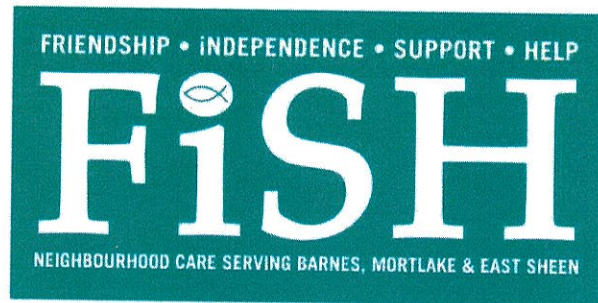




FiSH Neighbourhood Care

a limited company registered in England and Wales no 07933796
and
a registered charity no 1147516

ANNUAL REPORT AND FINANCIAL STATEMENTS for the year ended 31 March 2022



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COMPANY INFORMATION

for the year ended 31 March 2022

TRUSTEES AND DIRECTORS

The Trustees are, for the purposes of company law, directors of FiSH Neighbourhood Care and, for the purposes of charity law, also its trustees. All trustees, unless otherwise stated, served throughout the year and at the date of signing this report are:

Liz Wall	Chair
Peter W Anderson	
Graham J Baker	retired 2 August 2021
Jean-Louis M Evans	
Sanchi M Murison	retired 2 August 2021
Melanie L Payne	
Sue Preston	appointed 23 August 2021
Nityajit S Raj	
Stephen F Stavrou	
Solvène de B Tiffou	
Anne Raikes	appointed 6 September 2021

Anne Raikes was appointed trustee and treasurer on 6th September 2021 following the retirement in August 2021 of Graham Baker as both trustee and treasurer.

DIRECTOR OF THE CHARITY

Micky Forster

PRINCIPAL AND REGISTERED OFFICE

Barnes Green Centre
Church Road
Barnes
London
SW13 9HE

INDEPENDENT EXAMINER

J D Blythe FCA
206 Upper Richmond Road West
London
SW14 8AH

WEBSITE

www.fishhelp.org.uk

CHAIR'S INTRODUCTION

It has been another challenging year for FiSH as the effects of the coronavirus contributed to a second year of restrictions and unprecedented demand for support and help. The staff and volunteers worked incredibly hard to respond to requests; we answered and fulfilled 4,658 calls to our helpline, we continued our delivery of cream teas to the elderly and housebound and our popular FiSH News magazine as a way of befriending and communicating with our members and service users. We undertook 258 bus journeys for wheelchair passengers unable to access transport to hospital and medical appointments. In addition to these essential services we were able to reintroduce some familiar activities and events to bring people together and into their community once again, thanks to some creative thinking and a lot of hard work by staff.

It was clear as the year progressed that the increased demand for our services would not subside once the pandemic had eased, as so many more people had discovered us and asked for help. We also saw an increase in referrals from other agencies. Essential services such as hospital transport remained difficult or impossible to access and demand for our accessible transport remained high.

In Spring 2021 FiSH was one of the participating organisations contributing to The Barnes Fund's research into the needs of the local community. The report was published in June 2021 and its findings were considered when we ran two strategy days in February 2022. Our first session was with staff to review the effects of the coronavirus on the organisation. The second session was attended by staff and trustees to review these findings, to consider external and internal influences on our organisation, and to set out a three-year plan for the way ahead. We now have a new Strategic Plan that is in operation from June 2022 to May 2025. Our focus will be to take time to reset and return to the office, to grow sustainably to meet current demand, and to increase resources - this includes a new temporary member of staff, and investing in IT and communications to improve hybrid working. Finally we recognise that we cannot do everything (however much we would like to), and we will pursue partnership working wherever possible to extend our reach. We are extremely grateful to Richmond Council for Voluntary Services for the help they gave us in both sourcing and funding an external facilitator for these sessions.

I would like to thank our volunteers who once again have responded magnificently to the hundreds of calls for help with shopping, transport, deliveries, activities, baking, befriending, and much more. It is the volunteers, who in the majority of circumstances, deliver FiSH services and activities and befriend the isolated and lonely and we are indebted to them. The trustees and staff look forward to thanking them in person at our Volunteers' party in June.

