

Report of the Directors and
Unaudited Financial Statements for the Year Ended 31 December 2019
For
KINGSLEY ORGANISATION LTD

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KINGSLEY ORGANISATION LTD
THE TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 1985, present their report with the Financial Statements of the Charity for the year ended 31 December 2018. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015)

Reference and administrative details

CHAIR:	S.Dent
VICE CHAIR:	J.Leslie-Smith
TRUSTEES:	T. Blake G. Richards K. Tucker S. Woods
REGISTERED OFFICE AND PRINCIPAL OFFICE:	Kingsley Centre Forge Road Kingsley Bordon Hampshire GU35 9ND
REGISTERED COMPANY NUMBER:	2160510 (England and Wales)
REGISTERED CHARITY NUMBER:	297648
INDEPENDENT EXAMINER:	B20 Ltd Chartered Certified Accountants Charwell House Wilsom Road Alton Hampshire, GU34 2PP

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

Santander
Bootle
Merseyside
L30 4GB

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

CHIEF EXECUTIVE:

H. Dayson

TRADING SUBSIDIARY:

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

Message from the Chair

Welcome to our 2019 Trustees Annual Report.

The Kingsley Organisation can be proud of what has been achieved during yet another challenging year. Although retrospectively we may feel differently this time next year, having since come through the worries, complexities and challenges posed by Covid 19.

2019 was a year of contrasts. Some goodbyes and endings, and some new beginnings. These varying circumstances which produced many different feelings and emotions, were supported expertly by our very professional teams in all three sites.

The new beginnings included Chainreaction in Town moving to a new venue, Hilddrop Community Centre. This was closely followed in February by Chainreaction in Reading moving to the South Reading Hub.

The Organisation has also had some great losses. Rosemary who attended our Chainreaction service for many years, Alan a regular of our leisure services, Lynn one of our supported volunteers. Dennis a local man who had been involved in some of our early community groups and Pauline Hoare a long serving Trustee who retired in 2014, all passed away. Participants were extremely well supported by the staff team. Our therapeutic group playing an important part in participants being able to work through these complex emotions and questions.

The Kingsley Organisation is touched by the contributions of many people, in many different ways and all are missed when they are gone.

In October we were fortunate to achieve a substantial grant from Lloyds Bank Foundation, who support charitable organisations, bridging the financial gap to enable ongoing innovative projects to flourish. There are targets and outcomes to be met and we are confident to be able to produce positive results at the end of the three years.

Our philosophy of inclusion, and our charitable purposes of training, education and development of disabled people were indeed achieved throughout 2019. Our Annual Report reflects these and provides an insight in much more detail about what Kingsley Organisation is about!

I would like to take this opportunity of thanking every member of our Organisation for their valuable contribution.

A handwritten signature in dark ink, appearing to read 'Stefani Dent', written in a cursive style.

Stefani Dent
Chair of Trustees

Snapshots of 2019



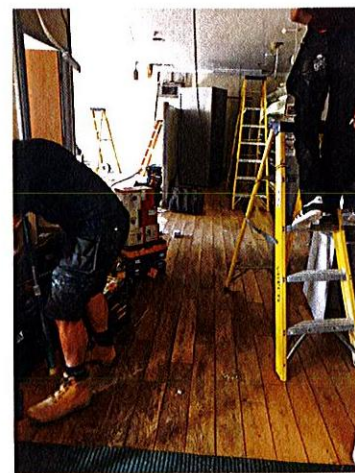
Jam Making at Kingsley
Centre using strawberries
from the garden



Lord Lieutenant's visit to
Chainreaction in Reading



Shop Refit by
the Southern
Cooperative
and their
partners

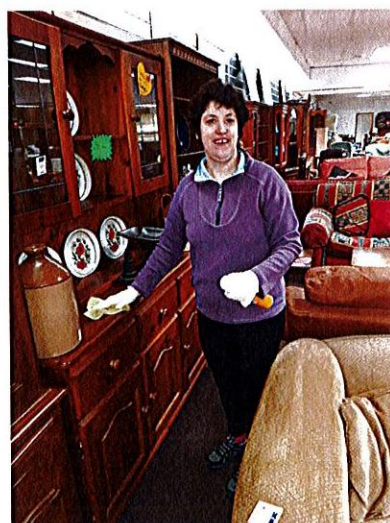




Kingsley Centre
Bake Off

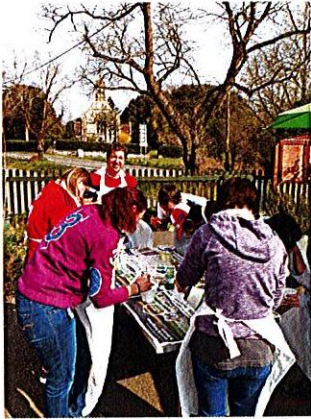
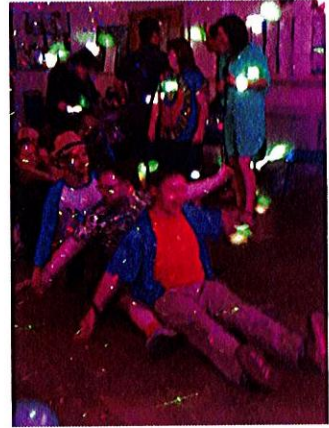


