

Gather Hub Ltd.

Trustee's report and financial statements for the year ended 31st December 2019

UK registered charity no. 1168130

UK company limited by guarantee no. 10003335

Madagascar registered NGO no. 65/202-BIM/ONG-REGAN

GATHER HUB LTD
(A COMPANY LIMITED BY GUARANTEE)

CONTENTS

	Page
Trustees' report	2 – 8
Directors' report	9
Independent examiner's report	10
Statement of financial activities (including income and expenditure account)	11
Balance sheet	12
Notes to the financial statements	13 –17

Administrative and reference details for the year ended 31st December 2019

Trustees

Amy Xu
Andrew Riley (Chair)
Iain Fletcher
Matt Taylor
Rewa Bouji Appointed 30th January 2019

Registered address

Geovation
Sutton Yard
65 Goswell Road
London
EC1V 7EN

Bankers

Metro Bank
227 Tottenham Court Road
London
W1T 7QF

Independent Examiners

Begbies Chartered Accountants
9 Bonhill Street
London
EC2A 4DJ

The trustees are pleased to present their report with the financial statements of the charity for the year ended 31 December 2019.

Vision and mission

Gather uses data to get toilets to everyone, everywhere. By 2025 we want to have transformed how sanitation is provided for five million people in four emerging cities.

Our vision is for every person – regardless of their age, ethnicity, gender, orientation, economic status or ability to a safe working toilet. Today there are 2.5 billion people living in cities across the world without access to a safe, clean toilet. Past efforts to improve sanitation infrastructure and services for vulnerable communities in cities have struggled to gain momentum because decision-makers cannot access the best data to understand the best action to take. That's where we come in. Our mission is to close the sanitation data gap. We transform how sanitation organisations collect, share and analyse data, helping them to get toilets to people who need them most.

Governance and management

The organisation is led by the board of trustees, who are supported in implementation by a small executive team. Board meetings are held quarterly, and the trustees delegate authority to manage day to day activities to the executive team in line with the organisation's charitable objectives.

Governing document

The company is registered in the UK as a charity (no. 11168130) and company limited by guarantee (no. 10003335) and is governed by its Memorandum and Articles of Association dated 4th July 2016 and amended on 1st August 2019.

The objects of the charity are to relieve poverty and suffering in any part of the world, through the improvement of water supplies and sanitation in particular but not exclusively, by:

- advancing education for the public benefit without limitation in relation to health and hygiene matters;
- providing information, data and research, for the public benefit, to businesses, governments and non-governmental and other organisations to help them better understand the impact of their operations on low income communities and to help them target investments and initiatives to achieve universal access to sanitation; and
- promoting and facilitating links, for the public benefit, between businesses, government and non-governmental and organisations that provide water services and sanitation.

Trustee recruitment, induction and training

The management of Gather is the responsibility of the trustees who are elected and appointed under the terms of the Articles of Association.

Gather goes through formal recruitment processes to attract new trustees. Applicants are interviewed by the Senior Leadership Team and a recruitment panel from the existing trustee board. This interview process is meant to inform both parties, ensuring the applicant understands Gather's strategy, goals and priorities, and the expectations Gather has of our trustees. We look for applicants who are a good fit in terms of their personal expertise, professional experience and their enthusiasm for Gather's mission. Trustees must also align with Gather's core values.

If a prospective trustee meets these criteria, the current trustees vote on whether they should join the board.

Each new trustee is inducted by the board to ensure that they can perform their duties effectively. This induction includes: governance and management; safeguarding; equal opportunities; risk management and conflicts of interest; Gather's history and current activities; our financial accounts and reporting procedures. If the new trustee is to take on any specific duties, training needs are also assessed.

Risk management and safeguarding

The trustees have assessed the major risks to which Gather is exposed, including those related to finance, operations, governance, legal and compliance, and brand and reputation. The trustees and senior leadership team monitor these through a risk register, and the trustees are satisfied by the systems and procedures that have been put in place to allow Gather to manage and mitigate risk.

In 2019, Gather reviewed its policies and procedures in preparation for onboarding new staff. This included strengthening our safeguarding policies and procedures as we looked to launch new global programmes.

Objectives and activities

Public benefit

The trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity. The trustees monitor our work and ensure that we continue to deliver our objectives and benefitting the public.

