2019	<u>21,192</u>
Depreciation	
As at 30th June 2018	20,025
Charge for year	292
Disposal	-
As at 30th June 2019	<u>20,317</u>
Net Book Value	
As at 30th June 2019	<u>875</u>

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Equipment - Unrestricted Funds 25% on reducing balance

Equipment - Restricted funds 100% on cost

9. DEBTORS AND PREPAYMENTS

	2019 £	2018 £
Trade Debtors	2,223	9,524
Prepayments and accrued income	<u>18,150</u>	<u>18,128</u>
	<u>20,373</u>	<u>27,652</u>

MID MEDIATION AND COUNSELLING LTD
(a Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30th June 2019

10. CREDITORS AND ACCRUALS

10.1 Analysis of creditors

	2019	2018
	<u>£</u>	<u>£</u>
Trade Creditors	9,086	9,622
Accruals and deferred income	22,660	27,593
Taxation and social security	639	5,556
Other creditors	10,755	10,611
	<u>43,140</u>	<u>53,382</u>

10.2 Deferred income

	2019	2018
	<u>£</u>	<u>£</u>
Balance at start of reporting period	1,000	1,000
Amounts added in current period	1,000	1,000
Amounts released to income from prior per	(1,000)	(1,000)
	<u>1,000</u>	<u>1,000</u>

The grant from Children in Need is received quarterly in advance and the final payment in each year includes one month into the following year.

11. CASH AT BANK AND IN HAND

	2019	2018
	<u>£</u>	<u>£</u>
Short term deposits	75,718	75,533
Cash at bank and in hand	61,608	49,123
	<u>137,326</u>	<u>124,656</u>

12. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

No trustee expenses have been incurred.

There have been no related party transactions during the reporting period.

MID MEDIATION AND COUNSELLING LTD
(a company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
for the twelve months ended 30th June 2019

	<u>2019</u>		<u>2018</u>	
	£	£	£	£
<u>INCOME</u>				
Grants and Donations	45,959		56,121	
Clients Payments	119,133		116,163	
Legal Aid Agency	25,411		14,059	
Parenting Programme	-		15,150	
Community Mediation	-		-	
Patrons' Scheme	1,445		2,295	
Training	-		-	
Room Rental	15,787		10,260	
Net income from VAT	11,125		9,888	
	<u>218,860</u>		<u>223,936</u>	
Deposit Interest	185		40	
		219,045		223,976
<u>EXPENSES</u>				
Salaries & NIC	67,149		78,891	
Fees: Mediation	46,517		53,340	
Fees: Counselling	16,303		16,981	
Training & Supervision	14,542		14,178	
Postage, Stationery & Printing	3,012		3,465	
Telephone	2,216		1,863	
Rent & Rates	24,983		24,549	
Marketing	5,206		6,100	
Subscriptions	3,200		3,190	
Insurance	1,515		2,601	
Light & Heat	1,549		1,693	
Sundry Expenses	2,304		2,256	
Book-keeping	3,620		3,725	
Legal Fees	2,150		-	
Office equipment maintenance	3,657		5,790	
Equipment Depreciation	292		1,287	
Examiner's Remuneration	2,390		2,335	
Repairs & Maintenance	2,524	203,129	2,220	224,464
	<u>203,129</u>		<u>224,464</u>	
Deficit / Surplus for the Year		<u>15,916</u>		<u>- 488</u>