Participants
volunteering in
Reading





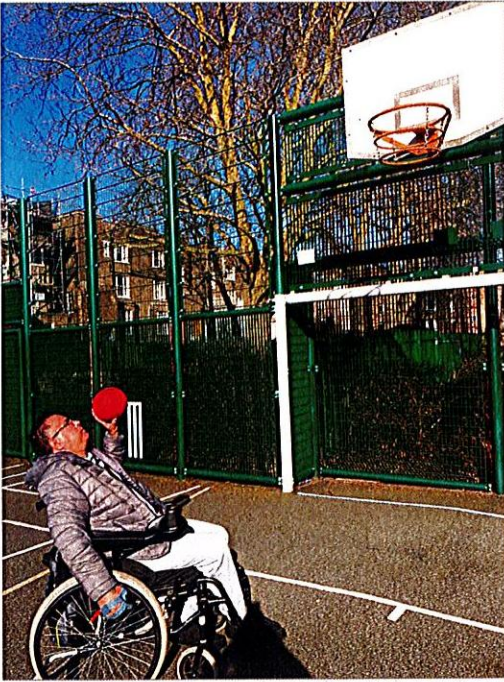
Friends
Forever and
Shine Leisure
Services



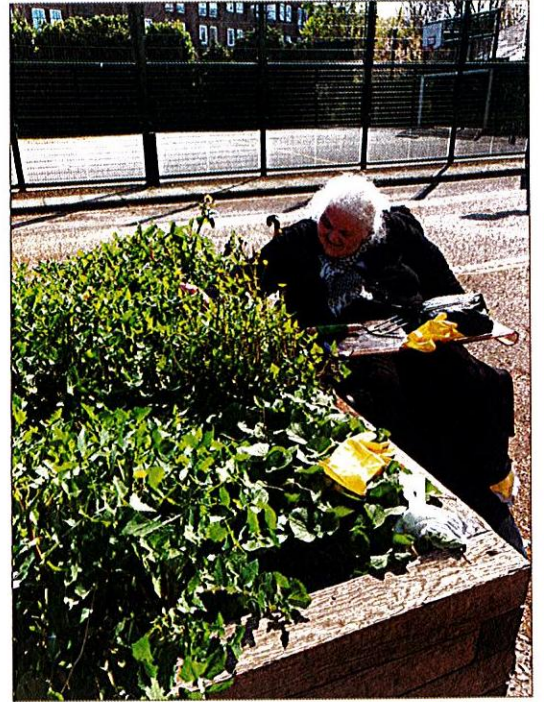
Heathlands Reunited
Storytelling at the
Kingsley Centre



Participants at
Chainreaction in Town
met their local MP



Participants at Chainreaction in Town using the basketball court and garden at Hilldrop Community Centre



Chainreaction's Craft Stall at the Kingsley Centre Christmas Fair



Chainreaction in Reading go Bowling

Structure, Governance and Management

The Organisation is a registered charity and a company limited by the guarantee of the members, first incorporated in 1987. It is governed by its Articles of Association as filed at Companies House in August 2012.

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

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

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

We also have an Advisory Board. This is made up of stakeholders including representatives for participants, parents and carers, volunteers, Trustees, staff and community users. It reports to the Board of Trustees and the Senior Managers and has responsibility for overseeing and reviewing disability operations, service development, quality standards, monitoring and evaluation, and safeguarding.

Our public benefit statement

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

There are identifiable benefits to the public in all our activities for both disabled people and the wider community. These are reported on throughout our Annual Report.

Our aims and objectives

Our Mission Statement

The Kingsley Organisation supports disabled people in the pursuit of their ambitions by valuing each person as an individual and enabling opportunity and choice

The Kingsley Organisation is a charity, established in 1987, with the aim of supporting disabled adults to fulfil their potential. We recognise the importance of independence, choice and control and for over 30 years have been developing therapeutic and person-centred approaches that underpin a range of innovative support, training and personal development programmes.

Valuing individual uniqueness and diversity, we base our programmes in community settings with the aim of promoting inclusion, challenging stereotypes and breaking down barriers.

The Organisation's registered office, the Kingsley Centre is an established community venue. The Centre has a village shop, Post Office, café, and a variety of activities delivered with the involvement of our disabled participants and volunteers.

We provide the majority of our programmes for disabled people at the Kingsley Centre, located in the village of Kingsley, in North East Hampshire. We also provide support for disabled people in Camden, in Reading and West Berkshire.

Purposes of the Charity

The purposes of the charity as set out in its Objects contained in the Companies Articles of Association are

'to advance the education of disabled people by the establishment of Centres at which they may learn, or otherwise to provide opportunities for their personal development both individually and through the provision of service to the community and in which to provide training to enable disabled people to live in so far as possible an independent life'

The Organisation has a Strategic Plan in place to ensure the long term delivery of our charitable purposes. The Strategy is achieved through our Business Plan, which is written annually and reviewed regularly by the Trustees. The Business Plan sets out the objectives for the year and the activities the Organisation will undertake to achieve them. We summarise our main objectives for 2019 and measure our achievement and performance against them later on in this report.