Projects

2019 was marked for Gather by the delay in two major grants, that we expected to receive at the beginning of the year but in fact had not arrived by the end of 2019. Instead of launching

the new projects these grants were funding, we focused on our analytical work and building our technology. There were three key areas we focused on:

- the world's first sanitation data standard, by understanding and analysing the type of data that sanitation providers are collecting already;
- developing our sanitation risk index, bringing together several open datasets to indicate areas of highest risk in Antananarivo, Madagascar;
- building a prototype of our data platform to host the sanitation risk index and test it with our partners and users.

Team

Our team grew considerably in 2019, and we were able to welcome new salaried team members for the first time. Two analysts joined our technical team, and we had two short-term projects assistants. We also benefited from a secondee from Deloitte, who worked with us for three months on our strategic planning and external communications. All of our team members were paid over the London Living Wage, and we committed to being a Living Wage employer.

As our team grew during the year, we took the time to focus and build our team culture. We created our new core values:

- We do the right thing, even when it's difficult;
- We work to drive lasting change;
- We're constantly learning and sharing what we know;
- We never work alone.

In January 2019 we also welcomed Rewa Bouji to our trustee board; we are grateful to her for contributing her valuable skills and time to our mission.

Partnerships

This year, we received our largest grant to date from the Sir Halley Stewart Trust. We also received funding from the Allan and Nesta Ferguson Trust. This support has launched our Centre for Sanitation Analytics – our in-house policy and technical unit – and will also be used to collect new data on the state of sanitation in Antananarivo, Madagascar.

As ever, we are hugely grateful to the individuals who have continued to fund much of our core costs. Many of them have supported us since Gather was founded and our work would not be possible without them.

We are especially thankful for the pro bono support we have received this year. We received £72,828 in pro bono support, equating to 77p for every £1 we received in financial support. As

part of this, Morgan Lewis and Bockius LLP provided £20,000 in pro bono support to help us update our charitable objects.

We are also grateful to Geovation, the Ordnance Survey's location and property data hub, who has housed Gather since 2016 and recognised us as resident innovators. We benefit hugely from the guidance and mentoring of their technical team.

Projects

We had anticipated launching our Sanitation Data Hub in Antananarivo, Madagascar in 2019 but this project was beset by delays due to internal procurement challenges faced by our institutional funding partners. Despite this setback – and a lot of time spent to restructure and reschedule these projects – we were able to:

- Develop a prototype for our future sanitation data platform. The platform included geospatial visualisations on the state of sanitation in Antananarivo, Madagascar based on a new risk calculation and was built using data from Water and Sanitation for the Urban Poor;
- Produce research on data standards and calculating the risk of the faecal contamination of water. This research laid the foundation for our Centre for Sanitation Analytics.

Thought leadership

2019 was a great year for showcasing our innovations, presenting our research and contributing to the global discussion on how we achieve Sustainable Development Goal 6. Members of Gather's team presented at:

- The World Bank's Annual General Meeting in Washington, D.C, USA;
- Water and Health, the premier conference hosted by the Water Institute at the University of North Carolina, USA;
- Faecal Sludge Management 5 in Cape Town, South Africa;
- The Toilet Board Coalition's Global Sanitation Economy Summit in Pune, India;

Our participation in all of four of these events was whole- or part-funded by the organisers which was a great endorsement of our work.

2019 was also a year of media opportunities for Gather:

- In March, we joined a roundtable discussion at 10 Downing Street to celebrate the UK's Tech for Good sector;
- In May, we joined a UK government delegation to recognize the UK's Tech for Good sector as part of Viva in Paris, France.

- Throughout the year we were featured in Digital Agenda, the Telegraph.co.uk, Geographical.co.uk, the Business Transformation Network and others.

Recognition

2019 was also a great year for receiving recognition for our work:

- We won second prize out of 3,100 entries in the World Bank's Ideas for Action competition;
- We were listed by Geoawesomeness as one of their Top 100 Geospatial Companies in the UK;
- Our team were recognised as Ashoka's Changemakers and as part of the Huxley Summit's New Voices;
- We were finalists in the DigitalAgenda Impact Awards.

Challenges and learning

As mentioned above, we experienced several extensive delays in committed funding from institutional partners. These delays were extremely challenging as they prevented us from launching our major new project, the Sanitation Data Hub in Antananarivo. The knock-on effect meant also meant the delay of the launch of our Sanitation Data Commission.

