

COMPANY REGISTRATION NUMBER: 07988467
CHARITY REGISTRATION NUMBER: 1146574

The Feast Youth Project
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2020

The Feast Youth Project
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2020

| | Page |
|--|-------------|
| Trustees' annual report (incorporating the director's report) | 1 |
| Independent examiner's report to the trustees | 14 |
| Statement of financial activities (including income and expenditure account) | 15 |
| Statement of financial position | 16 |
| Notes to the financial statements | 17 |
| The following pages do not form part of the financial statements | |
| Detailed statement of financial activities | 26 |
| Notes to the detailed statement of financial activities | 28 |

The Feast Youth Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 March 2020

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2020.

Objectives and activities

Overview

The Feast exists to help young people of different faiths and cultures to live well in an increasingly diverse and divided world. It is our aim to foster good citizenship for the public benefit amongst young people, by:

- a) Nurturing religious harmony consistent with Christian principles, through the raising of awareness of both the distinctive features and common ground present in the religious beliefs held amongst young people of different faiths;
- b) Promoting knowledge and mutual understanding and respect of the beliefs and practices of different religious faiths, through facilitating formal and informal encounters and education opportunities amongst young people of different faiths,
- c) Providing support and training to those who work with and amongst young people, in particular but not exclusively to better enable them to promote cohesion and mutual respect of each other and their wider communities.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Vision

We dare to imagine a transformed world, in which all people are confident in their beliefs and identity, embrace diversity and are able to flourish alongside one another in peaceful, loving and inclusive communities.

Purpose

The Feast will be a leading, faith-based, youth-centred movement encouraging young people to be resilient and confident in their beliefs and identity, able to build meaningful friendships with people who are different from themselves, able to respectfully discuss beliefs and challenging issues and are committed to living well with their neighbours as peacemakers for the wellbeing of society.

Operational Principles

The Feast operates by the following Christian principles:

- A belief that all people are made by God and are equally valuable, and therefore we have a duty to befriend, see and care for those we meet regardless of race, faith or gender.
- A commitment to Jesus' teaching that we should love our neighbours as ourselves whoever they might be.
- In the Bible we read that Jesus promised God's blessing for those who are peacemakers, and so consequently we have a concern for the peace and wellbeing for the communities of which we are a part and to equip others to be peacemakers.

The Feast Youth Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2020

Achievements and performance

Introduction

2019 was a momentous year for The Feast as it marked the charity's 10th Anniversary with special celebrations occurring across the entire year, starting with a launch at Lambeth Palace in January and culminating in an event at the House of Lords in November 2019. This anniversary milestone allowed us to give thanks for the growth and impact of The Feast over its first decade of operations but also an opportunity to share our work with more people and encourage them to become supporters of The Feast through prayer, volunteering, as well as in-kind and financial support. With this in mind, The Feast ran its 10 for 10,000 Challenge for the year, to encourage people to donate and help The Feast to reach 10,000 more young people over the 5 years of the "In Faith, We Dare to Imagine" strategy. The charity also appointed a further 2 new Patrons, Julie Siddiqi (now MBE) and Jehangir Malik, OBE to help expand and diversify the communities and young people that The Feast works with.

In July 2019, The Feast's National and Birmingham Office moved from Sparkhill to a building in Small Heath, attached to and owned by the All Saints Church. Although, this move was prompted by the secondment of the Sparkhill building that The Feast rented, The Feast sees increased opportunities of expanding its work in a new area that is culturally diverse and economically deprived and partnering with All Saints Church and other faith groups in the area to build bridges between young people of different faiths.

Strategy

This financial year saw increased delivery on key aspects of The Feast's 5-year "In Faith, We Dare to Imagine" Strategy that was launched in 2018, including a deepening of The Feast's youth and peacemaking work through the piloting of its 1-year Game Changers Programme in Birmingham, Luton and Tower Hamlets. Alongside this, the team developed its Building Bridges resource under our Methodist Connexional Grant and translated its Guidelines for Dialogue into 12 different languages, as well as developing a Guidelines for Dialogue version for discussing any idea or opinion.

The strategy and its' companion 5-year budget plan recognises that for the strategic goals to be achieved, The Feast needs to continue growing its income and organisational capacity. A great deal of work has been done over the past year to expand our income and in particular our unrestricted income with the aim of making The Feast a more resilient organisation by 2022. The year has also seen The Feast continue to build an evidence-based approach through its research into the impact of the 1-year Game Changers project and embedding research within the 3-year Birmingham Holiday Youth Encounter Programme. In addition, The Feast has worked with M & C Saatchi under the Building a Stronger Britain Together in-kind support to develop a new website and a communications strategy with new written materials and social media training.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Achievements and performance *(continued)*

Work during the year

With the rise of violence, division and fears across the UK and world, the demand for The Feast's services has increased and often outstrips its capacity to respond, especially in such a challenging funding environment that exists for charities. This is particularly the case for small, niche charities such as The Feast and this financial year continued to be a challenging one in continuing to build the increase funding seen in the previous year. The Trustees are pleased to report that there continued to be a stabilisation in the overall income in the 2019/20 financial year, particularly in unrestricted income. Given this stabilisation combined with the measures taken to reduce expenditure, the Trustees have confidence that The Feast is able to continue to deliver its high quality and much needed youth work with young people of different faiths and cultures and support them to live well with difference and build more peaceful, loving and inclusive communities.