I would also like to thank our funders, both established and new for their generous support and for taking such an interest in our work. Richmond Parish Lands Charity, the Barnes Fund, Friends of Barnes Hospital, The Inman Charity and Kaye Pemberton Charitable Trust have supported our work for many years. In addition to these funders, FiSH once again benefited from the generosity of local businesses, schools, churches, donors and entrepreneurs such as the Battersby Brothers who donated a percentage of every Christmas tree they sold. Last year was the first year in some time that income did not exceed expenditure. The impact of coronavirus on our income, particularly from community events and sponsorship raised through challenge events such as the London Marathon was evident. This year, we anticipate further challenges in our fundraising, particularly from individual donations and business partnerships, as the economic climate is so uncertain for many. We have allowed for this in our 2022/23 budget and we anticipate a deficit that will be met from reserves.

Finally, the trustees would like to thank Sanchi Murison and Graham Baker for their contributions to FiSH during their terms as trustees. We would also like to record our thanks to Peter Anderson for his hard work and commitment as a FiSH trustee and volunteer for the last six years, particularly his time as Acting Chair from September 2020 to November 2021.

FiSH continues to be well regarded and much needed in the community. The trustees were proud of the achievements of the team and volunteers who met all the challenges of the last year with creativity, energy and dedication.

Liz Wall
14 June 2022

ANNUAL REPORT OF THE TRUSTEES for the year ended 31 March 2022

The Trustees of FiSH Neighbourhood Care (the "Charity") present their annual report and the financial statements of the Charity for the year ended 31 March 2022 and confirm that they comply with the requirements of the Charities Act 2011, the Charities SORP (FRS 102), the Companies Act 2006 (applying the requirements and using the exemptions for small companies) and the Memorandum and Articles of Association of the Charity. This Annual Report contains the information which would be contained in a Directors' Report for a small company as required by company law. The information contained in the Chair's Introduction forms part of the Annual Report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status and Constitution

The Charity is a private company limited by guarantee without a share capital. It was incorporated in 2012 and is registered in England and Wales under the Companies Act 2006 (company number 07933796).

The Charity is registered with the Charity Commission for England and Wales (registration number 1147516). It is the successor to unincorporated charities established for similar purposes in SW13 and SW14 as far back as 1963.

The constitution and charitable objects of the Charity, and the regulations concerning its management, are embodied in its Memorandum and Articles of Association. The Trustees govern the Charity in accordance with its Articles of Association.

Our Articles of Association, Annual Accounts and other legal filings are available for inspection through Companies House and the Charity Commission for England and Wales.

Trustees, Officers and Advisers

Details of Trustees, officers and advisers are set out on page 3. Further information on the current Trustees is given on our website.

Appointment and re-appointment of Trustees

Trustees are elected by either the Board of Trustees or by members of the Charity (and where the Trustees make an appointment that person is subject to reappointment by the members at the following AGM). Trustees are not remunerated for their service as trustee. Appointments are for a term of three years, with the possibility of reappointment for a further term of (usually) three years.

The Board's policy is that as a general rule the Board should usually have between eight and twelve members, and that in normal circumstances two new Trustees should be appointed in each financial year. In 2021 the board reviewed the system of working parties and in 2022 it moved from one main committee with delegated authority to a committee structure comprising four committees, which act in an advisory role to the main board. These committees are Funding and Finance, Transport, Human Resources; and General Purposes, which also reviews the risk register. The committees draw on key skills of the appointed trustees and will be reviewed after 12 months of operations to assess their effectiveness. The board meets four times a year and holds an AGM. Committees meet between these times.

Our Articles of Association provide that as far as possible when nominating Trustees for election regard shall be had to the importance of reflecting a balanced representation of the whole of the area where the Charity operates. As at 31 March 2022, four Trustees had a relevant Barnes connection and five a relevant Mortlake and East Sheen connection.

Induction and training of Trustees

Induction for new Trustees is organised by the Director of the Charity. In addition to knowledge gained through attendance at meetings, Trustees are provided with initial briefing material on the Charity's activities as well as their legal obligations under charity and company law and on the content of the Memorandum and Articles of Association. There is an annual audit of trustee skills. Trustees undertake additional training when appropriate.