Our technical team used the year to lay the foundations for the launch of our Centre for Sanitation Analytics in late 2019 and the launch of our Sanitation Data Hub in 2020. While not what we planned, we learned a lot as a team and an organisation. We are particularly proud of our team's resilience and continued commitment to our vision and mission.

Financial review

Financial objectives

Gather's financial objectives are to maintain a strong and effective control framework to ensure that programmes have the resources they need to be completed effectively. In line with the organisation's values, Gather strives to ensure that resources are deployed efficiently and transparently.

Financial performance in 2019

Our income decreased by £46,849 from 2018 to 2019 due to the delays in committed funding. The resulting delay in project start and our ability to plan our activities effectively hindered our ability to successfully apply for new funding. We were also unable to undertake projects with pro bono partners, as they were dependent on the projects having started.

	2019	2018
Income	£166,512	£213,361
Expenditure	£181,733	£214,182
Increase/(decrease) in total funds	(£15,221)	(£821)

In response, we delayed expanding our team further and reduced our expenditure considerably from our planned budget.

Reserves policy

Gather has a reserves policy which is regularly reviewed by trustees against the current risks faced by the organisation. In 2019 we updated our reserves policy, setting a long-term target reserve level of the equivalent of three months of operational costs. The trustees review the reserves policy every year to ensure it remains appropriate to Gather's needs.

We ended 2019 with £10,000 in our reserves account; this is the minimum we will have in our reserves account at any point in line with our reserves policy. We had planned to pay a further £10,000 into our reserves account during 2019 to take the total to £20,000, but due to our funding challenges this was not possible.

Going forward, we will aim to have the equivalent of six weeks' running costs in our reserves by the end of 2020, and eight weeks' worth by mid-2021. The trustees believe this strikes an appropriate balance between the need to spend income when it is received and maintaining operational integrity. We will continue to maintain a minimum threshold of £10,000 in reserves.

Future plans

Our immediate priority in 2020 is the successful delivery of the Sanitation Data Hub in Antananarivo. The Hub is a critical part of Gather's broader vision. From 2020-2022 we will work to disseminate the data standard and data-driven decision-making to sanitation providers working in other cities around the world, and encourage a decentralised, community-driven model.

Year	Focus	Improving sanitation for	Ownership
2020	Geospatial analysis and data standard for the fifth arrondissement in Antananarivo, Madagascar. Data standard in use by local government and sanitation providers.	350,000 people	Gather 100% responsible for Hub to deliver proof of concept.
2021	Geospatial analysis and data standard for Antananarivo, Madagascar. Data standard used by early adopters in the sanitation sector and academic institutions.	1.5 million people	Gather starts to hand over local ownership of the Hub and focus on scale.
2022	Gather supports geospatial analysis and maintains data standards.	5 million people in four cities	Gather's metrics and approach are recognised by the World Bank, UN, JMP and others. They are used by local sanitation providers in cities around the world.

Statement of trustee's responsibilities

The trustees are responsible for preparing this report and the accounts in accordance with applicable law and regulations. Company law requires the trustees to prepare accounts for each financial year. Under that law the trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity of that period.

In preparing these accounts, the trustees are required to: select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP; make judgements and accounting estimates that are reasonable and prudent; and prepare the accounts on the going concern basis unless it is appropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees approved this report and it is signed on their behalf by:



Andrew Riley
Chair of Trustees

Date: 9th December 2020

GATHER HUB LTD
(A COMPANY LIMITED BY GUARANTEE)

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31ST DECEMBER 2019

Statement of Directors' responsibilities:

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the trust's deed, Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

The Charities Act and the Companies Act 2006 require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
 - make judgements and estimates that are reasonable and prudent; and
 - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

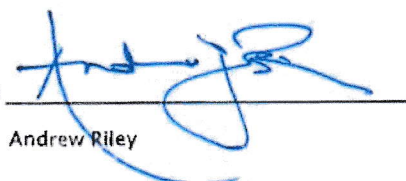
The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the Independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

I approve the attached statement of financial activities and balance sheet for the year ended 31st December 2019, and confirm that I have made available all information necessary for its preparation.

Date 22-12-2020

Signature



Andrew Riley

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF

GATHER HUB LTD

I report on the financial statements of Gather Hub Ltd for the year ended 31 December 2019, which are set out on pages 12 to 18. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the directors in accordance with Sections 144-147 and 151-155 of the Charities Act 2011. My work has been undertaken so that I might state to the directors those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and its directors for my examination work.