Our activities

The Organisation's activities are designed in detail to attain our charitable purposes and are reviewed annually. These activities include, Chainreaction, Chainreaction Above Ground, Supported Volunteering Programme, Independent Living Project, Shine and Friends Forever leisure groups, Parents and Carers Support, and provision of a village shop, Post Office, café and community activities at Kingsley Centre.

Chainreaction provides disabled people the opportunity to explore their own personal development, increasing confidence and independence. Participants are encouraged to explore their experiences, their hopes and fears and their aspirations for the future.

Participants access a therapeutic group, one to one mentoring, peer support and a programme of both practical and therapeutic activities. There are opportunities to develop independent living skills and support to improve health and wellbeing.

Chainreaction is held in community based venues and we work in small groups and staffing levels are high so that each participant can be supported as appropriate. We are currently operating in Camden and Reading three days a week and at the Kingsley Centre in Hampshire five days a week.

Volunteers make up an important part of the team, both supporting participants and undertaking administration tasks. We also provide work experience for students from nearby schools and colleges. We have provided placements for university social work students.

Chainreaction Above Ground was originally created in response to the changing needs of participants in Camden, who wanted to maintain their friendships and get advice, guidance and emotional support from staff, but did not necessarily need the same level of support or staffing levels provided by Chainreaction.

It is currently operating in Camden one day a week.

The **Supported Volunteering Programme** provides a 'world of work experience' for disabled people wanting to build their self-confidence and employability skills.

The programme enables disabled people to take up a variety of volunteering roles at the Kingsley Centre including in our village shop, café, Post Office, reception desk, administration, housekeeping, gardening, maintenance and supporting people in our Chainreaction service. We also support volunteers to take up roles within our Reading and Camden based Chainreaction services.

Volunteers have a bespoke learning development plan and access to one to one mentoring and can be supported to move into external work experience and eventually paid employment.

Often similar services are time limited, however we recognise that disabled people learn and acquire skills at different paces and in different ways and our Programme allows people space to develop.

Over the last three years we have been developing partnerships with external businesses and organisations. We hope to increase the opportunities available for our volunteers and create more meaningful pathways to employment.

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

Friends Forever was set up to meet the leisure expectations of a group of disabled people who wanted to have the opportunity to make and maintain friendships and widen their horizons. Shine runs one Saturday a month and was named and led by a group of disabled people who wanted to socialise and have fun.

Kingsley and its surrounding area is largely rural with poor transport links, leading many disabled people to be socially isolated. Both sessions provide opportunities for individuals to be socially active, through maintaining and making new friendships and accessing local leisure facilities.

To ensure the groups are accessible to those on very low incomes we fundraise to cover the main costs and then only charge a minimal sessional fee.

The programme has also provided volunteering opportunities for young people taking part in the Duke of Edinburgh Award Scheme and for other volunteers wishing to help with driving or share their skills.

Activities includes days trips to the seaside, local towns and attractions, visits to museums, local fairs and festivals, theatre trips, restaurant and pubs, themed evenings with food and crafts, discos, games and skittles evenings, arts and crafts, access to the computers and internet, time to chat over a cup of tea, share experiences and make friendships.

Remote and Community Service. Due the Covid-19 outbreak and the restrictions implemented in March 2020 we were unable to provide building based services for several months. During the lockdown we never stopped provided support to our participants, volunteers and their families. We developed a remote service delivering welfare support, activities and one to ones using phone and video calls. Later in the lockdown we were able to start meeting people in the community and then at home. Since returning to our buildings we are continuing to innovate our remote and community service and will continue to offer it as an option to disabled people in our local areas.

Parent and Carers Support Group. The inspiration for the Kingsley Centre was that of a parent carer who wanted more for her disabled daughter and who did not recognise the meaning of 'impossible'. Therefore we have always acknowledged the role of parent carer, and the benefits to both themselves and to the disabled person they support, if they can access advice and guidance.

The group meets at the Kingsley Centre every 6 weeks. It is an opportunity to meet other parent carers, share experiences and learn from each other. Sometimes speakers are invited to talk on a subject identified by group members. Members of the group receive support to challenge areas of health and social care which are causing concern.

The group is open to any parent carer in the local area who feels they would benefit from meeting others in a similar situation and who are looking for support and information.

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

We offer a short-term stay in our purpose built fully accessible two bedroom ground floor flat.

We provide tenancy support, advice and life skills development either as part of a stay in our flat or longer term to people living in their own home.

The **Kingsley Centre** is where we were first established ourselves in 1987 as a unique place offering personal development for disabled people, alongside community development for the local people, in an inclusive and enabling environment.

As well as the base for the majority of our activities for disabled people, the Kingsley Centre is an established community venue. The Centre has a village shop, Post Office, café, and a variety of activities delivered with the involvement of our disabled participants and volunteers.