Our overall reach over the year was greater than the previous year despite The Feast's work in Bradford being in hiatus during 2019/20. However, The Feast reached a smaller number of young people (457) through Youth Encounters than the previous year (559). This was mainly due to many of the Youth Encounters being related to the Game Changers programmes in all three locations and hence involved the same young people for those encounters. Therefore, the Trustees are very pleased to report the achievements of the last year and are satisfied that our staff and volunteers have progressed The Feast's public benefit objectives.

Achievements

- Young people worked with directly - 3,917
- Youth Encounter Programmes - 49
- Young people participating in Youth Encounter programmes - 457
- Adults trained in the use of The Feast's Guidelines for Dialogue and approach - 766

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Achievements and performance *(continued)*

Reflections from Youth Leaders and Young People

The Feast has through its various grants been able to continue to grow its impact over the last year. Our work in schools through our Developing Identity Programme, Youth Encounters and the Game Changers Programme has seen life-changing transformation for many of our young people, such that they are equipped for positive engagement with people who are different from themselves throughout their lives.

Afis, a Year 12 Student at Mulberry Academy Shoreditch who took part in the Developing Identity Programme;

"The programme made me consider how we tend to be unable to afford other people complexities that we afford ourselves, and how we need to understand why people act the way they do by conversing with them. That is why it is so important to be able to have the respectful discourse, so that we can strive to understand ourselves and each other."

A student participating in the Game Changers Project commented;

"I feel more comfortable about talking about my own faith knowing no one will judge me."

And a story of change from a young person participating in the Game Changers programme:

Fiona* is a popular girl in her Game Changes group and very much a leader. She has had a difficult school history, and generally distrusts people she doesn't know. She comes across as very confident but in reality she is quite scared of many things. Her behaviour at the start was very boisterous, often getting involved in play fights, but interestingly, when the group went on an encounter to an Adventure Park, she became quiet and withdrawn, and admitted to being scared of some of the challenges.

When Rukshana (our Muslim Feast Youth Worker) first visited the group the girls were sitting together chatting, with Fiona very much at the centre of the group. As Rukshana approached the girls and sat down next to them, Fiona got up and took the girls to a different part of the room. Rukshana persisted and followed them. She asked the group if they had ever met a Muslim before, to which Fiona replied 'Yeh, we've got plenty of yous at our school.' It was clear that she did not want to talk to Rukshana or have her anywhere near the group. Rukshana was taken aback by the aggressive tone of the reply, but persisted. She asked the girls if they would like to ask her any questions, for instance, why some Muslim girls wore hijabs. Eventually, with Fiona taking the lead, they did ask questions and over the next few weeks Fiona not only asked questions, but visibly relaxed and was pleased when Rukshana and then our other Muslim volunteers arrived at the group each week.

During encounters, Fiona became more confident, talking with and having fun with the Muslim young people who attended the group. She showed positive leadership qualities at the residential, but it was at the Community Festival where the real change in Fiona was evident. She proudly wore her Game Changers hoodie and was determined to make the event a success. It was so heartening, seeing her approaching people to tell them why the event was taking place and wanting to engage with people in her community. Watching her having a mendhi painted on her hand by Bushra, one of our Muslim volunteers, and proudly showing it to the people at the festival was a real indication of the change in attitude to people who are different to her. She clearly has made lasting friendships with the Muslim young people and this willingness to engage and chat was such a marked change compared to her first interaction with Rukshana.

The fact that she is continuing to be part of the group, even after the official end of the Game Changers project is even more encouraging and indicative of a real change in her attitude to her community.

(*Not her real name).

The Feast Youth Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2020

Achievements and performance *(continued)*

Partnerships and Support

During this financial year the following organisations have assisted The Feast in delivering our services through partnering in youth work, provision of office or youth space, or other forms of practical or in-kind support, and we would like to express our heartfelt thanks;

- The Faithful Neighbourhoods Centre, Sparkhill, Birmingham
- St Christopher's Church, Springfield, Birmingham
- Lozells Project, based at Lozells Methodist Church, Lozells, Birmingham
- All Saints Church, Small Heath, Birmingham
- Islamic Society of Britain, Sparkbrook, Birmingham
- St Mary's Church, Luton
- Hope Church, Luton
- Bethnal Green Mission Church, Tower Hamlets
- Grand Union Gallery
- Birmingham Museum and Art Gallery
- Newbigin Community Trust
- Weoley Castle Community Church, Birmingham
- Create Place, St Margaret's House, Bethnal Green

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Financial review

Fundraising

The Feast pursues and receives funding from a diverse range of sources, including individual donors, earned income through Service Level Agreements and contracts, and grants from both statutory bodies and charitable trusts and foundations. The Trustees, Staff and Volunteers of The Feast wish to express our gratitude for all our supporters who enabled us to continue and expand our work with young people over this past year.