Organisational management and staffing

The Board of Trustees meets regularly, usually quarterly, to determine strategy, set objectives and targets, consider the risks facing the Charity, agree policies, take major decisions, and review performance and achievement. In the year to 31 March 2022 the Board of Trustees held four meetings (2021; five meetings). Liz Wall was appointed Chair in November 2021 and Sue Preston was appointed Vice Chair in November 2021. The Trustees have reviewed the public benefit guidance published by the Charity Commission for England and Wales, and consider that FiSH's operations comply with these guidelines.

The day-to-day running of the Charity is delegated to the Director who carries out the policies of the Trustees as determined at meetings of the Board of Trustees.

The Charity works closely with other local organisations, in particular with Age UK Richmond in relation to delivery of Richmond Council's Community Independent Living Scheme and activities at Barnes Green Centre and with Richmond and Kingston Accessible Transport ("RaKAT") in relation to minibus transport.

As at 31 March 2022 the Charity employs five staff; RaKAT supplies the services of two full time equivalent drivers who are used to further the Charity's work. FiSH recruits volunteer minibuss drivers who are given Midas training by RaKAT, and other volunteers from the local community to deliver the wide range of services which the Charity provides. In total there are 300 FiSH volunteers.

OBJECTIVES AND ACTIVITIES

The charitable objects of the Charity are to promote any charitable purpose for the benefit of the inhabitants of the London Borough of Richmond upon Thames, in particular for those resident in Barnes, Mortlake and East Sheen, and of surrounding areas in adjacent London boroughs, in particular by providing assistance and care to relieve the needs, distress or suffering of those inhabitants.

The Charity, in pursuing its charitable objectives, combats loneliness and social isolation in older and vulnerable people living in Barnes, Mortlake and East Sheen (and in adjacent areas), enabling them to live independent and dignified lives. The Charity connects the community through a volunteer network offering friendship, support and practical help.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

We continued to run the Helpline for five full days a week which is significantly more hours than the five mornings pre pandemic and required considerably more volunteer resource. We responded to 4,658 helpline requests during the year. Demand was extremely high, particularly for shopping, transport, including accessible transport to attend medical appointments, including vaccinations.

FiSH buses undertook 258 journeys in 2021/2 for wheelchair users and others unable to use public transport or obtain hospital transport to appointments.

In addition volunteers fulfilled the majority of 1493 transport requests in their own vehicles, driving a total of 17,219 miles.

Volunteers also undertook 2450 shopping deliveries

As a conservative estimate, FiSH volunteers gave 7,382 hours of their time during the 2021/22 financial year in response to Helpline requests. This does not include volunteer time given for other events or activities – or even the shifts covered by the Helpline team.

We cooked, packaged and distributed over 3500 cream teas to people isolated at home and FiSH won Highly Commended for this initiative at the London Borough of Richmond Community Awards in April 2022.

We continued with our new initiative, FiSH News, sending out 600 copies monthly.

In Spring 2021, complying with all guidelines and recommendations, we recommenced small scale activities as the restrictions eased. First to restart was our weekly shopping bus. We were able to offer three outdoor opportunities for social outings, Wednesday Walks in Richmond Park and MeetUpMondays™ in the garden at The Hare and Hounds. Volunteers also hosted afternoon garden tea parties throughout the summer.

We restarted trips to Kew Retail Park, pub lunches and outings later in 2021.

We continued StarFiSH dance classes online until the autumn when it resumed at the Barnes Green Centre (BGC) to full attendance. MeetUpThursdays, an online coffee morning is still running at the request of the regular attendees, some of whom are unable to get out and about as they would like.

In September the FiSH Choir became The Good Afternoon Choir and returned to the Barnes Green Centre for weekly sessions.

In October we were delighted to restart our weekly drop in cafe, Coffee Corner held at Sheen Lane Centre.

At the end of November we undertook a three-week trial of our Art Therapy Workshops, Picasso Art, for people living with early stage dementia and their carers. It went well and we restarted the programme in mid-January. Along with some of our original participants, we have also received new referrals from both Age UK and the Alzheimer's Society.