Activities based at the Centre include a community lunch, a village coffee morning, workshops covering cooking, gardening, recycling and sustainability, arts and crafts and IT. Kingsley Centre is also a LINC (Local Information Networking Community) Information Point and Café, a Hampshire County Council Community Access Point and a Tourist Information Point.

Volunteering

Volunteers bring much added value to the Organisation and without them we would not be able to provide the services that we do. Volunteering also offers personal development opportunities that help us meet our charitable Objects.

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

We also have students from nearby schools and colleges gaining work experience in a variety of roles.

Our Supported Volunteering Programme offers people any additional personal support required for them to access volunteering and offers word of work training and experience.

At the end of 2019, with nearly 50 volunteers, including Trustees, working across the Organisation, we have estimated that they are the equivalent of 6 full time members of staff. To employ 6 full time members of staff, at the 2019/2020 national living wage, would cost us £89653.20 in gross pay alone. This begins to show the added value volunteers bring to our Organisation.

Staffing

We had 27 members of staff in total during 2019. 18 were full-time and 9 were part-time, 3 of which were casual workers.

Taking into account those who left and joined us part way through the year and the different hours people work, we had a full time equivalent of 14.14 members of staff during 2019.

In addition to our own casual workers, we do use agency support workers in all three of our Chainreaction services. All our agency workers are fully vetted and receive training from both ourselves and the agency. To help ensure continuity of staffing we aim to have a small pool of agency workers who we use occasionally to provide support work.

Our main objectives in 2019 and what we achieved

Our main objectives in 2019 was to continue to offer opportunities for disabled people through our existing services in the North East Hampshire, Camden, Reading and West Berkshire areas. We hoped to improve our marketing and promotion and to increase referrals and take up of our services. We also wanted to look at other areas where we might be able to meet need, for example those in transition.

At all three of our Chainreactions, participants have continued to identify and achieve their goals and work towards more independence, choice and control. Our model allows for activities to vary according to individual need and group preferences, but in 2019 they included:

therapeutic group – one to one counselling - meal planning and preparation - money skills training and budgeting - travel training - taking part in activities including arts and crafts, gardening, dance and fitness workshops, cooking and baking - literacy and numeracy skills training - accessing volunteering opportunities - managing health conditions - accessing health services - tenancy support - accessing the internet and using a computer - day trips – accessing leisure centres and libraries - visiting local restaurants and coffee shops - using sensory equipment – emotional support and counselling - managing family issues and relationships - support with social care and benefits assessments - goal planning - moving on

Below are just three specific example's of what participants in our Chainreaction's achieved last year:

Participants and volunteers at Kingsley Centre supported each other through the grieving process, losing three people who attend our services last year. They supported a person through their illness, helping them achieve their 'bucket list'. They also organised a celebration of their lives, which was a truly uplifting event, reflecting the importance of the relationships developed at the Kingsley Centre and how well our participants understand and support each other.

Camden participant's planned and delivered a programme of regular 'learning hours'. They decide on the topics, which in 2019 included current affairs, marvel comics, pollution, challenging behaviour, healthy eating, accessible buses and 'what we want from our support workers and personal assistants'. The learning hours are very important to participants, bringing them together and giving them the opportunity to hold discussions and share what is important to them.

In Reading participants continued their popular dance workshop. The group choose a theme and work towards performing a routine. Planning the music, routines and costumes. In 2019 the theme was music from around the world. This year the Lord Lieutenant for Berkshire joined us. It was a very informal visit and intended to say 'thank you' from the Group as the Lord Lieutenant had played a part in helping us to find new premises from which to deliver our Chainreaction Service in Reading.

The Supported Volunteering Programme has continued to offer placements both at the Kingsley Centre and at our disability services in Reading and Camden. Volunteers develop skills, confidence and self-esteem, through work experience, mentoring, peer support and training workshops.

Our Friends and Shine groups have continued to provide a number of different leisure activities, helping people to maintain friendships, reduce isolation and have fun together. The activities include trips and meals out, BBQs and discos.

In 2018 we recognised the current financial climate meant we had not been able to raise our fees to meet rising costs and it was becoming increasingly difficult to ensure the sustainability of our services. To meet this challenge we launched a fundraising drive and named it our 2020 Appeal. The appeal includes applying for grants and donations from Trusts.

Alongside this we also aimed to maximise the income we receive from Local Authorities for our services. Using a full cost recovery report we were able to secure an increase to our Chainreaction and Supported Volunteering fees from Hampshire County Council from April 2020.

We have been able to secure three year funding from Lloyds Bank Foundation. This was through their Invest programme which provides funding for core costs. The objectives of the funding are to enable meeting the goals of our participants and supported volunteers with a learning disability and include, reducing personal and social barriers to living 'your' best life, reducing barriers to the employment pathway and moving to greater independence.

We were also able to secure match funding from Grundon's, a local company, totalling £15,000 over three years.

We were also able to achieve 'Aspiring' in our Autism Accreditation with National Autistic Society. Alongside this we secured a £10000 grant from Baily Thomas Charitable Fund for our work with those who have autism in addition to a learning disability. We have created new ways of working to ensure we meet the needs of those on the Autistic spectrum.