Respective responsibilities of directors and examiner

The directors (who are also the trustees of the company) are responsible for the preparation of the financial statements. The directors 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. I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England & Wales.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the financial statements 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 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 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 386 of the Companies Act 2006; and
 - to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.


R Maples

Begbies
Chartered Accountants

17/12/20

9 Bonhill Street
London
EC2A 4DJ

GATHER HUB LTD

Statement of financial activities
Including Income and Expenditure Account
For the year ended 31 December 2019

		Unrestricted fund	Restricted fund	Innovation fund	2019 Total	2018 Total
	Note	£	£	£	£	£
Income from:						
Donations and legacies	2	149,775	16,725	12	166,512	213,361
Total income		<u>149,775</u>	<u>16,725</u>	<u>12</u>	<u>166,512</u>	<u>213,361</u>
Expenditure on:						
Raising funds	3	446	-	-	446	4,733
Charitable activities	3	164,247	16,725	-	180,972	209,134
Other	3	315	-	-	315	315
Total expenditure		<u>165,008</u>	<u>16,725</u>	<u>-</u>	<u>181,733</u>	<u>214,182</u>
Net Income/(expenditure)		(15,233)	-	12	(15,221)	(821)
Transfer between funds		<u>9</u>	<u>-</u>	<u>(9)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(15,224)	-	3	(15,221)	(821)
Reconciliation of funds						
Total funds brought forward		<u>15,481</u>	<u>-</u>	<u>10,000</u>	<u>25,481</u>	<u>26,302</u>
Total funds carried forward	8	<u>257</u>	<u>-</u>	<u>10,003</u>	<u>10,260</u>	<u>25,481</u>

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

GATHER HUB LTD

Balance sheet

31 December 2019

		Unrestricted fund	Restricted fund	2019	2018
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets	5	<u>20</u>	<u>-</u>	<u>20</u>	<u>335</u>
		<u>20</u>	<u>-</u>	<u>20</u>	<u>335</u>
Current assets					
Debtors	6	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Cash at bank and in hand		<u>10,240</u>	<u>-</u>	<u>10,240</u>	<u>25,146</u>
Total Current Assets		<u>10,240</u>	<u>-</u>	<u>10,240</u>	<u>25,146</u>
Liabilities					
Creditors: amounts falling due within one year	7	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net current assets/(liabilities)		<u>10,260</u>	<u>-</u>	<u>10,260</u>	<u>25,481</u>
Creditors: amounts falling due in more than one year		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net assets		<u>10,260</u>	<u>-</u>	<u>10,260</u>	<u>25,481</u>
Funds					
Restricted funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Unrestricted funds		<u>257</u>	<u>-</u>	<u>257</u>	<u>15,481</u>
Innovation funds		<u>10,003</u>	<u>-</u>	<u>10,003</u>	<u>10,000</u>
Total funds	8	<u>10,260</u>	<u>-</u>	<u>10,260</u>	<u>25,481</u>

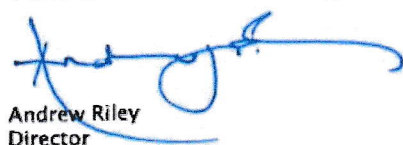
For the financial year ended 31 December 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Board and authorised for issue on 22-12-2020


Andrew Riley
Director

Company Registration No. 10003335

1. Accounting policies

a) Statutory information

Gather is a private company limited by guarantee incorporated in England & Wales.

b) Basis of preparation

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The company meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared on the historical cost convention except for the modification to a fair value basis for certain financial instruments as specified in the accounting policies below.

c) Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the accounts.

d) Incoming resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors believe it is probable they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Incoming Resources with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources

Tax reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA in the same financial period as the gift to which they relates.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services has been delivered.

Gifts in Kind

Gifts In kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as Incoming resources when receivable.

Donated Services and Facilities

These are only included in Incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the Directors' annual report.

1. Accounting policies (continued)

e) Resources expended

Expenditure is recognised when a liability is incurred, or a constructive obligation arises, that results in the payment being unavoidable. Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the Directors' meetings and cost of any legal advice to trustees on governance or constitutional matters.

f) Tangible fixed assets

Tangible fixed assets are included at their historical cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Equipment and furniture	25% straight line
-------------------------	-------------------

g) Taxation

The charity is exempt from tax on its charitable activities.

h) Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Directors. The unrestricted funds in the financial statements all relate to operating activity.