We managed to keep most things going until the Christmas break, including our Christmas Choir Concert and pre-Christmas lunch event for clients at BGC. Sadly the Community Christmas Day Lunch at St Mary the Virgin in Mortlake was cancelled because of the spread of the Omicron variant of COVID. This meant that for the second year running FiSH volunteer cooks rose to the occasion and prepared 100 lunches in advance which were frozen and then delivered chilled by volunteers on Christmas Day.

We cautiously re-started activities in early 2022 and most have now resumed. In February our Tuesday Horizon Talks restarted live at BGC, currently on a monthly basis and our weekly bridge classes began again in March.

Staff continued to work from home throughout the year and gradually came back into the office as activities restarted. The current system of hybrid working will continue for all staff indefinitely. Additional investment in IT and communications was undertaken to enable staff to work effectively at home and in the office. The hours of the administrative assistant were increased and the position was made permanent.

We were delighted that our Open Gardens event was supported by over 500 visitors and raised £7,000.

Tom Flint, an art teacher at St Paul's School raised over £3,000 for FiSH in the London Marathon.

We began a successful collaboration with Barnes Community Gardeners, combining gardening expertise and volunteer resources to tackle the gardens of elderly Barnes residents

PLANS FOR THE FUTURE

We will continue to pursue our charitable objectives which are to combat loneliness and isolation amongst the elderly and vulnerable people of Barnes, Mortlake and East Sheen.

As mentioned elsewhere in this document we have a new Strategic Plan 2022-2025 that sets out our direction for the next three years. We aim to focus resources on where they are most needed, recognising that we cannot meet all demands placed upon us. Our intention is to grow sustainably and seek partnerships and collaborations with other organisations to extend our reach.

There are operational changes in the year ahead. Our Director Micky Forster is retiring after 5 years of unstinting hard work and dedication to FiSH. Micky will be missed, particularly her work ethic and fund-raising expertise. Two of our longest serving trustees are also retiring, our lead on legal affairs and governance and the current FiSH Chair.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results for the year are set out in the statement of financial activities on the pages that follow.

FiSH's receipts were £158,020 (2021: £198,726) with the result that, after total costs of £163,271 (2021: £115,572), there was a deficit of £5,251 (2021: a surplus of £83,154). The receipts and costs do not include amounts associated with shopping for FiSH members and others, other than a charge of £621 (2021; £617) for amounts which are deemed unrecoverable.

At 31 March 2022, total reserves amounted to £227,123 (2021: £232,374) all of which are unrestricted.

The shape of some of FiSH's income and expenditure changed:

- There was increased expenditure on staffing costs as a result of a greater number of employees. One employee, who was previously employed by RAKAT, transferred to FiSH, whilst a previously temporary post became permanent with increased hours.
- Overall expenditure on events and activities increased as these were relaunched once the impact of the pandemic decreased.
- Overall expenditure was somewhat higher in 2022 compared with 2021 in the absence of a large write back in 2021 of an unneeded accrual for rent.
- Emergency donations from funders and supporters received in the first year of the pandemic were not repeated.
- FiSH funds its work from contributions in cash and in kind from:
 - local and national charitable trusts: FiSH is grateful for the encouragement it receives from these trusts as well as their regular financial support;
 - Richmond Council through its Community Independent Living Service (CILS) contract and its support of community accessible transport;
- FiSH members and users, FiSH volunteers, and individual FiSH supporters through their voluntary donations of cash, time and skills;
 - partnerships with local businesses, schools, churches and community groups ;
 - its annual membership fee, currently £20.

We thank everyone for their contributions.

Donations received by FiSH may be restricted to purposes specified by donors or unrestricted, in which case the donations may be used for any purpose, including the running costs of FiSH, as determined by the Trustees.

RESERVES

FiSH used its financial resources in the delivery of its charitable activities whilst maintaining appropriate reserves and provisions in line with existing policies, changing circumstances, and its expectations on fundraising.