The money raised through our appeals is reported on further under our Fundraising Report.

In 2019 we also aimed to continue to provide services to the local and wider community at the Kingsley Centre.

Kingsley Centre has continued to provide a village shop and Post Office and a number of regular community activities, events and groups, plus halls and rooms to hire.

A wide range of groups continue to use the Kingsley Centre on a regular basis and include the Montessori Childrens House, Ballroom Dancing, Pilates, Yoga, an Art class, shamanic drumming, the Oakhanger Angling Club and Kingsley Parish Council.

Activities at the Kingsley Centre in 2019 included being part of the Southdowns National Park Healthlands Reunited Project. This included story telling sessions and establishing a wheelchair accessible route on Kingsley Common. We also continued the Sustainable Kingsley Project, with activity sessions for learning to make reusable bags, soap and bees wax wraps.

We held a Christmas Fair. This year Chainreaction Participants had a craft stall. They were involved in every aspect of the planning, including making the craft items, with a volunteer Alex, and running the stall on the day.

We continue to hold our Welcome Wednesdays. We offer a two course lunch with activity sessions at a subsidised price, every other week at the Kingsley Centre. Kingsley Centre supported volunteers have an important role in running the day and are involved in preparing the lunch, setting up the rooms and laying tables, meeting and greeting, serving lunch and washing up and clearing away.

The coffee morning continues to be a popular weekly event. The morning is run by a rota of Kingsley villagers, who provide home-made refreshments every Tuesday morning. Chainreaction participants are part of the rota and take a regular turn at providing the refreshments, including baking cakes and biscuits. It is well attended by residents of Kingsley and the surrounding villages. The local Community Police Support Officers also attend regularly to keep in touch with local people.

Kingsley Centre has continued to be an invaluable source of information for the village and surrounding areas. We have community noticeboards both inside and out and carousels for leaflets on health and wellbeing subjects and from the local councils. We are a Hampshire County Council Community Access Point and a Tourist Information Point. We are also a LINC (Local Information Networking Community) Information Point and Café.

We host meetings of the Kingsley Village Forum, which aims to bring local organisations together to coordinate activities and events. We provide a contact point and administration for the King's World Care Group, offering community transport and other voluntary services to those in Kingsley and the surrounding area.

We recognise the importance of networking and partnership working and Helen Dayson our Chief Executive is proactive as an 'expert' in the Health and Social Care arena. Helen currently co-chairs the Learning Disability 'Green' Local Implementation group and sits on the Hampshire Learning Disability Partnership Board, is part of the Hampshire Adult Social Care Coproduction Group, a member of the Demand Management and Support Planning sub-groups and Hampshire PEP.

We work closely with other agencies in Hampshire including Carers Together, Radian Housing Association, Bordon Furniture Helpline, Community First, Whitehill and Bordon Community Trust and Helen currently sits on the Board for the local Timebank initiative.

The Kingsley Post Office continued to provide a number of services including mails and banking services. We are a community branch and in 2019 was able to keep the Post Office open much longer than our contracted 13 hours, by using volunteers and providing supported volunteering placements. The restrictions due to Covid-19 has made extended our hours much more difficult in 2020. Our Senior Administrator doubles up as our Nominated Sub Postmaster and we employ a part time counter assistant.

Report from Kingsley Organisation Enterprises CIC

Kingsley Organisation Enterprises CIC was set up in March 2011 as the direct result of a Joint Venture Agreement between Kingsley Organisation Ltd and The Southern Cooperative, which had the vision of developing our existing village shop to provide realistic retail training for disabled people and a much needed enhanced service to the local rural community.

We received a grant of £20,000 from Hampshire County Council and Seeda towards the costs of improvements and The Co-operative refitted our shop with new shelving, refrigeration units, till, ordering systems, CCTV and stock. Co-operative staff temporarily managed the shop to get systems in place and turnover to a good level. The official opening of our new look shop took place on Saturday 6 November 2010. Our Joint Venture Agreement with The Southern Co-operative continued until October 2011, when we successfully took back the management of our shop.

In 2017 Kingsley Organisation Ltd received a Hampshire County Council Rural Communities Grant to pay for a retail business consultant to look at our shop and make recommendations with a view to increasing our turnover and becoming more sustainable. Arising from this process we decided to make some changes to our shop and in 2019 The Southern Cooperative worked with us to renovate our shop once again. Renovations included changing the layout, increasing the area we have for displaying ambient goods and making the till and entrance area more customer friendly. A new back office area was created enabling staff to better manage ordering and stock control. This was fully funded and project managed by the The Southern Cooperative.

During 2019 we employed 3 people in the village shop. Taking into account those who left and joined us part way through the year and the different hours people work, we had a full time equivalent of 1.1 members of staff during 2019. The staff team is currently made up of a customer service assistant and a finance assistant. Additional input, including management and support of our volunteers is provided by staff employed by Kingsley Organisation.