The level of donations, including associated gift aid recoverable, received during this year was approximately 30% of our total income, (excluding 'gifts in kind') which is an increase from the previous year's percentage of 21%. This reflects both an increase in donations as well as a decrease in grant income.

Specific funding that deserves mention:

Home Office- In November 2018 The Feast was awarded a second Building a Stronger Britain Together (BSBT) grant to the value of £49,320 for the one year Game Changer project (Jan-Dec 2019) in Birmingham, Luton and Tower Hamlets. We received the first tranche (£14,895) of that grant in February 2019 and the remaining £34,425 in the 2019/20 year. At the same time The Feast also secured BSBT In-Kind support to the value of £75,000 (included in the 2018/19 accounts) for a new website, a communications strategy and a number of communication assets - all of which were developed over the 2019/20 year.

Methodist Connexional Grant - The Feast completed its two-year grant to the value of £100,000 by the Methodist Church. This grant supports Methodist youth work, particularly in the interfaith space. This grant covered four projects in Birmingham, Bradford and Luton. Unspent monies from this grant have been agreed to be spent on ongoing interfaith youth activities and Building Bridges training.

BBC Children in Need - The Feast has been funded by the BBC Children in Need fund to deliver The Feast's Developing Identity Programme in schools and community settings over three years. We commenced the third year of this grant in September 2019.

Lozells Project- The Feast continues to be blessed by the long term support of a number of individuals and grant bodies. The Lozells Project has been just such a long term supporter and continued to fund a youth worker role in the Lozells area of Birmingham this financial year as well as enabling The Feast to seek a new part-time youth worker that will have a focus with our Sikh young people.

The Merchant Taylors' Grant Making Charity has continued to be a wonderful financial supporter of The Feast. In 2019/20 we completed the third year of a three-year grant that covers the salary of a 1 day/week Muslim Youth Worker. This support has been invaluable to our work in Tower Hamlets.

The Feast continues to benefit from the 2-year grant totalling £40,000 from the **Garfield Weston Foundation** in March 2018. This grant supported core costs of The Feast as it reorientates its fundraising to support our new "In Faith, We Dare to Imagine" Strategy and enable a 2-pronged organisational model involving both direct youth work and a training hub.

The Owen Family Trust has been an incredibly generous loyal supporter of The Feast for a number of years. The Feast is extremely grateful for both the personal encouragement received from David and Ethne Owen and the unrestricted donation from the Owen Family Trust over the past year.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

National Lottery - In January 2020 The Feast was extremely pleased to be awarded a 3-year grant to support the Birmingham Holiday Programme, including an annual residential and ongoing impact research conducted by the Centre of Trust, Peace and Social Relations at Coventry University.

Summary of the year

Total income from general or unrestricted funds was £94,412. (2019: General income of £139,852 including £75,000 of donated services and facilities).

Related expenditure was £104,500. (2019: General expenditure of £100,151 including the £75,000 of donated facilities and services).

There were no transfers of funds in either year and so net expenditure and net movement of funds was £10,088, (2019: £39,701).

General reserves at 31 March 2020 were in surplus by £5,865, (2019: £15,953).

Total restricted income was £76,652, (2019: £179,231 including donations in kind). Related expenditure was £96,588, (2019: £198,000, including costs of services paid for directly by the grantor). Funds were received from a number of sources and towards various projects, and are detailed later in the accounts. The balances of the individual restricted funds are also shown in the notes. The total amount carried forward to be spent in the coming year is £28,461. (2019: £48,397).

Reserves Policy

The Feast is currently dependent on multiple donations and grants to sustain its activities, as earned income alone would not allow The Feast to continue operating. This means that if there were to be a shortfall in donations and grants it is likely that The Feast would have to reduce its activities and eventually close down.

To ensure continuity of operations if funding difficulties were to occur the Feast Trustees have agreed to operate a certain level of financial reserves and confirmed future grants and donations to ensure that its main operations can continue for a period of at least 6 months. The Trustees aim is for this to include 3 months' worth of operational costs in unrestricted resources. Ordinarily the Trustees would not expect to have reserves at a level that is greater than 1 year of operations.

Based on the results to 31 March 2020 the target level of free reserves required would be approximately £25,000. Free reserves at that date were £5,865. Although this level is well below that set by the Reserves Policy, the vast majority of costs are personnel related and there are already reductions in this area. The charity also has confirmed grants and donations of a restricted nature that combined with the free reserves at the end of the financial year ensured ongoing operations for 6 months. The COVID pandemic has obviously had an impact on operations and the position continues to be monitored frequently.