FiSH's policy on reserves is to maintain a general reserve equivalent to nine months' normal operating costs, so that should current sources of funding cease our reserves would allow services to continue while alternative funding is sought or FiSH members access alternative services. We have continued to use overall 2019/2020 expenditure for this reserve, being more representative of expected expenditure going forward.

A designated bus reserve is held to finance the replacement of minibuses: additions are made normally at a rate of £20,000 each year based on the buses having a useful life of six years and having to replace two buses, one every three years.

Unrestricted reserves of £227,123 at 31 March 2022 consisted of:

	2022 £	2021 £
General Reserve (75% of 2019/20 expenditure)	142,377	142,377
Designated Reserve - minibus replacement	73,217	53,217
Unallocated surplus	<u>11,529</u>	<u>36,780</u>
Total unrestricted Reserves	<u>227,123</u>	<u>232,374</u>

FiSH has not committed any material funds at the end of the reporting period. There are currently no amounts that can be realised from the disposal of tangible fixed assets or investments.

All reserves are held in cash in short term investment accounts with reputable banks with minimal risk attached, accounts being agreed in advance by the Board of Trustees.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees (who are also directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

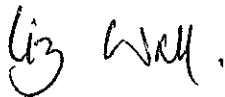
The Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity and of the income and

expenditure of the Charity for that period in accordance with applicable law. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for the Charity keeping accounting records that are sufficient to disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements 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.

Approved by the Board of Trustees on 14 June 2022 and signed on their behalf by:



Liz Wall
Chair and Trustee



Anne Raikes
Treasurer and Trustee

REPORT OF THE INDEPENDENT EXAMINER for the year ended 31 March 2022

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with 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 the 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 to indicate:

- that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with such records;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102);
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

J D Blythe FCA
206 Upper Richmond Road West
London SW14 8AH

14 June 2022

STATEMENT OF FINANCIAL AFFAIRS
INCLUDING INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 March 2022

	Unrestricted Funds	Restricted Funds	2022	2021
	£	£	£	£
Income				
Grants and donations	104,730	6,000	110,730	156,487
Local authority grant	17,791	0	17,791	21,854
Legacies	3,251	0	3,251	5,000
Events & activities	16,677	0	16,677	5,549
Transport	1,452	0	1,452	0
Sundry other income	8,119	0	8,119	9,836
	152,020	6,000	158,020	198,726
Expenditure		0		
Employment	114,753	0	114,753	101,025
Rent & utilities	0	0	0	(24,722)
Transport	0	0	0	2,290
Marketing	566	0	566	2,197
Events & activities	8,862	6,000	14,862	5,773
General administration	33,090	0	33,090	29,009
	157,271	0	163,271	115,572
Net outgoing resources (2021 incoming)	(5,251)	0	(5,251)	83,154
Reserves brought forward	232,374	0	232,374	149,220
Reserves carried forward	227,123	0	227,123	232,374

All of the above results are derived from the continuing activities. There were no recognised gains or losses. Movements in funds are disclosed in the notes to the financial statements.

The notes on pages 17 to 20 form part of these financial statements.

BALANCE SHEET
as at 31 March 2022

	Note	2022 £	2021 £
Current assets			
Cash		954	339
Bank Balances		204,530	230,841
Debtors	5	<u>26,073</u>	<u>3,792</u>
		<u>231,557</u>	<u>234,972</u>
Current Liabilities			
Accruals		<u>4,434</u>	<u>2,598</u>
		<u>4,434</u>	<u>2,598</u>
Net current assets		<u>227,123</u>	<u>232,374</u>
Total net assets		<u>227,123</u>	<u>232,374</u>
The funds of the charity			
Unrestricted	2	<u>227,123</u>	<u>232,374</u>
Total charity funds		<u>227,123</u>	<u>232,374</u>

The financial statements, which have been prepared in accordance with the provisions applicable to companies subject to the small companies regime, were approved and authorised for issue by the Board on 14 June 2022 and signed on its behalf by:


Liz Wall
Trustee


Anne Raikes
Trustee

The notes on pages 17 to 20 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

1. Accounting policies

(a) Accounting convention

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the Companies Act 2006.

The financial statements have been prepared under the historic cost convention.