The shop is vital to our charitable activities, creating meaningful opportunities for our supported volunteers to gain retail skills and work experience. We are providing a thriving village shop for local people and this is important to the community setting we have created at Kingsley Centre. A community setting that is a core part of the delivery of our disability services and the positive outcomes people have achieved.

2019 Financial Review

The Charity's Reserves policy is to aim to have reserves in the band of 17.5% to 20% of expenditure. Our reserves at the beginning of 2019 were at 16%.

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

The financial position of the Charity as at 31 December 2019 is shown in the Statement of Financial Position. Details of changes in the Fixed Assets are shown in the notes to the financial statements.

The principle funding sources in 2019 arose from the provision of services to Hampshire County Council, London Borough of Camden, West Berkshire Council, individuals and organisations providing individuals residential care.

We also receive income from Post Office Counters Ltd for the Post Office.

Our services are developed and monitored to ensure that they, and our expenditure on them, meet our Charitable Objects. Monitoring takes place via the Board of Trustees, the Advisory Board, Quality Standards reviews, stakeholder forums, volunteer meetings, General and Annual General Meetings and annual service reviews

Fundraising Report

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

In 2018 we launched our 2020 Appeal. This Appeal involves seeking significant grant funding to ensure our sustainability beyond 2020 in what is a difficult financial climate for both charities and health and social care organisations. The Appeal also seeks corporate sponsors and high profile patrons who can support and champion our work.

We received grant funding in 2019 from Baily Thomas Charitable Fund, East Hampshire District Council and Lloyds Bank Foundation. We also received funds from both District and County Councillor grants from Cllr Ashcroft, Cllr Carter and Cllr Kemp-Gee.

We received donations from the BG Davey, Charity Walk for Peace, Geoff Waters, Graham Richards, Grundons, H&C Contracts, Liphook and District Businessmens Association, Loos for Dos, Morrisons Foundation, in celebration of Sally and Hugh Woods Wedding Anniversary, St Mary's Frensham Trust, Stefani Dent, The Inner Wheel Club of Alton, the King family, The Rotary Club of Alton, The Royal British Legion Frensham, The Triclyce Shop, a video gaming community and Woolmer Forest Social Club.

We were very successful with sponsored events in 2019. Jill Trout a member of staff, alongside Fiona and Caro the dog completed one of their regular walks and Lee Holbrook ran the London Marathon.

Basingstoke Water Softeners kindly donated and fitted a water softener system in our Kitchen.

Several people with connections to the Organisation passed away in 2019 and we grateful to receive many donations in the memories of Lynn Bradley, Pauline Hoare, Rosemary Knight and Dennis Sawkins. Pauline Hoare also left us a gift in her will.

We also held Jumbles Sales, Bridge Events, a Christmas Fair, Edinburgh Woollen Mill Fashion Show, Jumble Sales and raffles.

Each year we also receive several donations from those who wish to remain anonymous and numerous smaller donations including those through our collection boxes.

Fundraising activities are led by members of the staff team along with volunteers. All fundraising activity is monitored by our Funding Committee, who ensure all activities take place within fundraising regulations and Organisational policies. We have received no complaints in regard to our fundraising activities.

Our plans for future periods

Our vision statement

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

Our main objectives for 2020, set at the end of 2019, were to maintain and develop our current disability and community services, to continue our drive to improve our marketing and promotion, to look at other areas where we might be able to meet need, for example those in transition and to continue our 2020 Appeal and implement a detailed financial strategy. The outbreak of Covid-19 and the subsequent restrictions meant our plans for 2020 have had to change and stay flexible to ensure we continue to meet the needs of our beneficiaries. We look forward to reporting on these changes and what we achieved in our 2020 Annual Report.

Our current Chief Executive Helen Dayson will retire at the beginning of 2021. Succession planning has already begun, but in 2020 a subcommittee will plan the recruitment and induction process of a new Chief Executive.

The System and Procedures Used to Identify Major Risks

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

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

As an inclusive and learning Organisation risk management is also reviewed annually by the Advisory Board.

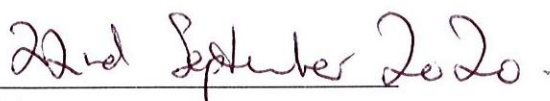
Factors within and outside the Charity's control regarding the achievement of Charitable Purposes

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

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



Stefani Dent Chair of Trustees



Date

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

I report to the Trustees on my examination of the accounts for the Company for the year ended 31 December 2019 set out on pages twenty three to thirty.