Having approved a 5-year budget and fundraising plan in September 2018, the Trustees continue to regularly monitor income, expenditure and fundraising results against this plan. The plan sets out targets over the 5 years that will help The Feast to move towards a sustainable level of operations to both achieve the strategic aims of the charity and to fully achieve the Reserves Policy and so mitigate any funding risks coming from mostly one income stream.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Financial review *(continued)*

Internal Financial Controls

The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- An annual budget and operational plan approved by the Trustees. A number of matters are specifically reserved for the Trustees' approval. There is a clear organisational structure with appropriate lines for reporting.
- Regular consideration by the Trustees of financial results, variance from budgets, non-financial performance indicators and benchmarking reviews.
- Policy documents covering major strategic and operational activities which have been developed and are reviewed with appropriate regularity and consultation.
- Budgets and financial activities which are monitored by the Chief Executive Officer of The Feast with the Senior Leadership Team.

During the past year, the Board of Trustees and CEO continued to review the financial situation regularly and implemented further measures to ensure that the charity is working towards a more resilient financial position with adequate unrestricted reserves. These include:

- A reduction in expenditure, including staffing numbers and hours.
- A strategy for increasing income, including from new income streams.
- Board approved out-of-budget expenditure principles.
- A Financial Dashboard that includes monitoring of unrestricted and restricted income and expenditure.
- A 5-year budget and fundraising plan to enable its 5 Year Strategy "**In Faith, We Dare to Imagine**" to be achieved.

Identification and management of risks

The Trustees have delegated day to day responsibility for the management of risks to the Chief Executive Officer of The Feast. An ongoing risk management process assesses business risks and implements risk management strategies. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. The Risk Register which was revised in 2017/18 for The Feast is updated every two months by the Chief Executive Officer and reviewed by the Senior Leadership Team and the Board of Trustees. The Trustees have developed systems to respond quickly to evolving risks arising from factors within the charity and to changes in the external environment, including procedures for reporting failings immediately to appropriate levels of management and the Trustees, together with details of corrective action being undertaken.

In March 2020, The CEO developed a COVID Crisis Response and Mitigation Plan (**Bridging the COVID Divide**) which was approved by the Board of Trustees for implementation over the COVID crisis.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Plans for future periods

Strategic Plan

The "In Faith, We Dare to Imagine" Strategy will enter its third year in April 2020 and during the coming year The Feast plans to grow its reach in the coming financial year under all four of its key objectives;

1.1. Change lives through high quality Youth Encounters.

This key strategic objective seeks to strengthen the quality of our youth encounters through improved practice and resources, and continue to further explore what high quality youth work and encounters might look like from different faith and cultural perspectives. We will continue to grow our partnerships over the next year to enable increased youth encounters to occur with a broader range of young people (in terms of beliefs and cultural backgrounds). One of the ways that we intend to achieve this aim is through encounters being incorporated into our Developing Identity, Building Bridges, Transforming Dialogue, and Game Changers programmes that are conducted in both school and community settings.

Given the COVID-19 Pandemic, The Feast also plans to make our work accessible in online formats and develop an online-gaming format that will engage young people in dialogue whilst playing online games such as Minecraft.

Also, The Feast plans to continue to build its evidence-base to support its high quality youth work. This will include further collaboration with the Centre for Trust, Peace and Social Relations at Coventry University for our Birmingham Holiday Programme.

1.2. Equip young people to be peacemakers in their own lives, their local communities and in the wider world. The Feast has always had a commitment to encourage young people to be peacemakers. In this strategy, we have intentionally made the equipping of young people to be peacemakers, a strategic objective in its own right. In the next year, we will continue to grow opportunities for young people to work together on social action projects that will increase the wellbeing of their own local communities. This will include the young people involved in the three Game Changers projects envisioning together and then delivering an initiative in their local community that will help decrease stereotyping and fears of different people and build peace in their neighbourhoods. Alongside this, we will focus on growing the skills of some of our young people who would like to go on and become ambassadors, leaders and volunteers with The Feast. Critically, the coming year will see The Feast establish a Youth Council, which will provide young people with a voice in the leadership of the charity, as well as regularly finding ways to celebrate their work and modelling of a transformed world

1.3. Equipping the youth sectors with the tools and the approach of The Feast for use in their own work with young people of different faiths and cultures.

With Strategic Objective 3, The Feast sets out to embed the Guidelines for Dialogue (G4D) and its approach across several sectors, by building the capacity of others who work with young people to incorporate the G4D and approach within their own work.

The Feast plans to establish a Transforming Dialogue Training Hub over the next year that will build on its existing training work and expand the charities' capacity to provide high quality training and mentoring to adults working with young people throughout the UK, particularly in schools. With a focus on how to use The Feast's Guidelines for Dialogue and approach, as well as provision of resources, The Feast aims to grow the impact of its work and ensure that many more young people will be able to access the opportunities of the developing identity and youth encounter programmes, than we could ever provide ourselves as direct implementers.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

1.4. Contribute to, and initially take a lead in, growing a global, faith-based movement that is enabling and empowering young people across the world, to be resilient and confident in their beliefs and identity, embrace diversity and able to flourish alongside one another in peaceful, loving and inclusive communities. The Feast has always been more than a formal charity. At its core is an innovative, yet simple, approach to bringing together young people of different faiths and helping them to live well together across divides of fear, lack of understanding and difference. This is something that many people around the UK and indeed the world find extremely attractive, as the art of genuine, respectful dialogue becomes increasingly lost in both the public and private domains, leading only to greater social divides. The Feast is increasingly being approached to start up in new locations, both in the UK and overseas. Philosophically and practically, we believe that it is more strategic and sustainable to support a global movement of The Feast, which encourages individuals, community groups, and organizations/agencies to engage with us and draw on our support to build their own capacity to do the same work within their own spheres of influence, rather than The Feast needing to formally start operations in locations where we do not have the local knowledge or presence.