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 a particular restricted purpose, or from the donation of assets which have restrictions placed on their use.

2. Donations and legacies

	Unrestricted £	Restricted £	Innovation £	2019 Total £	2018 Total £
Donations from individuals	2,932	650	—	3,582	30,082
Grant	—	—	—	—	10,210
Gifts in kind	72,828	—	—	72,828	128,690
Gift Aid donations	9,104	—	—	9,104	9,379
Donations from companies and charitable trusts	64,911	16,075	—	80,986	35,000
Interest	—	—	12	12	—
Total	149,775	16,725	12	166,512	213,361

GATHER HUB LTD

Notes to the Financial Statements

For the year ended 31 December 2019

3 Analysis of expenditure

	Raising funds £	Charitable activities £	Other £	2019 Total £	2018 Total £
Staff costs– (Note 4)	–	97,333	–	97,333	65,131
Staff costs– Gifts in kind	–	17,475	–	17,475	500
Advertising and marketing	446	–	–	446	302
Advertising and marketing– Gifts in kind	–	–	–	–	4,050
Companies House	–	13	–	13	13
Conferences and events	–	3,089	–	3,089	–
Conferences and events – Gifts in kind	–	1,900	–	1,900	–
Consultancy fees	–	5,638	–	5,638	2,190
Food and supplies	–	–	–	–	381
International travel	–	–	–	–	1,750
Office costs	–	1,890	–	1,890	1,111
Office costs– Gifts in kind	–	15,880	–	15,880	15,279
Programme	–	157	–	157	14,299
Programme– Gifts in kind	–	15,573	–	15,573	108,261
Depreciation of fixed assets	–	–	315	315	315
	446	158,948	315	159,709	213,582
Governance costs	–	24	–	24	–
Governance costs– Gifts in Kind	–	22,000	–	22,000	600
Total expenditure 2019	446	180,972	315	181,733	214,182
Total expenditure 2018	4,733	209,134	315	214,182	

Of the total expenditure, £165,008 was unrestricted (2018: £199,383) and £16,725 was restricted (2018: £14,799).

GATHER HUB LTD

Notes to the financial statements

For the year ended 31 December 2019

4. Staff costs and numbers

Staff costs were as follows:

	2019 £	2018 £
Salaries and wages	72,578	58,129
Social security costs	19,698	5,707
Pension contributions	3,713	1,295
Staff training and recruitment	1,344	-
	<u>97,333</u>	<u>65,131</u>
Total emoluments paid to staff were:	<u>76,291</u>	<u>59,424</u>

Emoluments were paid to two executives under contract of employment with the charity agreed by the Trustees and at a salary set by the Trustees.

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the statement of financial activities in the period to which they relate.

The average number of employees employed by the charity during the year was 4 (2018 – 2).

5. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
Cost				
At the start of the year	1,258	-	-	1,258
Additions in year	-	-	-	-
At the end of the year	<u>1,258</u>	<u>-</u>	<u>-</u>	<u>1,258</u>
Depreciation				
At the start of the year	923	-	-	923
Charge for the year	315	-	-	315
At the end of the year	<u>1,238</u>	<u>-</u>	<u>-</u>	<u>1,238</u>
Net book value				
At the end of the year	<u>20</u>	<u>-</u>	<u>-</u>	<u>20</u>
At the start of the year	<u>335</u>	<u>-</u>	<u>-</u>	<u>335</u>

6. Debtors

There were no debtors at the end of the financial period.

7. Creditors: amounts falling due within one year

There were no creditors at the end of the financial period

8. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfer between funds £	At the end of the year £
Restricted funds	–	16,725	(16,725)	–	–
Unrestricted funds	15,481	149,775	(165,008)	9	257
Innovation funds	10,000	12	–	(9)	10,003
Total Unrestricted funds	25,481	149,787	(165,008)	–	10,260
Total funds	25,481	166,512	(181,733)	–	10,260

9. RESERVES POLICY

The Directors have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The Directors aim to ensure The charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Directors will endeavour not to set aside funds unnecessarily.

10. RISK ASSESSMENT

The Directors actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Directors have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

11. PUBLIC BENEFIT

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or aims that are for the public benefit. Details of how the charity has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.