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of the independent examiner's report

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

Independent examiner's statement

I have completed my examination and I confirm that I have no concerns and no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



MRS C S SCULL BA FCCA

B20 Limited
Chartered Certified Accountant
Charwell House
Wilsom Road
Alton
Hampshire
GU34 2PP

22nd September 2020

KINGSLEY ORGANISATION LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 December 2019**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	2018 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	60,965	0	60,965	86,633
Activities for generating funds	3	5,203	0	5,203	5,836
Investments	4	0	0	0	0
Incoming resources from charitable activities	5	350,991	0	350,991	361,660
Other Incoming Resources		0	0	0	0
TOTAL INCOMING RESOURCES		417,160	0	417,160	454,130
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	6	3,761	0	3,761	5,406
Charitable activities					
General charitable activities	7	431,961	9,492	441,452	458,479
Governance costs	8	4,239	0	4,239	4,454
TOTAL RESOURCES EXPENDED		439,961	9,492	449,453	468,339
NET INCOMING/(OUTGOING) RESOURCES		(22,801)	(9,492)	(32,292)	(14,209)
Other movements in Funds		0	0	0	(506)
NET MOVEMENT IN FUNDS		(22,801)	(9,492)	(32,292)	(14,714)
ADD:					
TOTAL FUNDS BROUGHT FORWARD		260,817	374,690	635,507	650,222
TOTAL FUNDS CARRIED FORWARD		238,016	365,198	603,214	635,507

KINGSLEY ORGANISATION LIMITED
STATEMENT OF FINANCIAL POSITION
As at 31 December 2019

	Notes	£	£	2018 £
FIXED ASSETS				
Tangible Assets	12		533,485	547,958
INVESTMENT				
Share in subsidiary company	13		1	1
CURRENT ASSETS				
Debtors	14	55,719		39,578
Amount owing by subsidiary company	14	52,385		41,857
Cash at bank and in hand		17,615		19,854
		<u>125,718</u>		<u>101,289</u>
CURRENT LIABILITIES				
Amounts falling due within one year				
Creditors and accrued expenses	15	22,226		11,241
Deferred income	16	33,765		2,500
		<u>55,991</u>		<u>13,741</u>
CURRENT ASSETS LESS CURRENT LIABILITIES			69,728	87,548
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>603,214</u>	<u>635,508</u>
FUNDS				
Unrestricted funds	18	238,016		260,817
Restricted funds	18	365,198		374,690
		<u>603,214</u>		<u>635,507</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its account for the year in question in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts. The accounts 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 of Trustees on and were signed on their behalf by:

Stefani Dent Chair of Trustees



22nd September 2020

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (FRS102) effective 1 January 2015.

Incoming resources

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

Resources expended

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

Tangible fixed assets

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

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

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

Taxation

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

Fund Accounting

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

Restricted Funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for specified restricted purposes.

Further explanation of the nature and purpose of each fund is included in note 18 to the financial statements, below.

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

2 VOLUNTARY INCOME

The Trustees greatly appreciate the generous grants, donations and income and sponsorships from charitable events that were received. Those received in 2019 are listed below. The totals under Notes 2 and 3 reflects voluntary income received as related to 2019 activities.

	2019	2018
	£	£
Grants and Donations	<u>60,965</u>	<u>86,633</u>
Grants		
Baily Thomas Charitable Fund	10000	
East Hampshire District Council Councillors Grants- Cllr Ashcroft	1,200	
East Hampshire District Council Councillors Grants- Cllr Carter	400	
East Hants District Council Partnership Funded Organisation	10000	
Hampshire County Council Councillors Grants - Cllr Kemp-Gee	2,440	
Lloyds Bank Foundation	30000	
Donations		
BG Davey	100	
Charity Walk for Peace	1500	
Collection boxes at Kingsley Centre	603.23	
Donations in Celebration of Sally and Hugh Woods Wedding Anniversary	858.08	
Geoff Waters	5000	
Gift Aid relating to previous years	451.42	
Graham Richards	250	
Grundon	5000	
H&C Contracts	1200	
In memory of Dennis Sawkins	40	
In memory of Lynne Bradley	30	
In memory of Pauline Hoare	222.49	
In Memory of Rosemary Knight	531.43	
Liphook and District Businessmens Association	400	
Loos for Dos	100	
Morrisons Foundation	4950	
Pauline Hoare	10000	
Pro Cook customer collection box	33.6	
Regular donations	355.34	
St Mary's Frensham Trust	315	
Stefani Dent	200	
The Inner Wheel Club of Alton	100	
The King Family	200	
The Rotary Club of Alton	750	
The Royal British Legion Frensham	232.2	
The Tricycle Shop	1000	
Various anonymous and small donations	769.89	
Video Game Community	97.54	
Woolmer Forest Social Club	400	

3 ACTIVITIES FOR GENERATING FUNDS

	2019	2018
	£	£
Fundraising activities and events	<u>5,203</u>	<u>5,836</u>
Bridge Days	1029	
Christmas Fair	614	
Edinburgh Woollen Mill Fashion Show	170	
Jill Trout Sponsorship Walk	1072.7	
Jumble Sales	819.86	
Lee Holbrook Sponsorship The London Marathon	810.22	
Lee Holbrook Sponsorship The London Marathon Match Funding from Micros	667.6	
Raffle	20	

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

4 INVESTMENT INCOME

	2019	2018
	£	£
Bank interest	<u>0</u>	<u>0</u>

5 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2019	2018
	£	£
General charitable	<u>350,991</u>	<u>361,660</u>

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

Chainreaction	255,253
Supported Volunteering	39,559
Hall hire	21,942
Community Activities	2,825.23
Café sales	4,108
Rent Income	18,600
Post Office Core Payment, Hourly Rate and Commission	4,473