In the coming year, The Feast plans to grow the membership of this movement and provide an online platform via our new website, as well as face-to-face opportunities for members to receive support and resources from The Feast to enable them to capture the vision, ethos, and approach that will truly enable young people from different faiths and cultures to lead the way to a transformed world. We will continue to focus on the organisational development of The Feast Movement and hope to engage in more opportunities to exchange ideas and resources, as well as build relationships between members across the world.

With the development of online formats for youth encounters, The Feast hopes to engage young people of different faiths and cultures from around the UK and the world together, in a way that previously was out of reach for many or environmentally unfriendly.

International developments

As our new strategy outlines, The Feast remains rooted and focused on working with young people across the UK. However, due to the increased interest and growing reputation of the work of The Feast and its sister agency in Lebanon, Khebz w Meleh (Bread and Salt), we are responding to growing requests to work internationally by supporting through capacity development and provision of resources to a growing movement of people in the Middle East, Europe, Asia, the United States of America and Australia who wish to utilise The Feast's Guidelines for Dialogue and approach in their own work and communities.

The former CEO, Tim Fawssett, has used The Feast's work and Guidelines for Dialogue to underpin fresh expressions of The Feast in his cross-cultural work in Australia being done through Scripture Union Queensland, particularly in their new CHAT resources. We look forward to how this initiative continues to grow and for the mutual exchange of learning for The Feast, just as has developed with Khebz w Meleh in Lebanon.

The Feast's founder and Chair of Trustees, Canon Dr Andrew Smith, chairs an international committee that consists of Trustees, staff, volunteers and interested parties in the work of The Feast around the globe. This committee helps plan and support engagement and capacity development to the international movement. This year's annual training workshop, occurred in Chicago over the weekend of the 29-31st March 2019 and the plan is to hold a regional workshop in the UK in 2020.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Structure, governance and management

Governance

The Feast Youth Project (operating as The Feast) is a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association, incorporated on 13 March 2012. This is the successor body of The Feast (Charity number 1128036), which was founded on 12 February 2009.

Decisions concerning The Feast are made by the Board of Trustees, based in Birmingham, who meet six times a year. New Trustees are appointed by decision of the current Trustee body. Trustees are appointed to a four year term of office.

The Board are advised by two standing committees who are appointed by the Board and responsible for working with the CEO. These are the Finance Committee, to propose, monitor and evaluate the day to day work of The Feast and its finances, and a Staffing Committee to make recommendations on and review matters of employment, HR and management of employees. The Board has at times also set up ad hoc working groups of Board members and staff to consider particular issues that arise.

The Board of Trustees has commenced a process of self-auditing during this Financial Year and is addressing any gaps or areas for improvement in the light of the audit.

Organisational Structure

The Feast's structure consists of a National Office in Birmingham, and four regional locations where we undertake youth work through staff and volunteers.

The National Office includes the Chief Executive Officer, Administrator (part-time) and Finance Officer (contracted). The National Office helps guide and manage the strategic direction of the project, fundraising, financial management, HR, communications support and administration of the charity.

The four diverse locations around UK where we operate include Birmingham and surrounding towns in the West Midlands, Bradford and Keighley in West Yorkshire, Tower Hamlets in East London and Luton in Bedfordshire.

In each of the regional locations the local leadership groups (which operate under Terms of Reference agreed by The Board), provide support and local oversight and advice to the staff.

The changes that have occurred to our structure over this financial year include the following:

- Progress has been made in transitioning the Local Leadership Groups to Local Advisory Groups. This move is intended to help the local leadership groups become more reflective of the diversity of local communities, which will help the work of The Feast flourish in each local context.
- The Board of Trustees has approved the formation of a National Interfaith Advisory Group and a Youth Council, which will provide multi-faith advice and a young person's perspective to the Board in how best to advance the work and vision of The Feast. Terms of Reference for both groups are currently being developed for approval. It is envisaged that both groups will meet twice yearly and the membership of both groups will reflect the diversity of the communities in which we work.
- Due to the ending of grants and after consultation with the Local Leadership Group, as individual members of our Bradford & Keighley team have left to pursue other work, study or gone on Maternity leave, they were not replaced and The Feast's work in Bradford went into hiatus in March 2019. The intention during this hiatus is to pursue opportunities for training others in the use of the Guidelines for Dialogue and provide support for home-grown initiatives for engagement of young people in the interfaith space.