(b) Income

Income received by way of donations is taken into account in the period in which the income is received, unless the donor specifies the period over which it is to be spent in which case the proportion of the income relating to future periods is deferred and recorded as a liability. All other income is accounted for on an accruals basis.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is made from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution.

Where legacies have been notified to the Charity, or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Where monies are received which are refundable in the event that conditions attaching to the receipts of the monies are not met by the Charity, such monies, together with related interest accruing to them, are treated as deferred income until the conditions have been met.

(c) Expenditure

All expenses are accounted for on an accruals basis. The credit balance in Rent & utilities in the year ended 31 March 2021 resulted from the release of a provision for rent payable that was no longer considered necessary.

(d) Taxation

The Charity is a registered charity, and as such claims tax exemptions from all its United Kingdom income and gains, properly applied for its charitable purposes.

The Charity is not registered for VAT, and as such all expenditure is shown inclusive of irrecoverable VAT.

(e) Pension Contributions

The Charity contributes to a defined pension scheme on behalf of eligible employees. Under the terms of this scheme the Charity made contributions to the scheme at the rate of 3% of gross salaries on behalf of three of its employees in the year ended 31 March 2022, who in turn contribute at the rate of 5%. The amount charged in the statement of financial affairs represents the contributions payable to the scheme in respect of the accounting period.

(f) Fixed Assets

The Charity has no fixed assets. Minor items of capital expenditure are expensed on purchase.

(g) Funds

Restricted funds comprise income funds subject to specific trusts arising either from the donor's wishes or the terms of a particular fund-raising initiative. Unrestricted funds comprise the Charity's funds expendable at the discretion of the Trustees.

(h) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Cash at bank is held in bank current accounts to which the Charity has immediate access.

2. Analysis of movement in Funds

	Balance at 1 April 2021	Income	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Restricted Funds					
Retro cafes	0	6,000	6,000	0	0
	0	6,000	6,000	0	0
Unrestricted Funds					
Free reserve	179,157	152,020	157,271	(20,000)	153,906
Designated bus reserve	53,217	0	0	20,000	73,217
	232,374	152,020	157,271	0	227,123
Totals	232,374	158,020	163,271	0	227,123

3. Restricted Funds Retro Cafes: Funds for this activity are provided by the Friends of Barnes Hospital.

4. Designated Funds are in respect of replacement minibuses.

5. Debtors

	2022 £	2021 £
Debtors		
Due in respect of shopping carried out by volunteers	3,219	3,792
Gift Aid recoverable	12,000	0
Due from HMRC	3,213	0
Employment Allowance for 2020/2021	4,000	0
Balance with PayPal	<u>3,641</u>	<u>0</u>
Total Debtors in Balance Sheet	<u>26,073</u>	<u>3,792</u>

Amounts due in respect of shopping are net of a provision of £620 (2021 £617) in respect of debts deemed to be unrecoverable.

6. Analysis of staff costs, trustees' remuneration and expenses and the cost of key management personnel

Total wages and salaries of employees for the year amounted to £113,781 (2021 - £87,450).

The increase of total wages in 2022 over 2021 is explained by a staff position previously on the payroll at RaKAT, transferring to the FiSH payroll at the beginning of the financial year.

No employees received employment benefits of more than £60,000 during the current or prior year.

None of the trustees were paid any remuneration or received any other benefits (other than benefits received in the capacity of a beneficiary of the Charity or as a result of the normal trading and fundraising activities of the Charity on the same terms as other volunteers or members of the public) or expenses incurred as a trustee from the Charity during the current or prior year, save as mentioned below.

7. Staff Numbers

	2022	2021
Management Staff	1	1
Administrative Staff	4	2
Total	5	3

Included in the above numbers are 4 (2021: 2) part-time employees.

8. Pensions

The Charity contributes to a defined contribution personal pension scheme on behalf of three of its employees. The pension cost charge for the year amounted to £2,015 (2021 1,858).

9. Volunteers

The Charity relies on its volunteers to deliver substantially all its services to FiSH members.

10. Members' Liability

The liability of the Members of the charity is limited to £1. At the date of the financial statements there were 42 members.