6 COSTS OF GENERATING VOLUNTARY INCOME

	2019	2018
	£	£
Fundraising costs	<u>3,761</u>	<u>5,406</u>

7 CHARITABLE ACTIVITIES COSTS

	2019	2018
	£	£
General charitable	<u>441,452</u>	<u>458,479</u>

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

8 GOVERNANCE COSTS

	2019	2018
	£	£
Examiners' remuneration	1,860	1,860
Trustees' expenses and training	0	0
Payroll fees and other professional costs	2,379	2,594
	<u>4,239</u>	<u>4,454</u>

9 STAFFING INFORMATION

	2019	2018
	£	£
Staff costs:		
Wages, salaries and bonuses	293,995	299,798
Social security costs	14,515	16,937
Pension costs	8,538	7,668
	<u>317,048</u>	<u>324,403</u>
	2019	2018
Numbers of Staff (Full Time Equivalent)	<u>14</u>	<u>14</u>
Casual Workers	<u>3</u>	<u>2</u>

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

10 NET INCOMING/(OUTGOING) RESOURCES

	2019	2018
	£	£
Net resources are stated after charging:		
Examiner's remuneration	1,860	1,860
Depreciation - owned assets	16,342	16,512
Loss on disposal of fixed assets	1,070	19
	<u>19,273</u>	<u>18,391</u>

11 TRUSTEES' REMUNERATION AND BENEFITS

No Trustees' travelling expenses were paid during the year

12 TANGIBLE FIXED ASSETS

	Freehold Property	Property Improvements	Fixtures, fittings & equipment	Computer equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2019	46,627	701,045	30,225	5,190	783,087
Additions		0	2,940	0	2,940
Disposals	0	0	(7,519)	0	(7,519)
At 31 December 2019	<u>46,627</u>	<u>701,045</u>	<u>25,646</u>	<u>5,190</u>	<u>778,508</u>
Depreciation					
At 1 January 2019	0	208,995	21,629	4,505	235,129
Charge for year	0	14,020	2,093	229	16,342
Eliminated on disposals	0	0	(6,448)	0	(6,448)
At 31 December 2019	<u>0</u>	<u>223,015</u>	<u>17,274</u>	<u>4,734</u>	<u>245,023</u>
Net Book Value					
At 31 December 2019	<u>46,627</u>	<u>478,030</u>	<u>8,372</u>	<u>456</u>	<u>533,485</u>
Of which:					
Restricted	0	360,197	0	0	360,197
Unrestricted	46,627	117,833	8,372	456	173,288
At 31 December 2018	<u>46,627</u>	<u>492,050</u>	<u>8,596</u>	<u>686</u>	<u>547,959</u>

13 INVESTMENT

	2019	2018
	£	£
Share in Kingsley Organisation Enterprises cic, at cost	<u>1</u>	<u>1</u>

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

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

14 DEBTORS

	2019	2018
	£	£
Trade debtors	43,944	33,266
Provision for doubtful debts	1,500	1,500
	<u>42,444</u>	<u>31,766</u>
Prepayments	2,809	3,951
Other debtors	10,466	3,861
	<u>55,719</u>	<u>39,578</u>
Amount owing by subsidiary company - Kingsley Organisation Enterprises cic	52,385	41,857
	<u>108,104</u>	<u>81,435</u>

15 CREDITORS - amounts falling due within one year

	2019	2018
	£	£
Trade creditors	1,308	768
Other creditors	20,918	10,474
	<u>22,226</u>	<u>11,242</u>

16 DEFERRED INCOME

	2019	2018
	£	£
Grants received in advance	33,765	2,500

17 FUNDS

	At 01.01.19	Incoming resources	Resources expended	Transfer between Funds	At 31.12.19
	£	£	£	£	£
Unrestricted funds	260,817	417,160	439,961		238,016
Restricted funds	374,690	0	9,492		365,198
	<u>635,507</u>	<u>417,160</u>	<u>449,453</u>		<u>603,214</u>
Analysis of Restricted Funds:					
Building Fund	373,931	(1,611)	9,492	2,370	365,198
Shop	759	1,611	0	(2,370)	0
	<u>374,690</u>	<u>0</u>	<u>9,492</u>	<u>0</u>	<u>365,198</u>

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

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

KINGSLEY ORGANISATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 December 2019

18 CASH FLOW STATEMENT

Balance as at 1 January 2019		1,313
Less:		
(Deficit) for year:		
Unrestricted	(22,801)	
Restricted	(9,492)	
	<u>(30,980)</u>	
Add:		
Non-cash items:		
Depreciation	16,342	
Loss on disposal of fixed assets	<u>1,070</u>	
		17,413
		<u>(13,566)</u>
Less:		
Capital expenditure during year		(2,940)
		<u>(16,506)</u>
Movement in other Balance Sheet items:		
Increase/(Decrease) in Creditors	10,984	
Increase/(Decrease) in Deferred Income	31,265	
Decrease/(Increase) in Debtors	<u>(26,669)</u>	15,580
Balance as at 31 December 2019		<u><u>(926)</u></u>