The Feast Youth Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Structure, governance and management *(continued)*

Volunteers

The Feast would not be able to operate and reach the number of young people we do without our wonderful volunteers. Volunteers continue to play vital roles in the National Office and regional teams, through planning and implementing youth encounters, grant research and bid writing, volunteer and youth work management, fundraising, event planning and administration.

Risk Management

The Board regularly review the risks to which the Project is exposed. Procedures are in place to ensure the compliance with health and safety, safeguarding and staff policies. We are also subject to due diligence exercises undertaken by those providing grants and support to the Project for its work.

Delegated authority

The Feast Board delegates day-to-day operational management of the organisation to the Chief Executive Officer. The broad areas of delegation, for which she is accountable, are set out in the Memorandum and Articles of Association and the Scheme of Delegations.

To ensure these responsibilities are discharged effectively, the Chief Executive Officer is responsible for appointing, managing and developing senior staff to take direct responsibility for these areas and for putting in place appropriate reporting and assurance mechanisms.

The Senior Leadership Team meets regularly and includes; the CEO, National Administrator, and the Development Managers (or representatives) for each of the four operational locations (Birmingham, Bradford, Luton and Tower Hamlets).

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing their aims and objectives and in planning future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives that they have set.

Reference and administrative details

Registered charity name The Feast Youth Project

Charity registration number 1146574

Company registration number 07988467

Principal office and registered office 172 Herbert Road
Small Heath
Birmingham
B10 0PR

The trustees

Canon Dr A Smith

Mr D Alcock

Mr M Bull (Treasurer)

Ms S Proctor (Vice Chair)

Mr T Sheail

Ms L Fields

Rev B Thomas

The Feast Youth Project
Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Accountants

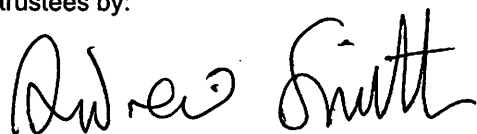
David Seeley FCA

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 10 November 2020 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'Dr A Smith', written in a cursive style.

Canon Dr A Smith
Chair of Trustees

The Feast Youth Project
Company Limited by Guarantee

Independent Examiner's Report to the Trustees of The Feast Youth Project
Year ended 31 March 2020

I report to the trustees on my examination of the financial statements of The Feast Youth Project ('the charity') for the year ended 31 March 2020.

Responsibilities and basis of report

The trustees are also the directors of the company for the purposes of company law are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- 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.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



DAVID SEELEY FCA

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

18 December 2020

The Feast Youth Project
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

31 March 2020

| | | | 2020 | | 2019 |
|---|-------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| | Note | Unrestricted funds £ | Restricted funds £ | Total funds £ | Total funds £ |
| Income and endowments | | | | | |
| Donations and legacies | 5 | 75,946 | 76,652 | 152,598 | 292,283 |
| Other trading activities | 6 | 4,958 | — | 4,958 | 8,814 |
| Other income | 7 | 13,508 | — | 13,508 | 17,986 |
| Total income | | <u>94,412</u> | <u>76,652</u> | <u>171,064</u> | <u>319,083</u> |
| Expenditure | | | | | |
| Expenditure on raising funds: | | | | | |
| Costs of raising donations and legacies | 8 | 9,739 | 5,398 | 15,137 | 47,466 |
| Expenditure on charitable activities | 9,10 | 94,761 | 91,190 | 185,951 | 250,685 |
| Total expenditure | | <u>104,500</u> | <u>96,588</u> | <u>201,088</u> | <u>298,151</u> |
| Net (expenditure)/income and net movement in funds | | <u>(10,088)</u> | <u>(19,936)</u> | <u>(30,024)</u> | <u>20,932</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 15,953 | 48,397 | 64,350 | 43,418 |
| Total funds carried forward | | <u>5,865</u> | <u>28,461</u> | <u>34,326</u> | <u>64,350</u> |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 17 to 24 form part of these financial statements.

The Feast Youth Project
Company Limited by Guarantee
Statement of Financial Position
31 March 2020

| | | 2020 | | 2019 |
|---|-----------|---------------|---------------|---------------|
| | | £ | £ | £ |
| Current assets | | | | |
| Debtors | 15 | 1,098 | | 11,422 |
| Cash at bank and in hand | | 38,166 | | 64,402 |
| | | <u>39,264</u> | | <u>75,824</u> |
| Creditors: amounts falling due within one year | 16 | 4,938 | | 11,474 |
| Net current assets | | | 34,326 | 64,350 |
| Total assets less current liabilities | | | 34,326 | 64,350 |
| Net assets | | | 34,326 | 64,350 |
| Funds of the charity | | | | |
| Restricted funds | | | 28,461 | 48,397 |
| Unrestricted funds | | | 5,865 | 15,953 |
| Total charity funds | 18 | | 34,326 | 64,350 |

For the year ending 31 March 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 10 November 2020, and are signed on behalf of the board by:



Canon Dr A Smith
Trustee

The notes on pages 17 to 24 form part of these financial statements.

