

Foundation for Free Radio Peace

Registered in England by the Charity Commissioners # 1161393

Trustees Annual Report and Financial Statements

**Year ending
31 December 2019**

Foundation for Free Radio Peace

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**The trustees present herein their
ANNUAL REPORT
, together with a consolidated financial statements showing
the financial affairs of the Foundation,
for the year ending 31 December 2019.**

**The financial statements comply with
the Charities Act 1993,
the Companies Act 1985,
the Memorandum and Articles of Association, and
the Statement of Recommended Practice
– Accounting and Reporting by Charities (SORP 2005).**

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Purposes and Activities

The purposes of the Foundation are:

- (a) to advance the education of the general public in the Levant in particular, but not exclusively, by the production and dissemination of educational or instructional radio programmes.
- (b) to promote religious or racial harmony and equality and diversity for the benefit of the public by:
 - i) providing information about the peaceful aspects of the Christian and other faiths within the overall messages during programmes produced in pursuance of object (a).
 - ii) promoting tolerance and harmony by the use of peaceful language and attitudes within all programmes, leading to a more harmonious coexistence between the various different communities who might hear the programmes.
 - iii) promoting the message of equal rights and opportunities for all within the programmes, in particular those programmes of an educational nature as proposed in object (a)
- (c) the relief of people in any part of the world, particularly, but not exclusively, in middle eastern countries who are the victims of war, natural disaster or catastrophe.
- (d) the furtherance of such other purposes as are exclusively charitable under the laws of England and Wales as the trustees in their discretion determine, in particular in Middle Eastern countries.

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Report of the Chairman

I have chaired the Board of Trustees of the Foundation since its inception.

During the year ending 31 December 2019, we continued our plans to produce the programmes for a **Free Radio Peace** radio service serving the refugees from the Syrian conflict.

We have also sought to bring the Foundation's key aim to the attention of Government bodies, certain NGOs and selected large charities, to obtain the necessary funding to enable the Foundation's work to commence.

The Foundation continues to explore ways of achieving good broadcast coverage over the Levant region of the Middle East.

The work to date has been funded by the goodwill, the kindness and generosity of the trustees and a small group of supporters. Further progress in pursuing the Charity's aims will not be possible without a solid funding basis and it is this matter that the Trustees continue to address.



Paul Alexander Rusling

Chairman of the Board of Trustees

Foundation for Free Radio Peace

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Receipts and Payments Account

Charity name Foundation for Free Radio Peace
Charity Number 1161393
Period from 1 January 2016 to 31 December 2018

Section A

RECEIPTS & PAYMENTS

A1 RECEIPTS	<u>Unrestricted</u>	<u>TOTAL</u>
Donations	1800.00	1800.00
Loans from Trustees	1000.00	1000.00
	sub Total	2800.00
A2 Investments Sales etc		
A3 Payments		
Purchases, Miscellaneous	0	2400.00
A4 Assets & Investments	0	0
A5 Transfers between Funds	0	0
A6 Cash Funds end of Year		
	Total receipts	2800.00
		400.00

Section B

Assets & Liabilities at end of Period

B1 Cash Funds	
Bank	0
Cash	400.00
B2 Other Monetary Assets	0
B3 Investment Assets	0
B4 Assets retained	704.00
Software (cost less 33%) (bf: 494)	= 329
Office furniture /storage (bf 550)	= 375
B5 Liabilities	
B6 Fees and other Expenditure	0
	Total Assets
	1104.00

Signed by



Paul Rusling 3 April 2020
The Chairman of the Board of Trustees

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INCOME

Statement of Financial Activities

The Foundation did not make any appeal to the General Public for funds and the amounts received by it were voluntary donations from individual well-wishers to help the charity continue its work.

The Foundation's only receipts during the year were by way of some modest donations and a loan from its Trustees. The amounts totalled £2,800, which was specifically raised to cover the Foundation's research and operating expenditure.

EXPENDITURE

The Foundation's expenditure were small amounts incurred in connection with the administration of the charity and on research. The expenditure items included office supplies, furniture, storage space, printing and miscellaneous items such as postage and stationery, totalling £2,400.

In addition the Foundation benefitted from the time of its trustees as individuals, and their expenditure to cover the Foundation's other expenses. The time is on a *pro bono* basis, and the expenditure was made voluntarily and on a non-refundable basis.

A summary of the Foundation's income and expenditure is shown in the Receipts and Payments Account.

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POLICY on Staff Remuneration

We intend to eventually be a Living Wage Employer. This means that every member of staff in our organisation earns at least the Living Wage. The Foundation for Free Radio Peace is committed to ensuring that we pay our staff fairly and in a way which ensures we attract and retain the right skills to have the greatest impact in delivering its objectives.

In accordance with the SORP:-

- F4FRP discloses all payments to trustees
- Disclose the number of staff in receipt of more than £60,000 and above (in bands of £10,000)
- Disclose pensions and other benefits

The Foundation does not yet have a remuneration committee, but intends to appoint one as soon as it is clear the Foundation will be able to meet the salary requirements of the team. The Remuneration Committee shall meet annually, and be comprised of the Chairman, the Vice-Chair, the Treasurer and one other person (who shall be appointed by the Chairman of the Trustees). The Remuneration Committee will set the pay for all staff. The CEO will be in attendance for the meeting (leaving for the discussion regarding the CEO's remuneration) and no members of the executive will be members of the committee.

The main responsibilities of the Remuneration Committee are to:-

- review the F4FRP salary banding against an agreed independent market benchmarking tool to ensure that F4FRP salaries remain competitive
- determine the remuneration package of the Chief Executive
- approve the annual percentage increase in the payroll for all staff
- approve any consolidated pay awards and staff salary increases outside of the annual review process as recommended from time to time by the Chief Executive.
- approve any non-consolidated pay awards (bonus) recommended by the CEO,
- ensure that contractual terms on termination are fair to the individual and the charity, that poor performance is not rewarded and a duty to mitigate loss is recognised.

In determining F4FRP's remuneration policy the remuneration committee takes into account all factors which are deemed necessary. The objective of the policy is to ensure that the Chief Executive and staff team are provided with appropriate incentives to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Charity.

The appropriateness and relevance of the remuneration policy is reviewed annually including reference to comparisons with other charities ensuring that F4FRP remains sensitive to the broader issues e.g. pay and employment conditions elsewhere.

We aim to recruit, subject to experience, at the lower – medium point within a band, providing scope to be rewarded for excellence. We do not employ interns without pay and we aim to pay the living wage for all our staff.

Delivery of F4FRP's charitable vision and purpose is primarily dependent on our staff which is the largest single element of charitable expenditure.

In the year ending 2019, F4FRP did not remunerate anyone and had no employees.