The Feast Youth Project
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2020

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 172 Herbert Road, Small Heath, Birmingham, B10 0PR.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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 (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

As reported in the Trustees' Report for 2018 the Board approved a 5 year plan aimed at reversing the deficit incurred in the previous year. Actual performance is monitored against the plan and taking into account expected income for the next twelve months as a minimum the Board and the CEO consider it remains appropriate to prepare the accounts on a going concern basis.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented for the company.

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. However there are no key assumptions and or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subjected to restrictions on their expenditure declared by the donor or by the terms of a grant application.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds as it all relates to part of the core activities of the charity.

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as this cannot be recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, and non-charitable trading activities.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The charitable company is limited by guarantee. The liability of each member to contribute to the charity in the event of a winding up is limited to £1.

5. Donations and legacies

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|------------------------|----------------------------|--------------------------|--------------------------|
| Donations | | | |
| General donations | 40,937 | — | 40,937 |
| Income tax recoverable | 5,009 | — | 5,009 |

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

5. Donations and legacies *(continued)*

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|---------------------------|----------------------------|--------------------------|--------------------------|
| Grants | | | |
| General grants receivable | 30,000 | 76,652 | 106,652 |
| Grants in kind | — | — | — |
| | <u>75,946</u> | <u>76,652</u> | <u>152,598</u> |
| | | | |
| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2019 £ |
| Donations | | | |
| General donations | 42,713 | — | 42,713 |
| Income tax recoverable | 3,089 | — | 3,089 |
| Grants | | | |
| General grants receivable | 67,250 | 104,231 | 171,481 |
| Grants in kind | — | 75,000 | 75,000 |
| | <u>113,052</u> | <u>179,231</u> | <u>292,283</u> |

6. Other trading activities

| | Unrestricted Funds £ | Total Funds 2020 £ | Unrestricted Funds £ | Total Funds 2019 £ |
|-------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Fundraising events | 910 | 910 | 2,918 | 2,918 |
| School fees and similar | 4,048 | 4,048 | 5,896 | 5,896 |
| | <u>4,958</u> | <u>4,958</u> | <u>8,814</u> | <u>8,814</u> |

7. Other income

| | Unrestricted Funds £ | Total Funds 2020 £ | Unrestricted Funds £ | Total Funds 2019 £ |
|---------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Room hire | 5,180 | 5,180 | 14,710 | 14,710 |
| Sundry income | 8,328 | 8,328 | 3,276 | 3,276 |
| | <u>13,508</u> | <u>13,508</u> | <u>17,986</u> | <u>17,986</u> |

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

8. Costs of raising donations and legacies

| | Unrestricted Funds | Restricted Funds | Total Funds 2020 |
|--------------------|-----------------------|---------------------|---------------------|
| | £ | £ | £ |
| Event costs | 1,620 | 2,523 | 4,143 |
| Salaries | 4,062 | 510 | 4,572 |
| Employer's NIC | 433 | — | 433 |
| Pension costs | 280 | — | 280 |
| Rent | 1,172 | — | 1,172 |
| Insurance | 327 | — | 327 |
| Telephone | 31 | — | 31 |
| Other office costs | 953 | 2,365 | 3,318 |
| Promotion | 861 | — | 861 |
| | <u>9,739</u> | <u>5,398</u> | <u>15,137</u> |

| | Unrestricted Funds | Restricted Funds | Total Funds 2019 |
|--------------------|-----------------------|---------------------|---------------------|
| | £ | £ | £ |
| Event costs | 953 | — | 953 |
| Salaries | 3,800 | — | 3,800 |
| Employer's NIC | 408 | — | 408 |
| Pension costs | 228 | — | 228 |
| Rent | 2,829 | — | 2,829 |
| Insurance | 277 | — | 277 |
| Telephone | 116 | — | 116 |
| Other office costs | 1,355 | — | 1,355 |
| Promotion | — | 37,500 | 37,500 |
| | <u>9,966</u> | <u>37,500</u> | <u>47,466</u> |

9. Expenditure on charitable activities by fund type

| | Unrestricted Funds | Restricted Funds | Total Funds 2020 |
|---------------|-----------------------|---------------------|---------------------|
| | £ | £ | £ |
| Youth Work | 70,696 | 91,190 | 161,886 |
| Support costs | 24,065 | — | 24,065 |
| | <u>94,761</u> | <u>91,190</u> | <u>185,951</u> |

| | Unrestricted Funds | Restricted Funds | Total Funds 2019 |
|---------------|-----------------------|---------------------|---------------------|
| | £ | £ | £ |
| Youth Work | 63,451 | 123,000 | 186,451 |
| Support costs | 26,734 | 37,500 | 64,234 |
| | <u>90,185</u> | <u>160,500</u> | <u>250,685</u> |

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

10. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2020 £ | Total fund 2019 £ |
|------------------|---|-----------------------|--------------------------|-------------------------|
| Youth Work | 161,886 | 22,621 | 184,507 | 249,270 |
| Governance costs | — | 1,444 | 1,444 | 1,415 |
| | <u>161,886</u> | <u>24,065</u> | <u>185,951</u> | <u>250,685</u> |

11. Analysis of support costs

| | Youth Work £ | Total 2020 £ | Total 2019 £ |
|---------------------------|-----------------|----------------------|-----------------|
| Staff costs | 17,138 | 17,138 | 15,737 |
| Premises | 2,354 | 2,354 | 5,397 |
| Communications and IT | 47 | 47 | 178 |
| General office | 1,119 | 1,119 | 1,295 |
| Finance costs | 1,963 | 1,963 | 2,712 |
| Governance costs | 1,444 | 1,444 | 1,415 |
| Promotion and development | — | — | 37,500 |
| | <u>24,065</u> | <u>24,065</u> | <u>64,234</u> |

12. Independent examination fees

| | 2020 £ | 2019 £ |
|---|---------------------|--------------|
| Fees payable to the independent examiner for: | | |
| Independent examination of the financial statements | 600 | 600 |
| Other financial services | 600 | 600 |
| | <u>1,200</u> | <u>1,200</u> |

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2020 £ | 2019 £ |
|---|-----------------------|----------------|
| Wages and salaries | 136,247 | 135,159 |
| Social security costs | 7,074 | 10,421 |
| Employer contributions to pension plans | 8,996 | 7,989 |
| | <u>152,317</u> | <u>153,569</u> |

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

13. Staff costs *(continued)*

The average head count of employees during the year was 9 (2019: 9). The average number of full-time equivalent employees during the year is analysed as follows:

| | 2020 | 2019 |
|-----------------------|-------------|-------------|
| | No. | No. |
| Management | 1 | 1 |
| Administration | 1 | 1 |
| Charitable activities | 5 | 5 |
| | <u>7</u> | <u>7</u> |

No employee received employee benefits of more than £60,000 during the year (2019: Nil).

Key Management Personnel

The trustees consider the key management personnel to consist of the chief executive. Combined income and related costs for the year were £47,130. (2019: £44,361).

14. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;
- no trustee received expenses in connection with their role as trustee.

15. Debtors

| | 2020 | 2019 |
|---------------|--------------|---------------|
| | £ | £ |
| Trade debtors | <u>1,098</u> | <u>11,422</u> |

16. Creditors: amounts falling due within one year

| | 2020 | 2019 |
|---------------------------------|--------------|---------------|
| | £ | £ |
| Trade creditors | 250 | 2,808 |
| Social security and other taxes | 2,358 | 2,556 |
| Other creditors | 2,330 | 6,110 |
| | <u>4,938</u> | <u>11,474</u> |

17. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £8,996 (2019: £7,989).

The Feast Youth Project
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

18. Analysis of charitable funds

Unrestricted funds

| | At 1 April 2019 £ | Income £ | Expenditure £ | At 31 March 20 20 £ |
|---------------|-------------------------|-------------|------------------|------------------------------|
| General funds | 15,953 | 94,412 | (104,500) | 5,865 |

Restricted funds

| | At 1 April 2019 £ | Income £ | Expenditure £ | At 31 March 20 20 £ |
|-------------------------------------|-------------------------|---------------|------------------|------------------------------|
| Building a Stronger Britain | 7,734 | 34,425 | (42,159) | – |
| Children in Need | 2,880 | 7,445 | (5,326) | 4,999 |
| Merchant Taylors | 10,145 | – | (10,145) | – |
| Methodist Church: Connexional Grant | 21,826 | – | (14,365) | 7,461 |
| Near Neighbours: Bradford | 1,430 | – | (1,430) | – |
| Edward Cadbury Trust | – | 3,000 | (2,700) | 300 |
| Grantham Yorke | – | 5,000 | (4,684) | 316 |
| Gale Family Trust | 289 | 1,350 | (1,539) | 100 |
| Your Say, Your Way | 109 | 475 | (584) | – |
| Reckitt Trust-Research Project | 3,000 | 2,550 | (950) | 4,600 |
| Didymus Charitable Trust | – | 4,340 | (3,500) | 840 |
| Big Lottery Fund | 356 | – | (356) | – |
| Heart of England | 628 | – | (628) | – |
| Big Farley Community Fund | – | 665 | (665) | – |
| Happy Healthy Holidays | – | 1,500 | (1,500) | – |
| Wixamtree | – | 1,000 | (922) | 78 |
| National Lottery (3) | – | 14,902 | (5,135) | 9,767 |
| | <u>48,397</u> | <u>76,652</u> | <u>(96,588)</u> | <u>28,461</u> |

19. Analysis of net assets between funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ | Total Funds 2019 £ |
|----------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Current assets | 10,803 | 28,461 | 39,264 | 75,824 |
| Creditors less than 1 year | (4,938) | – | (4,938) | (11,474) |
| Net assets | <u>5,865</u> | <u>28,461</u> | <u>34,326</u> | <u>64,350</u> |

20. Related parties

During the year the charity received unrestricted donations from the trustees totalling £7,245 (2019: £12,941).

The trustees are not aware of any other transactions with organisations or individuals where they are able to exert significant influence either individually or as a body.